

December 30, 2014

Richard Hodges, Director
Ohio Department of Health
246 N. High St.
Columbus, Ohio 43215

RE: Approval Letter for the 2015-2017 Affirmative Action Plan (AAP)

Dear Director Hodges,

In accordance with Rule 123:1-49-04(D) of the Ohio Administrative Code, I hereby approve your agency's 2015-2017 Affirmative Action Plans (AAP). Please note that pursuant to Rule 123:1-49-04(E) of the Ohio Administrative Code, you are required to submit an annual update to the approved AAP. Your first update will be due December 4, 2015. The Equal Opportunity Division of the Department of Administrative Services will contact you with instructions regarding submission of your annual update in the near future.

If you need assistance or have questions regarding implementation of your agency's AAP, please do not hesitate to contact the Division's EEO Program Manager, Felicia Godbolt at (614) 466-7313.

Sincerely,



David Payne
Chief of Staff
Ohio Department of Administrative Services

cc: Elaine Stewart, Labor Relations Administrator 1
Debra Payne, EEO/Labor Relations Officer

DEC 15 2014

December 5, 2014

Richard Hodges, Director
Ohio Department of Health
246 N. High St.
Columbus, Ohio 43215

Re: Receipt Acknowledgement of 2015-2017 EEO Affirmative Action Plan

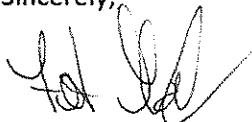
Director Hodges,

On behalf of the State Equal Employment Opportunity Coordinator, this letter acknowledges that the Ohio Department of Administrative Services, Equal Opportunity Division has received your agency's 2015-2017 Affirmative Action Plan (AAP).

The AAP was received on 12/5/14 and is currently pending approval. You will be contacted if additional information is required to process and approve the AAP.

If you have any questions or concerns, please contact EEO Program Manager Felicia Godbolt at (614) 466-7313.

Sincerely,



Felicia Godbolt
EEO Program Manager
DAS/EOD

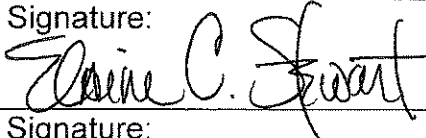


cc: Debra Payne, EEO

Request for Approval

2015-2017 Affirmative Action Plan

The Ohio Department of Health hereby submits its 2015-2017 Affirmative Action Plan to the State Equal Employment Opportunity Coordinator for approval in accordance with rule 123:1-49-04 of the Ohio Administrative Code.

By signing this document, the following acknowledge that they have reviewed and approved the Ohio Department of Health's Affirmative Action Plan for submission.

Agency EEO Administrator: Elaine Stewart	Signature: 	Date: 12/5/2014
Agency Human Resources Chief: Jaime Erickson	Signature: 	Date: 12/5/14
Agency Director: Richard Hodges	Signature: 	Date: 12/5/2014



***OHIO DEPARTMENT OF HEALTH
2015 - 2017
AFFIRMATIVE ACTION PLAN***



Ohio

Richard Hodges/Director of Health

I. INTRODUCTION

Every three years, state agencies¹ are required to submit an Affirmative Action Plan to the State Equal Employment Opportunity Coordinator in the Equal Opportunity Division (EOD) of the Ohio Department of Administrative Services. An Affirmative Action Plan (formerly known as the EEO Strategic Plan) is a written document detailing a set of specific, result-oriented procedures designed to promote equal employment opportunities for all state employees and candidates for state employment. (OAC 123:1-49-04(B)).

The Affirmative Action Plan shall be required to include the following information:

1. An overview of the agency organization, including line of authority between agency director and equal opportunity personnel;
2. Copies of agency's Equal Employment Opportunity and Affirmative Action policies, procedures, and responsibilities;
3. Agency's affirmative action utilization analysis results and identified improvement goals.

