

**Board of County Commissioners**  
**Escambia County, Florida**

Title: Equal Employment Opportunity Plan Policy –Section II  
Part C.8  
Date Adopted: August 21, 2008  
Effective Date: August 21, 2008  
Reference:  
Policy Superseded: Workforce Diversity Plan dated June 1, 2006

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I. Purpose

The purpose of the Equal Employment Opportunity Plan Policy (EEOP) is to implement the Equal Employment Opportunity Policy Statement, the Unlawful Harassment Policy and the requirements of the U.S. Department of Justice as recipients of grants and federal funding. The practices and procedures outlined herein coupled with the good faith efforts of the Escambia County Board of County Commissioners are designed to ensure equal employment opportunities within County Government.

II. Scope

This Plan, and the policies included, apply to regular, temporary, term, relief, intermittent, provisional, grant-funded and student appointment employees of the Escambia County Board of County Commissioners. Employees and other witnesses should raise any concerns regarding discriminatory treatment or policies through appropriate procedures. The County will not retaliate against any employee or witness who raises such a concern.

III. Responsibilities

A. Board of County Commissioners

The Board of County Commissioners shall have final authority and responsibility for leadership, development and enforcement of the Equal Employment Opportunity Plan Policy. They shall additionally review and approve every two years any Equal Employment Opportunity Plans prepared by the Human Resources Division as a condition of receiving federal grant monies from the United States Department of Justice.

B. Management Team

1. All Management Team members shall have the following responsibilities:

It is the responsibility of all management team members of the Escambia County Board of County Commissioners to encourage and increase diversity in employment and to maintain an atmosphere conducive to sound human relations through personal example. All team members are expected to take an active interest and support in the Equal Employment Opportunity Plan. If the Plan is to successfully eliminate all barriers to workforce diversity and equal employment opportunity, it must be a product of total commitment and input from all levels.

2. Bureau Chiefs

The Bureau Chiefs of the County shall have the following responsibilities

- a. Demonstrate leadership in support of the Equal Employment Opportunity Plan Policy.
- b. Keep employees apprised of promotional opportunities, training programs, tuition expenses paid by the County, and policy regarding educational leave.
- c. Reviews of work areas, work schedules, job placement and work assignments to assure there are no inequities, as related to equal employment opportunity.
- d. Keep all employees apprised of all communications on the Equal Employment Opportunity Plan in a timely manner.
- e. Assure that supervisory personnel attend equal employment opportunity training programs presented and/or coordinated by the Human Resources Division.

- C. Human Resources Manager

The Human Resources Manager of the County shall have the following responsibilities:

1. Specify those categories targeted as key for improvements by each bureau, office and group and notify management personnel of such determinations.
2. Establish and publish a formal and effective procedure whereby employees or applicants may make internal complaints of alleged illegal discrimination, harassment or retaliation.
3. Counsel any employee who expresses a workforce diversity concern and take appropriate steps to correct any problems discovered.
4. Appoint a management level staff person who shall have the primary job responsibility of coordinating and monitoring the implementation of the provisions of the Equal Employment Opportunity Plan, and who shall be the primary contact with state and federal regulatory agencies regarding the Plan.
5. Provide oversight, through the classification description process, to ascertain and remove all artificial barriers or on-the-job-related requirements which may exist in job class descriptions and which would have a discriminatory effect upon applicants or employees.
6. Conduct a continuous review of class descriptions to ensure job-relatedness and eliminate factors that would have an adverse impact on minorities, females and members of other protected groups.

7. Perform a work force analysis annually, recommending to the County Administrator reclassification of job categories as key positions as necessary.
8. Assist other management and supervisory personnel in the identification of problem areas and the development of solutions to implement equal employment opportunity.
9. With the assistance of the County Attorney, oversee the preparation and distribution of such educational materials as may be necessary to adequately inform all employees of their rights and responsibilities as provided in the Plan, including the directives issued by the County Administrator.
10. With the aid of the County Attorney, keep the County Administrator informed of the latest developments and requirements regarding equal employment opportunity.
11. Coordinate the development and conduct ongoing training programs for managerial and supervisory personnel to ensure understanding of the Equal Employment Opportunity Policy Statement and the Unlawful Harassment Policy.
12. Annually review and modify as necessary the County's Equal Employment Opportunity Plan, including goals for hiring and promotion and recommend means for accomplishing such goals.
13. Recruitment activities based on attaining established employment goals shall be performed by the Human Resources Division.
14. Application forms will be reviewed and revised as necessary to request only legally permissible and relevant information.
15. Keep and maintain statistics on applicant flow including tracking applicants who were selected for positions.
16. Identify existing and potential diversity problem areas and develop and recommend solutions to implement workforce diversity and equal employment opportunities.
17. Inform Bureau Chiefs of the ongoing effectiveness of the Bureau's efforts toward workforce diversity and recommend improvements as necessary.
18. Maintain all statistics and data relative to labor market availability and appropriate census data.
19. Submit an annual statistical report within 45 days of the end of each fiscal year to the County Administrator detailing the status of the County's efforts to comply with the Equal Employment Opportunity Plan.
20. Disseminate and administer the County's Equal Employment Opportunity Plan.

