

2018 Civil Service Affirmative Action Executive Summary Report

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawiiian/PI	Two or More	White	Female	Male	Total Emps	Placement Goal
3A1	Accountg/Finance Professionals - level 1											
	2018 Employees	12.00%	0.00%	4.00%	0.00%	0.00%	0.00%	84.00%	88.00%	12.00%	25	*
	2017 Employees	8.57%	5.71%	0.00%	0.00%	0.00%	0.00%	85.71%	82.86%	17.14%	35	
3A2	Accountg/Finance Professionals - level 2											
	2018 Employees	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	90.00%	70.00%	30.00%	10	
	2017 Employees	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	87.50%	75.00%	25.00%	8	
3A3	Accountg/Finance Professionals - level 3											
	2018 Employees	0.65%	10.32%	1.29%	0.00%	0.00%	0.00%	87.74%	80.00%	20.00%	155	*
	2017 Employees	0.71%	10.71%	0.71%	0.00%	0.00%	0.00%	87.86%	79.29%	20.71%	140	*
3B1	Engineers - level 1											
	2018 Employees	0.00%	11.11%	0.00%	11.11%	0.00%	0.00%	77.78%	0.00%	100.00%	9	
	2017 Employees	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	88.89%	0.00%	100.00%	9	
3B2	Engineers - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
3B3	Engineers - level 3											
	2018 Employees	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	90.91%	0.00%	100.00%	11	
	2017 Employees	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	90.91%	0.00%	100.00%	11	
3C1	Human Resources Professionals - level 1											
	2018 Employees	4.55%	22.73%	0.00%	0.00%	0.00%	4.55%	68.18%	81.82%	18.18%	22	
	2017 Employees	5.00%	25.00%	0.00%	0.00%	0.00%	5.00%	65.00%	75.00%	25.00%	20	
3C2	Human Resources Professionals - level 2											
	2018 Employees	1.79%	19.64%	1.79%	0.00%	0.00%	1.79%	75.00%	91.07%	8.93%	56	
	2017 Employees	0.00%	20.41%	2.04%	0.00%	0.00%	2.04%	75.51%	91.84%	8.16%	49	
3C3	Human Resources Professionals - level 3											
	2018 Employees	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%	0.00%	2	
	2017 Employees	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%	0.00%	2	
3D1	Systems/Network Professionals - level 1											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	33.33%	66.67%	3	*
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	25.00%	75.00%	4	*

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Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawiiian/PI	Two or More	White	Female	Male	Total Emps	Placement Goal
3D2	Systems/Network Professionals - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
3D3	Systems/Network Professionals - level 3											
	2018 Employees	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	91.67%	8.33%	91.67%	12	
	2017 Employees	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	92.86%	7.14%	92.86%	14	*
3E1	Creative Arts Professionals - level 1											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	91.67%	8.33%	12	*
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	91.67%	8.33%	12	*
3E2	Creative Arts Professionals - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	66.67%	33.33%	3	
3E3	Creative Arts Professionals - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	2	*
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	2	
3F1	College Program Professionals - level 1											
	2018 Employees	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	81.82%	81.82%	18.18%	22	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	80.95%	19.05%	21	
3F2	College Program Professionals - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	92.86%	7.14%	14	*
	2017 Employees	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	94.44%	94.44%	5.56%	18	
3F3	College Program Professionals - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
3G1	Medical/Lab Professionals - level 1											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	41.18%	58.82%	34	*
	2017 Employees	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	97.37%	42.11%	57.89%	38	*
3G2	Medical/Lab Professionals - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	4	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	6	*