¹ "State agency" means each state agency, board, or commission. (OAC 123:1-49-01(C))

AGENCY OFFICIALS RESPONSIBLE FOR EQUAL OPPORTUNITY PROGRAMS

Agency Head	Agency Human Resources Director
Name: Richard Hodges	Name: Jaime Erickson
Title: Director of Health	Title: Human Capital Management Administrator 2
Address: 246 N. High Street, 7 th Floor	Address: 246 N. High Street, 1 st Floor
Telephone: (614) 466-2253	Telephone: (614) 728-7429
E-Mail Address: Rick.Hodges@odh.ohio.gov	E-Mail Address: Jaime.Erickson@odh.ohio.gov

Agency EEO Administrator	ADA Program Representative
Name: Elaine Stewart	Name: Belinda Kerr
Title: Labor Relations Administrator 1	Title: Human Capital Management Administrator 1
Address: 246 N. High Street, 1 st Floor	Address: 246 N. High Street, 1 st Floor
Telephone: (614) 466-8413	Telephone: (614) 995-7014
E-Mail Address: Elaine.Stewart@odh.ohio.gov	E-Mail Address: Belinda.Kerr@odh.ohio.gov

Link to Agency Website: www.odh.ohio.gov

A. AGENCY OVERVIEW

The Ohio Department of Health (ODH) is a cabinet-level agency, meaning the director reports to the governor and serves as a member of the Executive Branch of Ohio's government.

As the state public health agency, ODH serves a population of 11,570,808. ODH is faced with the challenge of balancing multiple, evolving priorities within given constraints/limitations. In addition to dealing with ongoing public health challenges such as chronic disease prevention, obesity, infant mortality, toxic environments, infectious disease outbreaks and control (e.g., West Nile Virus, meningitis, influenza, hepatitis), limited health care access in underserved areas, a large uninsured population and health disparities, the agency is faced with emerging threats such as antimicrobial resistance and bioterrorism. Other trends that could impact future demands for health care and place an increased demand on public health and health care systems include the aging population and the extension of health insurance for millions of uninsured citizens.

ODH's aging workforce represents both a challenge and an opportunity. The challenge rests in the loss of institutional knowledge and the continuity of service; the opportunity lies in our ability to recruit and train future public health professionals.

ODH is committed to fostering a culturally competent workforce that is prepared to meet the challenges and opportunities that diversity presents and maintaining a well-qualified workforce in support of the department's strategic priorities.

DIVISIONS

The ***Division of Family and Community Health Services*** provides administrative direction, leadership, and coordination of the activities for child and family health services, children with developmental and special health needs, nutrition services and community health services and patient centered primary care. The division's mission is to assure access to health services for Ohioans. The division's goals are to assure access to high quality, interdisciplinary, culturally appropriate and competent health services.

The ***Division of Prevention and Health Promotion*** promotes good health, evaluates health status, and prevents and controls injuries and diseases (chronic and infectious). The division contributes to the agency mission by carrying out core public health functions and essential public health services. The division supports a systems approach to prevention and preparedness that is based on science and innovative technology. Collaborations and partnerships at the federal, state and local levels provide enhanced capacity to meet strategic priorities.

The ***Division of Quality Assurance*** protects the health and safety of Ohio's citizens through activities that assure the quality of both public health and health care delivery systems. The division's primary

mission is to ensure the proper licensure and regulation of long-term and non-long-term care facilities, as well as to employ professionals in environmental fields such as lead abatement and radon mitigation.

OFFICES

The ***Office of Employee Services*** oversees the management of ODH's human resource needs through the daily operations of Human Resources (EEO, Labor Relations, Payroll/Benefits, Position Management and Recruitment), and Workforce Development.

The ***Office of Financial Affairs*** assists in the establishment of ODH's long and short-range fiscal goals and objectives. The office provides the agency with overall fiscal administration support through its various unit operations including accounting, purchasing, facilities and fleet management, inventory and records management, and budgeting and grants administration. The office oversees the agency's biennial budget process, provides technical assistance to agency decision makers and provides daily monitoring and analysis of agency spending trends.

