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	73,507-258,939	**41**	**23**	**0**	**18**	**0**	23	-	-	-	-	-	-	18	-	-	-	-	-	-	<--Entry
5	Percent in Category	^Entry		56.1%		43.9%		56.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	43.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
6	Percent of Availability							63.2%	0.8%	0.1%	2.0%	0.1%	0.0%	0.5%	31.6%	0.3%	0.6%	0.1%	0.7%	0.0%	0.0%	<--Entry
9	Percent Underutilized																					
10	Underutilized (Yes/No)								**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	
11	Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	-	-	-	-	
12	Planned percent increase Year 1																					<--Entry
13	Planned percent increase Year 2																					<--Entry
14	Planned percent increase Year 3																					<--Entry
15	Planned percent increase Year 4																					<--Entry
16																						
17	**2 - Professionals**																					
18	Current Workforce	52,020-212,513	**97**	**50**	**1**	**42**	**4**	50	1	-	-	-	-	-	42	1	-	2	-	-	1	<--Entry
19	Percent in Category	^Entry		51.5%	1.0%	43.3%	4.1%	51.5%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	43.3%	1.0%	0.0%	2.1%	0.0%	0.0%	1.0%	
20	Percent of Availability							37.2%	0.2%	0.6%	0.6%	4.1%	0.0%	0.1%	52.4%	0.2%	1.1%	0.5%	1.6%	0.0%	1.5%	<--Entry
23	Percent Underutilized											**4%**			**9%**		**1%**		**2%**		**0%**	
24	Underutilized (Yes/No)								**No**	**No**	**No**	**Yes**	**No**	**No**	**Yes**	**No**	**Yes**	**No**	**Yes**	**No**	**No**	
25	Number Needed to Reach Parity								-	-	-	3	-	-	8	-	1	-	1	-	-	
26	Planned percent increase Year 1																					<--Entry
27	Planned percent increase Year 2																					<--Entry
28	Planned percent increase Year 3																					<--Entry
29	Planned percent increase Year 4																					<--Entry
30																						
31	**3 - Technicians**																					
32	Current Workforce	57,428-143,166	**34**	**11**	**1**	**21**	**1**	11	1	-	-	-	-	-	21	-	-	-	-	-	1	<--Entry
33	Percent in Category	^Entry		32.4%	2.9%	61.8%	2.9%	32.4%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	61.8%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	
34	Percent of Availability							48.6%	0.6%	2.7%	2.7%	0.6%	0.0%	2.5%	38.0%	1.3%	0.2%	0.4%	1.0%	0.0%	1.7%	<--Entry
37	Percent Underutilized																					
38	Underutilized (Yes/No)								**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	**No**	
39	Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	-	-	-	-	
40	Planned percent increase Year 1																					<--Entry
41	Planned percent increase Year 2																					<--Entry
42	Planned percent increase Year 3																					<--Entry
43	Planned percent increase Year 4																					<--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	66,601-212,513	**166**	**141**	**7**	**15**	**3**	141	-	1	2	1	-	3	15	2	-	1	-	-	-	<--Entry
47	Percent in Category	^Entry		84.9%	4.2%	9.0%	1.8%	84.9%	0.0%	0.6%	1.2%	0.6%	0.0%	1.8%	9.0%	1.2%	0.0%	0.6%	0.0%	0.0%	0.0%	
48	Percent of Availability							81.3%	0.0%	0.0%	0.0%	0.8%	0.0%	2.1%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<--Entry
51	Percent Underutilized											0%		0%	8%							
52	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	No	No	No	No	
53	Number Needed to Reach Parity								-	-	-	-	-	-	12	-	-	-	-	-	-	
54	Planned percent increase Year 1																					<--Entry
55	Planned percent increase Year 2																					<--Entry
56	Planned percent increase Year 3																					<--Entry
57	Planned percent increase Year 4																					<--Entry
58																						
59	**5 - Paraprofessional**																					