D. Employees

It is the duty and responsibility of every employee of the County to:

- a. Be familiar with and abide by the County's policies regarding illegal discrimination and unlawful harassment

- b. Report suspected illegal discrimination or unlawful harassment to the appropriate person(s), even if it is being practiced against another employee.

IV. Policies

A. Equal Employment Opportunity Policy Statement

It is the continuing policy of the Board of County Commissioners of Escambia County, State of Florida, to promote equal opportunity and diversity for all of its employees and applicants for employment. To this end, the County will continue to recruit, hire, train, and promote the most qualified persons in all job classifications without regard to race, color, religion, national origin, age, gender, marital status or a disability.

Employees or job candidates who are or become disabled within the meaning of the Americans with Disabilities Act (ADA) will be reasonably accommodated if such accommodations will otherwise permit the employee or candidate to perform the essential functions of the job which the employee holds or the candidate(s) seeks.

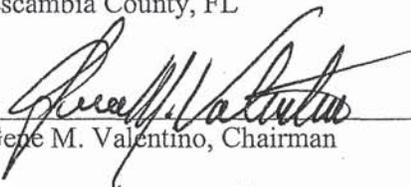
Employment and promotional decisions will be made in accordance with the principles of the merit system, which affords equal opportunity by imposing only valid, job-related tests and requirements for employment or promotion.

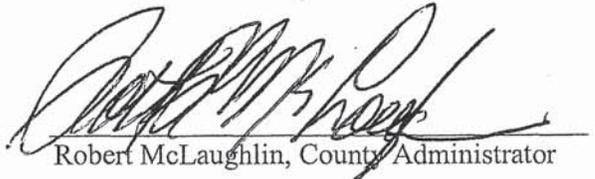
All personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, county-sponsored training, education, discipline and evaluation will be administered without regard to race, color, religion, national origin, age, gender, marital status or a disability.

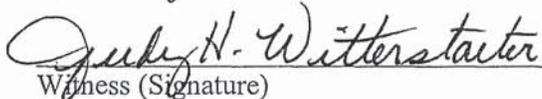
Employees or job candidates who allege that they have been illegally discriminated against should file a complaint either orally or in writing with the Human Resources Manager or designee in the Human Resources Division, 221 Palafox Place, Suite 200, Pensacola, FL 32502, and (850) 595-3000.

This Plan will be in effect from 2008 to 2010 and the Board of County Commissioners shall review and approve every two years any changes made by the Management and Services Bureau, Human Resources Division.

Board of County Commissioners  
Escambia County, FL

  
Gene M. Valentino, Chairman

  
Robert McLaughlin, County Administrator

  
Witness (Signature)

JUDY H. WITTERSTAETER 8/22/08  
Witness (Printed Name) Date

  
Witness (Signature)

DORIS COLLINS 8/22/08  
Witness (Printed Name) Date

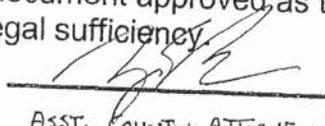
Deputy Clerk

Date BCC Approved

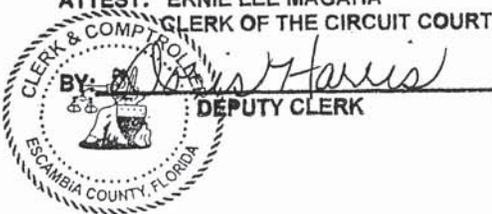
8-21-2008  
Date Executed

8-21-2008

This document approved, as to form and legal sufficiency.