The ***Office of Management Information Systems*** administers the information technology based management systems across the ODH enterprise. The office is responsible for maintaining ODH computer networks and servers and the development and implementation of strategies that support the current and future technology needs of the agency. The office also administers the Office of Vital Statistics, which collects and maintains legal records pertaining to a variety of public health statistics (e.g., birth certificates, death certificates, marriage and divorce abstracts).

The ***Office of Performance Improvement*** helps define agency goals and objectives relative to strategic planning and performance improvement. The office coordinates the development of performance measures for local health departments and for agency programs through working with division chiefs and program staff.

The ***Office of Government Affairs*** directs and coordinates agency legislative affairs and develops policies and procedures to promote the department's legislative agenda. The office is the primary liaison working with the Ohio legislature and with all federal, state and local elected officials.

The ***Office of Local Health Department Support*** works closely with local health departments (LHDs) to carry out the mission of public health in Ohio. The office serves as the agency liaison to LHDs, administers public health improvement standards, drafts recommendations regarding approval of LHD contracts, serves on statewide committees, workgroups and task forces and provides technical assistance to LHDs.

The ***Office of Public Affairs*** is responsible for the development of all ODH internal and external communication strategies. Its primary functions include media relations, public relations and marketing, and the office leverages mass and social media channels to ensure the general public has immediate access to critical public health information.

B. AGENCY EEO FLOW CHART

AGENCY DIRECTOR

Richard Hodges
Director of Health
Director 4

AGENCY CHIEF OF STAFF

Julie Walburn
Chief of Staff
Assistant Director 4

AGENCY HUMAN RESOURCE ADMINSTRATOR

Jaime Erickson
Employee Services Chief
Human Capital Management Administrator 2

AGENCY EEO ADMINISTRATOR

Elaine Stewart
Labor Relations & EEO Administrator
Labor Relations Administrator 1

D. EEO ADMINISTRATOR RESPONSIBILITIES

The Office of Employee Services (Labor Relations/EEO) is responsible for designing and ensuring effective implementation of the Ohio Department of Health's EEO program. These responsibilities include:

1. Advise Director Richard Hodges with respect to the preparation of EEO programs, procedures, rules, reports, and the agency's Affirmative Action Plan.
2. Evaluate from time to time the sufficiency of the total agency EEO program and report thereon to Director Richard Hodges with recommendations as to any improvement or correction needed.
3. Make changes in EEO programs and procedures designed to eliminate discriminatory practices when so authorized by Director Richard Hodges.
4. Evaluate tests, employment policies, practices and qualifications and report to Director Richard Hodges and to the state equal employment opportunity coordinator any such policies, practices and qualifications which have a disparate impact on minorities and women.
5. Provide for counseling of any aggrieved employee or applicant for employment who believes that he or she has been discriminated against because of race, color, religion, sex, or national origin (ancestry), military status (past, present or future), disability, age (40 years of age or older), genetic information, or sexual orientation.
6. Receive, investigate and attempt to resolve individual complaints of discrimination raised by employees or candidates in personnel matters within the agency.
7. Furnish any information required by the state equal employment opportunity coordinator, including but not limited to, monthly reports on all complaints pending within the agency, including those filed with the Ohio Civil Rights Commission and the federal Equal Employment Opportunity Commission.
8. Develop the Affirmative Action Plan, policy statements, personnel policies and procedures, internal and external communication of the policy and monitor the effectiveness of these actions, review all personnel actions, policies, and procedures to ensure compliance with the Ohio Department of Health's affirmative action obligations.
9. Review the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer and termination actions occur.

E. AGENCY EEO-RELATED POLICIES

ODH Directive 5F (Workplace Non-Discrimination and Anti-Harassment) Attachment A

ODH Directive 38 (Reasonable Accommodation Requests Pursuant to the ADA) Attachment B

F. AGENCY WORKFORCE COMPOSITION REPORT

An agency's Affirmative Action Plan must contain a snapshot of your agency-wide EEO Workforce Composition Report for the pay period ending September 20, 2014. A Job Aide on how to find an Agency's Workforce Composition Report is included as an attachment to this Guide.