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Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emps	Placement Goal
3G3	Medical/Lab Professionals - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
3H1	Nurses - level 1											
	2018 Employees	8.70%	0.00%	0.00%	0.00%	0.00%	4.35%	86.96%	95.65%	4.35%	23	
	2017 Employees	4.35%	0.00%	0.00%	0.00%	0.00%	4.35%	91.30%	95.65%	4.35%	23	
3H2	Nurses - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	4	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	3	
3H3	Nurses - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	80.00%	20.00%	10	*
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	88.89%	11.11%	9	
3Z1	Other CS Service Professionals - level 1											
	2018 Employees	2.22%	6.67%	1.48%	0.00%	0.00%	0.74%	88.89%	94.81%	5.19%	135	
	2017 Employees	2.34%	3.91%	1.56%	0.00%	0.00%	0.00%	92.19%	90.63%	9.38%	128	
3Z2	Other CS Service Professionals - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
3Z3	Other CS Service Professionals - level 3											
	2018 Employees	1.03%	7.22%	0.00%	0.00%	0.00%	0.00%	91.75%	59.79%	40.21%	97	*
	2017 Employees	0.00%	6.06%	0.00%	0.00%	0.00%	0.00%	93.94%	59.60%	40.40%	99	*
4A1	Systems/Network Technicians - level 1											
	2018 Employees	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	100.00%	2	
	2017 Employees	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	66.67%	0.00%	100.00%	3	
4A2	Systems/Network Technicians - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	66.67%	33.33%	3	*
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	66.67%	33.33%	3	*
4B1	Engineering/Science Technician - level 1											
	2018 Employees	0.00%	4.11%	6.85%	0.00%	0.00%	0.00%	89.04%	34.25%	65.75%	73	*
	2017 Employees	0.00%	4.17%	5.56%	0.00%	0.00%	0.00%	90.28%	34.72%	65.28%	72	*

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4B2	Engineering/Science Technician - level 2											
	2018 Employees	0.00%	16.00%	0.00%	0.00%	0.00%	0.00%	84.00%	20.00%	80.00%	25	*
	2017 Employees	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	88.89%	11.11%	88.89%	27	*
4B3	Engineering/Science Technician - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
4E1	Health Technicians - level 1											
	2018 Employees	2.38%	7.14%	0.79%	0.00%	0.00%	2.38%	87.30%	87.30%	12.70%	126	
	2017 Employees	2.61%	6.96%	1.74%	0.00%	0.00%	0.00%	88.70%	83.48%	16.52%	115	
4E2	Health Technicians - level 2											
	2018 Employees	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	95.00%	85.00%	15.00%	20	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	86.67%	13.33%	15	
4E3	Health Technicians - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	2	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
4G1	Protective Service Workers - level 1											
	2018 Employees	2.90%	5.80%	8.70%	0.00%	0.00%	2.90%	79.71%	14.49%	85.51%	69	*
	2017 Employees	0.00%	4.17%	5.56%	0.00%	0.00%	0.00%	90.28%	34.72%	65.28%	72	*
4G2	Protective Service Workers - level 2											
	2018 Employees	0.00%	5.56%	11.11%	0.00%	0.00%	5.56%	77.78%	16.67%	83.33%	18	
	2017 Employees	0.00%	5.26%	5.26%	0.00%	0.00%	5.26%	84.21%	15.79%	84.21%	19	
4G3	Protective Service Workers - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	3	
4Z1	Other Technicians/Paraprofess - level 1											
	2018 Employees	6.25%	10.16%	3.91%	0.78%	0.00%	2.34%	76.56%	56.25%	43.75%	128	*
	2017 Employees	4.48%	14.93%	2.99%	1.49%	0.00%	1.49%	74.63%	52.99%	47.01%	134	*
4Z2	Other Technicians/Paraprofess - level 2											
	2018 Employees	5.08%	7.34%	0.56%	0.56%	0.00%	1.69%	84.75%	45.76%	54.24%	177	*
	2017 Employees	4.62%	7.51%	1.16%	0.00%	0.00%	2.31%	84.39%	50.29%	49.71%	173	*