By   
Title ASST. COUNTY ATTORNEY  
Date AUG. 6, 2008

ATTEST: ERNIE LEE MAGAHA  
CLERK OF THE CIRCUIT COURT



## B. Unlawful Harassment Policy

### 1. Purpose

This policy is adopted for the purpose of providing a harassment-free work environment for all Board of County Commissioner employees and for resolving disputes between County employees arising out of unlawful harassment in the workplace. This policy is not intended to create a right of action or entitlement to damages or any expansion of legal remedies now provided by either federal or state law.

### 2. Scope

This policy shall apply to all employees of the County. This includes classified, unclassified, full-time, part-time, regular, probationary, temporary, term, intermittent and relief employees. Employees contracted for work through an agency other than the County, and who are paid by that agency, are not subject to the provisions of this policy. Contract employees are subject to the provisions of their employer's unlawful harassment policies.

### 3. General

It is the policy of the County that employees are able to work in an environment free of unlawful harassment. Unlawful harassment violates Title VII of the Civil Rights Act of 1964. Unlawful harassment is also illegal under Florida law, and under the regulatory guidelines of the Equal Employment Opportunity Commission (EEOC).

Unlawful harassment of an employee by a supervisor, manager, or co-worker, or unlawful harassment of a supervisor by an employee on the basis of race, religion, color, national origin, disability, medical condition, marital status, gender, age, or sexual orientation is prohibited.

Each Bureau Chief, Deputy, Manager or Supervisor shall endeavor to provide a work environment free from unlawful harassment. Bureau Chiefs shall have managers and supervisors inform their employees of this policy and the complaint procedure herein, and shall endeavor to have managers and supervisors report instances of unlawful harassment to the respective supervisors, or the Human Resources Manager or designee. All employees are encouraged to be aware of and sensitive to potential incidents of unlawful harassment.

Disciplinary action, up to and including termination, may be imposed for behavior described in the following definitions of unlawful harassment as it applies to the above-listed protected classes.

### 4. Types of Unlawful Harassment

The following types of unlawful harassment violate Title VII of the Civil Rights Act of 1964.

- a. Verbal Harassment – epithets, derogatory comments or slurs
- b. Physical Harassment – physical conduct that is sexual and offensive in nature

- c. Visual Harassment – derogatory jests, posters, notices, bulletins, cartoons, or drawings
- d. Sexual Harassment – sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
  - 1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual, employment; or
  - 2. Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individuals; or
  - 3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

5. Complaint Procedures

Questions and inquiries regarding the County's complaint process are encouraged. Guidance, support and assistance are available to the employee from supervisors, managers, and the Human Resources Division staff. An employee's concerns will be handled with sensitivity and respect.

A. Informal Complaint

Prompt, appropriate, direct action must be taken to stop incidents of unlawful harassment. An employee should tell the offending individual that the offensive behavior is unwelcome, offensive or inappropriate.

If the offended employee is reluctant to make such a statement to the offending individual, the offended employee shall inform a supervisor or manager, the EEO Officer or the Human Resources Manager, who shall bring the complaint to the attention of the alleged offending individual, or the offended employee's Bureau Chief with the purpose of resolving the matter. If the offended employee or the alleged offending individual is not satisfied with the resolution of the matter, then a formal written complaint must be filed by one of them.

B. Formal Complaint

A formal written complaint is to be filed using the Unlawful Harassment Complaint Form. The signed written complaint must be submitted to the Bureau Chief, the EEO Officer or the Human Resources Manager. Only a signed written complaint will be investigated under this formal procedure. A written confirmation of receipt of the Form is sent within 3 working days from the EEO Officer. The Human Resources Manager and the Bureau Chief shall then determine the scope of the investigation, which shall be conducted by the EEO Officer. Any corrective or disciplinary action to be taken shall be determined by the Bureau Chief in consultation with the Human Resources Manager.

If the complaint is against a Bureau Chief, the Human Resources Manager will receive the complaint. The Human Resources Manager and the County Administrator shall determine the scope of the investigation. If the complaint is against the Human Resources Manager, the County Administrator will receive the complaint and determine the scope of the investigation.

The complaint should be filed within 30 days once the complainant becomes aware of the discrimination. The complaint must include a description of the incident(s) and the names of all persons who were present.

A finding of facts or investigation, as may be appropriate, shall follow. This process shall be a thorough investigation affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to the complaint.