An agency should work to identify the race of any employee counted in the "Unknown" category for race/ethnicity. For an employee where the race is listed as "Unknown," the EEO Officer should confirm whether the employee has self-identified and the correct primary flag is checked. If the employee has not self-identified, the agency may acquire the race/ethnic information necessary for its Workforce Composition Report either by visual surveys of its work force, or from post-employment records as to the race/ethnicity identity of the employee. DAS does not encourage direct inquiry as a method of determining racial or ethnic identity. If a visual survey is required, it is recommended that such surveys be conducted for the agency by persons such as supervisors who are responsible for the work of the employee or to whom the employee reports for instruction or otherwise.

The concept of race as used by the federal Equal Employment Opportunity Commission does not denote clear-cut scientific definitions of anthropological origins. For the purposes of the Workforce Composition Report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person may be counted in more than one race/ethnic category.

NOTE: The category "HISPANIC" while not a race identification, is included as a separate race/ethnic category because of the employment discrimination often encountered by this group; for this reason do not include HISPANIC under either "white" or "black".

For the purposes of the Workforce Composition Report, the following race/ethnic categories will be used:

- a. White (not of Hispanic origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- b. Black (not of Hispanic origin): All persons having origins in any of the Black racial groups of Africa.

- c. Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- d. Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- e. American Indian or Alaskan Native: All persons having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition.

G. OHIO DEPARTMENT OF HEALTH UTILIZATION ANALYSIS

ODH recognizes the opportunity to enhance outreach efforts for female and minority candidates in the professional, protective services and technical classifications. Currently ODH has 1184 employees of which 218 are Black. There is potential to improve numbers in the underutilized protective services classifications (i.e., Breath Alcohol Testing Inspector, Health Care Investigator Specialists).

ODH employs 40 Asian/ Pacific Islander staff. There is capacity for improvement within the professional classifications (i.e., Program Administrator, Health Planning Administrator, Epidemiologist, External Auditor, Health Services Program Specialist, Fiscal Officer, and HCFS Surveyor) and the protective services classifications (i.e., Breath Alcohol Testing Inspector, Health Care Investigator Specialists).

Lastly, women make up 69.5% of the agency workforce. While the numbers of women are well represented in most areas; there is a modest deficiency (-7%) within the technical professions. Focused recruitment for women in the technical classifications (i.e., Sanitarian, Lab Scientist, and Infrastructure Specialists) will assist the agency in aligning with the labor market statistics.

During the next plan cycle, emphasis will be placed on conducting outreach through developing relationships with minority professional organizations, attending job fairs in Franklin County, partnering with the Diversity Council on employment initiatives, advertising in professional journals, and attending minority-focused community events.

ATTACHMENTS:

ODH Workforce Composition Report	Attachment C
ODH Classification Summary	Attachment D
Female Summary	Attachment E
Minority Summary	Attachment F
Recruitment Resource List	Attachment G

ANTI-DISCRIMINATION/ANTI-HARASSMENT POLICY

Title	Workplace Non-Discrimination and Anti-Harassment
Policy #:	ODH Directive 5F
Legal Reference:	OAC 123:1-49-01; U.S.C. 2000e; Title VII; ORC Chapter 4112; Executive Order 2011-05K
Date:	September 16, 2013
Approved:	August 14, 2013
Origin:	November 1, 2006
Supersedes:	ODH Directive 5E
History:	5D (May 4, 2009), 5C (December 8, 2008), 5B (July 1, 2008), 5A (July 27, 2007) and 5 (November 1, 2006)
Review date:	August 10, 2013

I. AUTHORITY

This policy is issued in compliance with Ohio Revised Code (ORC) 121.02, 121.07, 3701.03 and 3701.04, which establish the power and authority of the Ohio Department of Health and its director to develop all necessary rules and policy in furtherance of its statutory duties.