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4Z3	Other Technicians/Paraprofess - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
5A1	Accounting/Finance Clericals - level 1											
	2018 Employees	1.71%	9.14%	2.86%	0.00%	0.00%	1.14%	85.14%	78.29%	21.71%	175	
	2017 Employees	1.13%	7.91%	3.39%	0.00%	0.00%	1.13%	86.44%	75.14%	24.86%	177	
5A2	Accounting/Finance Clericals - level 2											
	2018 Employees	0.00%	13.33%	0.00%	0.00%	0.00%	3.33%	83.33%	93.33%	6.67%	30	
	2017 Employees	0.00%	21.88%	0.00%	0.00%	0.00%	3.13%	75.00%	90.63%	9.38%	32	
5A3	Accounting/Finance Clericals - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
5B1	Office Support Clericals - level 1											
	2018 Employees	3.79%	12.88%	1.52%	0.00%	0.00%	2.27%	79.55%	85.61%	14.39%	132	*
	2017 Employees	2.40%	11.38%	2.40%	0.00%	0.60%	1.80%	81.44%	87.43%	12.57%	167	*
5B2	Office Support Clericals - level 2											
	2018 Employees	1.44%	10.58%	2.40%	0.00%	0.00%	0.96%	84.62%	92.31%	7.69%	208	*
	2017 Employees	2.63%	8.33%	1.32%	0.00%	0.00%	1.32%	86.40%	91.23%	8.77%	228	*
5B3	Office Support Clericals - level 3											
	2018 Employees	0.33%	2.33%	1.00%	0.00%	0.00%	1.67%	94.67%	95.00%	5.00%	300	*
	2017 Employees	0.65%	3.55%	1.29%	0.00%	0.00%	0.65%	93.87%	97.10%	2.90%	310	*
5C1	Office Machine Operators - level 1											
	2018 Employees	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	66.67%	3	*
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	2	
5C2	Office Machine Operators - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	40.00%	60.00%	5	
	2017 Employees	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	83.33%	33.33%	66.67%	6	
5C3	Office Machine Operators - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	

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Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawiiian/PI	Two or More	White	Female	Male	Total Emps	Placement Goal
5D1	Storekeepers/Dispatchers - level 1											
	2018 Employees	3.03%	39.39%	6.06%	3.03%	0.00%	3.03%	45.45%	21.21%	78.79%	33	*
	2017 Employees	3.03%	36.36%	3.03%	3.03%	0.00%	3.03%	51.52%	24.24%	75.76%	33	*
5D2	Storekeepers/Dispatchers - level 2											
	2018 Employees	0.00%	19.05%	0.00%	4.76%	0.00%	4.76%	71.43%	14.29%	85.71%	21	*
	2017 Employees	0.00%	11.11%	0.00%	5.56%	0.00%	0.00%	83.33%	22.22%	77.78%	18	*
5D3	Storekeepers/Dispatchers - level 3											
	2018 Employees	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	1	
	2017 Employees	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	66.67%	3	
5Z1	Other Clericals - level 1											
	2018 Employees	3.40%	19.73%	3.40%	0.00%	0.00%	3.40%	70.07%	79.59%	20.41%	147	
	2017 Employees	1.97%	23.68%	3.29%	0.00%	0.00%	0.66%	70.39%	81.58%	18.42%	152	*
5Z2	Other Clericals - level 2											
	2018 Employees	0.00%	8.00%	0.00%	0.00%	0.00%	0.00%	92.00%	84.00%	16.00%	25	*
	2017 Employees	0.00%	6.90%	0.00%	0.00%	0.00%	0.00%	93.10%	82.76%	17.24%	29	*
5Z3	Other Clericals - level 3											
	2018 Employees	0.00%	20.59%	0.00%	0.00%	0.00%	0.00%	79.41%	85.29%	14.71%	34	*
	2017 Employees	2.17%	23.91%	2.17%	0.00%	0.00%	2.17%	69.57%	86.96%	13.04%	46	
6A1	Auto Mechanics/Body Repair - level 1											
	2018 Employees	4.76%	9.52%	4.76%	0.00%	0.00%	0.00%	80.95%	0.00%	100.00%	21	
	2017 Employees	4.55%	4.55%	4.55%	0.00%	0.00%	0.00%	86.36%	0.00%	100.00%	22	
6A2	Auto Mechanics/Body Repair - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
6A3	Auto Mechanics/Body Repair - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
6B1	Mechanics/Repair not Auto - level 1											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	10	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	9	