A written determination as to the validity of the complaint and a description of the resolution, if any, shall be prepared by the EEO Officer and forwarded to the Human Resources Manager and the County Administrator. This report shall be issued within 45 days of the receipt of the complaint.

Upon approval or disapproval by the County Administrator, a Letter of Response shall be submitted to both parties of the complaint. Disciplinary action, if any, will also be initiated at this time.

If the resolution is not acceptable by the complainant, a Request for Reconsideration shall be made within ten days of the complainant receiving the findings. This request shall be made in writing to the Human Resources Manager.

#### C. Employee Rights

For classified employees, if the decision affects the employee's position or pay, the employee may file an appeal with the Escambia County Merit System Protection Board.

Retaliation against employees for reporting unlawful harassment or participating in enforcement of this policy is strictly prohibited. If the employee experiences any retaliation, he or she should immediately report the incident to the EEO Officer.

The right of a person to a prompt and equitable resolution of the complaint filed hereunder shall not be impaired by the person's pursuit of other remedies such as the filing of an EEO complaint with the responsible federal or state agency. Use of this complaint procedure is not a prerequisite to the pursuit of other remedies, and does not toll any time provision required for filing under any state or federal law or statute.

6.

Unlawful Harassment  
Complaint Form

PART I: Complainant Information

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Job Classification

\_\_\_\_\_  
Bureau/Division

\_\_\_\_\_  
Home Telephone Number

\_\_\_\_\_  
Work Telephone Number

\_\_\_\_\_  
Cellular Telephone Number

PART II: Basis of Complaint (check all that apply)

Age

Religion

Race

National Origin

Gender

Disability

Color

Reprisal (describe your prior EEO involvement)

\_\_\_\_\_  
Date of Incident(s)

\_\_\_\_\_  
Location of Incident(s)

PART III: Description of Complaint (describe in detail the relationship of the items checked above)

PART IV: Requested Relief:

PART V: Signatures:

\_\_\_\_\_  
Signature of Complainant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Acknowledgement of Receipt

\_\_\_\_\_  
Date

V. Compliance

The Human Resources Division shall ensure that the policies in this EEO Plan be periodically reviewed for compliance with current legal and regulatory requirements.

VI. Dissemination

A. Internal

1. Post the Equal Employment Opportunity Plan on bulletin boards within each bureau.
2. Post the Equal Employment Opportunity Plan on the County's intranet.
3. Post the Equal Employment Opportunity Plan on the Human Resources website.
4. Provide a copy of the Equal Employment Opportunity Plan to each new and current County employee.
5. Provide training to new employees on the County's policy, complaint and resolution procedure for equal employment opportunity and unlawful harassment complaints.
6. Include the Equal Employment Opportunity Plan in the County's Policy Manual.

B. External

1. Continue to include the statement "Equal Opportunity Employer" on all job applications and job announcements.
2. Include on the Human Resources Divisions website the statement "Equal Opportunity Employer".
3. Create a statement or message supporting diversity to be included in recruitment and other County published materials.

VII. Federal Requirements

A. Purpose

The U.S. Department of Justice requests that an Equal Employment Opportunity Plan be in place to insure full and equal participation of men and women regardless of race or national origin in the workforce of an agency to which Office of Justice Programs (OJP) financial assistance is extended directly or through such government or private entity. These requirements are to have the following:

1. An introduction stating that the plan is current and reflects the time period of the award.
2. A breakdown of the agency's current workforce by race, sex, national origin and job category.
3. A breakdown of the available workforce in the community by race, sex, national origin, and job category.
4. A comparison of these breakdowns and identification of underutilization, if any.

5. Specific objectives to address any findings of underutilization.
6. Specific steps which will be taken to achieve the above objectives.
7. A plan to disseminate the EEOP to all employees and to the general public.

B. Utilization Narrative

A comparison of the County's workforce to the Community Labor Statistics (CLS) for the recruiting area (Escambia County, Florida, Metropolitan Standard Area) indicates that overall, the County's workforce reflects the community labor workforce. For the purpose of this analysis, the 2000 census of population was utilized. These statistics, analysis and information can be obtained from the Human Resources Division upon request. Attachment 1 is the Workforce Analysis of the Board of County Commissioners. Attachment 2 is the Relevant Labor Market for Escambia County, Florida.