60	Current Workforce	37,440-111,841	**17**	**2**	**0**	**13**	**2**	2	-	-	-	-	-	-	13	1	-	1	-	-	-	<--Entry
61	Percent in Category	^Entry		11.8%		76.5%	11.8%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	76.5%	5.9%	0.0%	5.9%	0.0%	0.0%	0.0%	
62	Percent of Availability							26.1%	0.0%	17.4%	3.5%	0.0%	0.0%	0.0%	30.4%	0.0%	0.0%	0.0%	17.4%	0.0%	8.7%	<--Entry
65	Percent Underutilized									17%									17%		9%	
66	Underutilized (Yes/No)								No	Yes	No	No	No	No	No	No	No	No	Yes	No	Yes	
67	Number Needed to Reach Parity								-	2	-	-	-	-	-	-	-	-	2	-	1	
68	Planned percent increase Year 1																					<--Entry
69	Planned percent increase Year 2																					<--Entry
70	Planned percent increase Year 3																					<--Entry
71	Planned percent increase Year 4																					<--Entry
72																						
73	**6 - Administrative Support**																					
74	Current Workforce	52,020-143,166	**84**	**9**	**1**	**71**	**3**	9	1	-	-	-	-	-	71	-	1	2	-	-	-	<--Entry
75	Percent in Category	^Entry		10.7%	1.2%	84.5%	3.6%	10.7%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	84.5%	0.0%	1.2%	2.4%	0.0%	0.0%	0.0%	
76	Percent of Availability							33.2%	0.5%	1.6%	0.8%	0.8%	0.5%	1.5%	52.3%	1.1%	1.1%	2.6%	0.9%	0.3%	2.8%	<--Entry
79	Percent Underutilized									2%				2%				0%			3%	
80	Underutilized (Yes/No)								No	Yes	No	No	No	Yes	No	No	No	No	No	No	Yes	
81	Number Needed to Reach Parity								-	1	-	-	-	1	-	-	-	-	-	-	2	
82	Planned percent increase Year 1																					<--Entry
83	Planned percent increase Year 2																					<--Entry
84	Planned percent increase Year 3																					<--Entry
85	Planned percent increase Year 4																					<--Entry
86																						

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**	
87	**7 - Skilled Craft**																					
88	Current Workforce	52,020-143,166	**57**	**53**	**2**	**2**	**0**	53	1	-	1	-	-	-	2	-	-	-	-	-	-	<--Entry
89	Percent in Category	^Entry		93.0%	3.5%	3.5%		93.0%	1.8%	0.0%	1.8%	0.0%	0.0%	0.0%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
90	Percent of Availability							79.7%	2.5%	3.1%	4.7%	0.3%	0.0%	2.0%	4.1%	0.3%	0.0%	3.1%	0.0%	0.0%	0.0%	<--Entry
93	Percent Underutilized								1%	3%	3%			2%	1%			3%				
94	Underutilized (Yes/No)								No	Yes	Yes	No	No	Yes	No	No	No	Yes	No	No	No	
95	Number Needed to Reach Parity								-	1	1	-	-	1	-	-	-	1	-	-	-	
96	Planned percent increase Year 1																					<--Entry
97	Planned percent increase Year 2																					<--Entry
98	Planned percent increase Year 3																					<--Entry
99	Planned percent increase Year 4																					<--Entry
100																						
101	**8 - Service-Maintenance**																					
102	Current Workforce	40,643-143,166	**135**	**102**	**11**	**16**	**6**	102	2	5	3	-	1	-	16	1	2	2	-	-	1	<--Entry
103	Percent in Category	^Entry		75.6%	8.1%	11.9%	4.4%	75.6%	1.5%	3.7%	2.2%	0.0%	0.7%	0.0%	11.9%	0.7%	1.5%	1.5%	0.0%	0.0%	0.7%	
104	Percent of Availability							44.1%	3.1%	4.4%	3.2%	1.8%	0.0%	1.2%	33.9%	0.8%	2.3%	2.1%	1.4%	0.0%	1.6%	<--Entry
107	Percent Underutilized								2%	1%	1%	2%		1%	22%	0%	1%	1%	1%		1%	
108	Underutilized (Yes/No)								Yes	No	Yes	Yes	No	Yes	Yes	No	Yes	No	Yes	No	Yes	
109	Number Needed to Reach Parity								2	-	1	2	-	1	29	-	1	-	1	-	1	
110	Planned percent increase Year 1																					<--Entry
111	Planned percent increase Year 2																					<--Entry
112	Planned percent increase Year 3																					<--Entry
113	Planned percent increase Year 4																					<--Entry
114																						
115	Notes:																					
116																						
117																						
118																						