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6B2	Mechanics/Repair not Auto - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
6B3	Mechanics/Repair not Auto - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
6C1	Machinists - level 1											
	2018 Employees	0.00%	6.06%	3.03%	0.00%	0.00%	3.03%	87.88%	0.00%	100.00%	33	
	2017 Employees	0.00%	6.45%	3.23%	0.00%	0.00%	3.23%	87.10%	0.00%	100.00%	31	*
6C2	Machinists - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	4	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	6	
6C3	Machinists - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
6D1	Carpenters - level 1											
	2018 Employees	2.17%	13.04%	2.17%	2.17%	0.00%	2.17%	78.26%	0.00%	100.00%	46	*
	2017 Employees	12.50%	87.50%	12.50%	12.50%	0.00%	0.00%	437.50%	0.00%	562.50%	45	
6D2	Carpenters - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
6D3	Carpenters - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
6E1	Construction Crafts - level 1											
	2018 Employees	0.00%	6.38%	0.00%	0.00%	0.00%	1.06%	92.55%	3.19%	96.81%	94	*
	2017 Employees	0.00%	5.88%	0.00%	0.00%	0.00%	0.98%	93.14%	0.98%	99.02%	102	*
6E2	Construction Crafts - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	8.33%	91.67%	12	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	11.11%	88.89%	9	

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Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emps	Placement Goal
6E3	Construction Crafts - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	9	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	9	
6F1	Electricians - level 1											
	2018 Employees	0.00%	6.93%	1.98%	0.99%	0.00%	0.99%	89.11%	1.98%	98.02%	101	*
	2017 Employees	0.00%	6.86%	1.96%	0.98%	0.00%	0.98%	89.22%	1.96%	98.04%	102	*
6F2	Electricians - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	8	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	8	
6F3	Electricians - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	6	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	7	
6G1	Print Trades Crafts - level 1											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	33.33%	66.67%	3	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	2	
6H1	Painters - level 1											
	2018 Employees	2.50%	7.50%	0.00%	2.50%	0.00%	0.00%	87.50%	2.50%	97.50%	40	*
	2017 Employees	2.33%	6.98%	0.00%	2.33%	0.00%	0.00%	88.37%	2.33%	97.67%	43	*
6H2	Painters - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	5	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	5	
6H3	Painters - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
6J1	Plant & Systems Operators - level 1											
	2018 Employees	1.25%	7.50%	2.50%	1.25%	0.00%	0.00%	87.50%	2.50%	97.50%	80	*
	2017 Employees	1.22%	7.32%	2.44%	0.00%	0.00%	0.00%	89.02%	3.66%	96.34%	82	*
6J2	Plant & Systems Operators - level 2											
	2018 Employees	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%	92.31%	7.69%	92.31%	13	
	2017 Employees	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%	92.31%	7.69%	92.31%	13	

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Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawiiian/PI	Two or More	White	Female	Male	Total Emps	Placement Goal
6J3	Plant & Systems Operators - level 3											
	2018 Employees	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	100.00%	4	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	25.00%	75.00%	4	
6K1	Metal Craftsmen - level 1											
	2018 Employees	0.00%	2.86%	2.86%	0.00%	0.00%	0.00%	94.29%	2.86%	97.14%	35	*
	2017 Employees	0.00%	2.78%	0.00%	0.00%	0.00%	0.00%	97.22%	2.78%	97.22%	36	*
6K2	Metal Craftsmen - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	3	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%	2	
6K3	Metal Craftsmen - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
6Z1	Other Craftsmen - level 1											
	2018 Employees	0.00%	7.69%	3.85%	0.00%	0.00%	3.85%	84.62%	19.23%	80.77%	26	
	2017 Employees	0.00%	7.41%	3.70%	0.00%	0.00%	3.70%	85.19%	22.22%	77.78%	27	
6Z2	Other Craftsmen - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	5	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	5	
6Z3	Other Craftsmen - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
7A1	Vehicle Operators - level 1											
	2018 Employees	0.00%	20.00%	5.00%	0.00%	0.00%	0.00%	75.00%	17.50%	82.50%	40	
	2017 Employees	0.00%	22.50%	5.00%	0.00%	0.00%	0.00%	72.50%	17.50%	82.50%	40	
7A2	Vehicle Operators - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
7A3	Vehicle Operators - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	2	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	