The Management and Budget Services Bureau Chief, the Human Resources Manager and the EEO Officer reviewed this Utilization Analysis and identified underutilization of minorities in several job categories that will need to be monitored. This plan will concentrate on correcting the most significant areas of underutilization in our workforce. Of the eight (8) job categories that are used by the Census Bureau and the Office of Civil Rights, the BCC has identified the following areas of concern:

1. Officials/Administrators: There are 90 employees in this category. There are 17 minority employees including females among the 90 total employees. The most significant underutilization is that of females in most categories.
2. Professionals: There are 123 employees in this category. There are minority employees including females in this category. There is very little turnover and recruitment opportunities in the professional position in the County are limited.
3. Technicians: There are 141 employees in this category. Black females are the most significantly underutilized.
4. Protective Services (Sworn): There are no employees in this category.  
Protective Services (Non-Sworn): There are 169 employees in this category.
5. Administrative Support: There are 193 employees in this category.
6. Skilled Craft: There are 191 employees in this category.
7. Service Maintenance: There are 59 employees in this category.

C. Objectives

The County is committed to correcting areas of underutilization and making its workforce demographics more closely representative of the recruitment area. Based on the results of the underutilization analysis, the County has established several objectives.

The equal employment opportunity objective is to achieve, within a reasonable period of time, an employee profile that reflects the relevant labor market availability, with respect to race, gender and other protected groups.

This objective calls for achieving full utilization of minorities and women at all levels of employment, as well as the absence of discrimination in employment because of race, color, religion, national origin, gender, age, marital status or disability. The County will assure the full realization of these objectives through a continuous procedure of monitoring and reporting. At all times, the County will employ the least restrictive means to achieve these objectives and will include in its efforts policies designed to prevent discrimination practices.

D. Steps to Achieve Objectives

The following steps will be used to achieve these objectives:

1. Use teams of employees to assist in recruitment outreach at schools, job fairs, community and employment centers, and other recruiting sources. Ensure all teams include minority and female employees and that everyone understands the commitment to encourage minorities and females to apply for employment.
2. Ensure that public relations materials for the County specifically include females and minorities in photographs.
3. Select interviewers or other examination “raters” to include both minority and female participation.
4. Train interviewers in appropriate selection procedures and advise them of the County’s equal employment opportunity and diversity concerns in the selection process.
5. Establish relationships with schools and community organizations that have contact with minority groups and females.
6. Provide diversity training and education to all member of the County with additional training for all supervisors and managers.

E. Dissemination

1. Internal
  - a. Post the EEOP on bulletin boards in County offices.
  - b. Post the EEOP on the County’s intranet.
  - c. Provide a copy of the EEOP to all new employees at New Employee Orientation.
  - d. Include the EEOP in the County’s Policy Manual.
  - e. Upon receipt of approval from the U.S. Department of Justice, post a copy of the approval letter on the County’s intranet.
2. External
  - a. Continue to include the statement “Equal Opportunity Employer” or “EOE” on all job applications and job announcements.
  - b. Include on the County’s website (Employment) the statement “Equal Opportunity Employer” or “EOE”.

- c. Create a statement or message supporting diversity to be included in recruitment materials.
- d. Post a copy of the EEOP on the County's internet for the public's use.

Escambia County  
Board of County Commissioners  
Workforce Analysis – July 2008

M A L E                      F E M A L E

	Total	Hispanic	Black/AA	White	Asian	Native Hawaiian	American Indian	2 +	Hispanic Latino	Black/AA	White	Asian	Native Hawaiian	American Indian	2 +
<b>01 Officials/Managers</b>	90	4	5	61	1	0	0	0	0	6	12		0	1	0
<b>02 Professionals</b>	123	0	7	61	0	0	1	0	1	9	41	2	0	1	0
<b>03 Technicians</b>	141	0	4	83	1	0	1	0	0	1	48	0	0	3	0
<b>04 Protective Svcs-S</b>															
<b>05 Protective Svcs-NS</b>	169	1	7	138	1	0	2	3	2	3	11	0	0	0	1
<b>06 Admin Support</b>	193	1	2	24	0	0	0	0	2	50	110	2	0	2	0
<b>07 Skilled Craft</b>	191	5	38	137	1	0	4	0	0	6	0	0	0	0	0
<b>08 Service Maint</b>	59	0	13	36	0	0	1	0	0	9	0	0	0	0	0
<b>TOTAL</b>	<b>966</b>	<b>11</b>	<b>76</b>	<b>540</b>	<b>4</b>	<b>0</b>	<b>9</b>	<b>3</b>	<b>5</b>	<b>84</b>	<b>222</b>	<b>4</b>	<b>0</b>	<b>7</b>	<b>1</b>