II. PURPOSE

The purpose of this policy is to prohibit discrimination and harassment of employees and applicants and to ensure equal opportunity in accordance with appropriate federal and state law (i.e. ORC 4112, OAC 123: 1-49-03 and DAS Directive 2011-05K), governor directives and executive orders, other governing agency (e.g. DAS, OBM) policy or guidance, and/or executive director expectations.

III. APPLICABILITY

This policy applies to all agency employees, vendors, applicants and consumers.

IV. DEFINITIONS

Discrimination - Treating an employee, applicant or consumer less favorably because of his/her race, color, religion, national origin/ancestry, disability, age (40 years or older), sexual orientation, gender or sex, veteran or military status, and/or genetic information.

Harassment - Any physical or verbal actions against an employee, applicant or consumer due to his/her race, color, religion, national origin/ancestry, disability, age (40 years or older), sexual orientation, gender or sex, veteran or military status, and/or genetic information.

Sexual Harassment - Any unwelcome sexual advances, request for sexual favors, or other verbal or physical conduct of a sexual nature.

Vendor – Any person, partnership, corporation, association, organization, state agency, or other party who sells, leases, or otherwise provides equipment, materials, goods, supplies, or services to (agency) or to individuals with disabilities as authorized by the agency pursuant to a written or oral contract (e.g. legal agreement, purchase order, authorization).

V. COMPLAINT PROCEDURES

A. Employees shall assist in the agency's effort to achieve equal employment opportunity and to maintain a harassment and discrimination free environment.

1. Any employee who receives a complaint of harassment or discrimination must report the complaint immediately to the EEO Administrator (Labor Relations Administrator) in the Office of Employee Services.
2. Any willful or deliberate violation of this policy shall not be tolerated and may result in disciplinary action.

B. Employee Discrimination Complaint Procedure

1. Any employee who has experienced harassment or discrimination should call (614) 466-2434 promptly and ask to speak with the EEO Administrator (Labor Relations Administrator). The EEO Administrator or designee will attempt to resolve the problem informally or assist the employee with filing a formal complaint. A formal complaint may be filed through:
 - a. State of Ohio, Department of Administrative Services Equal Opportunity Division (DAS, EOD) within 30 days of the alleged discriminatory incident at (614) 466-8380 or online at:
<http://das.ohio.gov/Divisions/EqualOpportunity/AffirmativeActionEqualEmploymentOpportunity/EEOComplaintProcess.aspx>
 - b. Ohio Civil Rights Commission (OCRC) within six (6) months of the alleged discriminatory incident (<http://crc.ohio.gov>).
 - c. Federal Equal Employment Opportunity Commission (EEOC) within 300 days of the alleged discriminatory incident (<http://www.eeoc.gov>).
 - d. The Ohio Department of Health EEO Administrator, in the Office of Employee Services, within 30 calendar days of the alleged discriminatory acts.

Every attempt will be made by the Ohio Department of Health EEO Administrator or the Department of Administrative Services Equal Opportunity Division to ensure that the total processing time, including an investigation and hearing, if requested, takes no longer than 120 calendar days. (See Ohio Administrative Code Sections 123:1-49-01 et. seq. for additional information).

C. Applicant or Consumer Discrimination Complaint Procedure

1. Any applicant or consumer of the agency who believes that an alleged discriminatory act has been committed against him/ her may:
 - a. Contact the Ohio Department of Health Office of Employee Services at (614) 466-2434 and ask to speak with the agency's EEO Administrator.
 - b. Contact the Ohio Civil Rights Commission (OCRC) to file a charge within 180 calendar days of the alleged discriminatory incident (<http://www.ocrc.gov>).
 - c. Contact the federal Equal Employment Opportunity Commission (EEOC) to file a charge within 300 days of the alleged discriminatory incident (<http://www.eeoc.gov>).
 - d. Any individual who reports or files complaint(s) of discrimination or harassment or acts as a witness in such a case is protected from retaliation including, but not limited to: intimidation, coercion, threats, taking reprisal, discriminating against or otherwise taking adverse action against.