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Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawiiian/PI	Two or More	White	Female	Male	Total Emps	Placement Goal
7B1	Construction Laborers - level 1											
	2018 Employees	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	95.00%	10.00%	90.00%	20	*
	2017 Employees	0.00%	0.00%	4.55%	0.00%	0.00%	0.00%	95.45%	9.09%	90.91%	22	
7B2	Construction Laborers - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
7B3	Construction Laborers - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
7C1	Cleaning Service Workers - level 1											
	2018 Employees	5.75%	20.50%	3.83%	0.57%	0.00%	0.77%	68.58%	23.56%	76.44%	522	*
	2017 Employees	5.03%	18.18%	4.06%	0.39%	0.00%	0.58%	71.76%	23.98%	76.02%	517	
7C2	Cleaning Service Workers - level 2											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	42.86%	57.14%	7	*
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	25.00%	75.00%	12	*
7C3	Cleaning Service Workers - level 3											
	2018 Employees	0.00%	6.67%	0.00%	0.00%	0.00%	3.33%	90.00%	30.00%	70.00%	30	*
	2017 Employees	0.00%	3.45%	0.00%	0.00%	0.00%	3.45%	93.10%	27.59%	72.41%	29	*
7D1	Food Service Workers - level 1											
	2018 Employees	1.35%	46.62%	6.08%	0.68%	0.00%	3.38%	41.89%	52.70%	47.30%	148	*
	2017 Employees	1.47%	48.53%	7.35%	0.74%	0.00%	1.47%	40.44%	55.15%	44.85%	136	*
7D2	Food Service Workers - level 2											
	2018 Employees	1.00%	37.00%	6.00%	0.00%	0.00%	4.00%	52.00%	41.00%	59.00%	100	*
	2017 Employees	1.11%	33.33%	7.78%	0.00%	0.00%	5.56%	52.22%	46.67%	53.33%	90	*
7D3	Food Service Workers - level 3											
	2018 Employees	8.00%	24.00%	0.00%	0.00%	0.00%	8.00%	60.00%	44.00%	56.00%	25	*
	2017 Employees	11.54%	19.23%	0.00%	0.00%	0.00%	3.85%	65.38%	42.31%	57.69%	26	*
7E1	Personal Service Workers - level 1											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	

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Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawiiian/PI	Two or More	White	Female	Male	Total Emps	Placement Goal
7F1	Farm Laborers - level 1											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	3	
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
7Z1	Other Service/Maintenance - level 1											
	2018 Employees	2.00%	20.00%	2.00%	2.00%	0.00%	0.00%	74.00%	10.00%	90.00%	50	*
	2017 Employees	0.00%	20.41%	2.04%	2.04%	0.00%	0.00%	75.51%	10.20%	89.80%	49	*
7Z2	Other Service/Maintenance - level 2											
	2018 Employees	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	87.50%	0.00%	100.00%	8	
	2017 Employees	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	87.50%	0.00%	100.00%	8	*
7Z3	Other Service/Maintenance - level 3											
	2018 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	5	*
	2017 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	6	
	2018 Employees	92	503	99	14	0	57	3194	2069	1890	3959	
	2017 Employees	83	488	102	11	1	43	3289	2116	1901	4017	
** Every Job Group has an additional 7% goal for Individuals with Disabilities (IWD) as per Section 503 of the Rehabilitation Act of 1973												
*** The entire CS workforce has an additional 7% goal for Veterans as per the Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA)												