**Utilization Analysis Chart**  
**Relevant Labor Market: Escambia County, Florida**

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Officials/Administrators</b>														
Workforce #/%	61/68%	4/4%	5/8%	0/0%	1/1%	0/0%	0/0%	12/13%	0/0%	6/7%	1/1%	0/0%	0/0%	0/0%
CLS #/%	8,545/55%	110/1%	620/4%	60/0%	150/1%	4/0%	40/0%	5,080/32%	145/1%	685/4%	45/0%	140/1%	10/0%	40/0%
Utilization #/%	13%	4%	2%	-0%	0%	-0%	-0%	-19%	-1%	2%	1%	-1%	-0%	-0%
<b>Professionals</b>														
Workforce #/%	61/60%	0/0%	7/6%	1/1%	0/0%	0/0%	0/0%	41/33%	1/1%	9/7%	1/1%	2/2%	0/0%	0/0%
CLS #/%	8,285/39%	205/1%	815/4%	95/0%	170/1%	0/0%	35/0%	9,360/44%	225/1%	1,645/8%	40/0%	285/1%	0/0%	50/0%
Utilization #/%	10%	-1%	2%	0%	-1%	0%	-0%	-11%	-0%	-0%	1%	0%	0%	-0%
<b>Technicians</b>														
Workforce #/%	83/59%	0/0%	4/3%	1/1%	1/1%	0/0%	0/0%	48/34%	0/0%	1/1%	3/2%	0/0%	0/0%	0/0%
CLS #/%	1,485/37%	45/1%	140/3%	0/0%	40/1%	0/0%	4/0%	1,715/42%	45/1%	475/12%	25/1%	55/1%	0/0%	15/0%
Utilization #/%	22%	-1%	-1%	1%	-0%	0%	-0%	-8%	-1%	-11%	2%	-1%	0%	-0%
<b>Protective Services: Sworn</b>														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,630/65%	50/2%	310/12%	20/1%	0/0%	15/1%	0/0%	280/11%	0/0%	170/7%	0/0%	0/0%	0/0%	25/1%
Utilization #/%														
<b>Protective Services: Non-sworn</b>														
Workforce #/%	138/82%	1/1%	7/4%	2/1%	1/1%	0/0%	3/2%	11/7%	2/1%	3/2%	0/0%	0/0%	0/0%	1/1%
Civilian Labor Force #/%	45/82%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-10%	1%	4%	1%	1%	0%	2%	-2%	1%	2%	0%	0%	0%	1%
<b>Administrative Support</b>														
Workforce #/%	24/12%	1/1%	2/1%	0/0%	0/0%	0/0%	0/0%	110/57%	2/1%	50/25%	2/1%	2/1%	0/0%	0/0%
CLS #/%	7,815/23%	185/1%	1,335/4%	75/0%	240/1%	0/0%	45/0%	18,135/55%	455/1%	4,260/13%	155/0%	485/1%	15/0%	65/0%
Utilization #/%	-11%	-0%	-3%	-0%	-1%	0%	-0%	2%	-0%	13%	1%	-0%	-0%	-0%
<b>Skilled Craft</b>														
Workforce #/%	137/72%	5/3%	38/20%	4/2%	1/1%	0/0%	0/0%	0/0%	0/0%	6/3%	0/0%	0/0%	0/0%	0/0%

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
CLS #/%	10,970/76 %	275/2%	1,885/13%	200/1%	170/1%	10/0%	50/0%	675/6%	15/0%	75/1%	30/0%	0/0%	0/0%	0/0%
Utilization #/%	-5%	1%	7%	1%	-1%	-0%	-0%	-5%	-0%	3%	-0%	0%	0%	0%
<b>Service/Maintenance</b>														
Workforce #/%	36/61%	0/0%	13/22%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	9/15%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,585/35 %	505/1%	5,020/14%	185/1%	520/1%	0/0%	125/0%	10,105/28 %	375/1%	5,140/14%	110/0%	610/2%	35/0%	155/0%
Utilization #/%	26%	-1%	8%	1%	-1%	0%	-0%	-28%	-1%	1%	-0%	-2%	-0%	-0%