D. Violations

Any employee who is determined to have violated this policy, including but not limited to engaging in discrimination, harassment, or retaliation is subject to discipline up to and including removal.

FORMS AND ATTACHMENTS

ODH Directive 5F (Workplace Non-Discrimination and Anti-Harassment)
ODH Directive 38 (ADA Reasonable Accommodation Policy)

REVIEW

It is the responsibility of the Ohio Department of Health EEO Administrator to review this policy annually, on or before the date listed in the header and, if applicable, make any necessary revisions. The Ohio Department of Health EEO Administrator shall document the annual review as required by agency policy.

SEXUAL-HARASSMENT POLICY

Title	Workplace Non-Discrimination and Anti-Harassment
Policy	ODH Directive 5F
Legal Reference:	OAC 123:1-49-01;U.S.C. 2000e; Title VII; ORC Chapter 4112;Executive Order 2011-05K
Date:	September 16, 2013
Approved:	August 14, 2013
Origin:	November 1, 2006
Supersedes:	ODH Directive 5E
History:	SD (May 4, 2009), 5C (December 8, 2008), 5B (July 1, 2008), 5A (July 27, 2007) and 5 (November 1, 2006)
Review date:	August 10, 2013

I. AUTHORITY

This policy is issued in compliance with Ohio Revised Code 121.02, 121.07, 3701.03 and 3701.04, which delegates to the director of the Ohio Department of Health authority to manage and direct the total operations of the department and to establish such rules and regulations as the director prescribes.

II. PURPOSE

It is the purpose of this policy to establish uniform guidelines in order to ensure a workplace free of sexual harassment.

III. APPLICABILITY

This policy applies to all agency employees, vendors, applicants and consumers.

IV. DEFINITIONS

Sexual Harassment - Any unwelcome or unwanted sexual advances, requests for favors and other verbal or physical conduct of a sexual nature.

Quid Pro Quo Sexual Harassment- Submission to such conduct by an individual is made explicitly or implicitly a term or condition of employment, and submission to or rejection of such conduct by an individual is used as the basis for a significant change in employment status.

Hostile Work Environment Sexual Harassment – Severe and pervasive conduct that has the purpose or effect of interfering with an individual's work performance, or creates an intimidating or hostile environment. Examples of behaviors that violate this policy include, but are not limited to: suggestive comments, sexual jokes, gestures, slurs or innuendoes, display of sexually suggestive objects or pictures, unwanted touching, rubbing, patting, or pinching, blatant or subtle forms of pressure for sexual activity, explicit descriptions of the harasser's own sexual experiences, staring or leering upon a particular area of the body and unsolicited or unwelcome flirtations and advances of propositions.

VI. PROCEDURES

A. Employees shall assist with the agency's efforts to achieve equal employment opportunity and maintain a harassment and discrimination free environment.

1. Any employee who receives a complaint of harassment or discrimination must immediately report the complaint to the agency EEO Administrator.
2. Any willful or deliberate violation of this policy shall not be tolerated and may result in disciplinary action.

B. Employee Discrimination Complaint Procedure

1. Any employee who believes that he/she has experienced harassment or discrimination should call the Office of Employee Services at (614) 466-2434 promptly (within 30 calendar days of the alleged discriminatory act) and ask to speak with the EEO Administrator or designee. The EEO Administrator or designee shall attempt to resolve the problem informally or assist the employee in filing a formal complaint. A formal complaint may be filed through:
 - a. State of Ohio, Department of Administrative Services', Equal Opportunity Division (DAS, EOD) within 30 days of the alleged discriminatory incident at (614) 466-8380 or at the following link:
<http://das.ohio.gov/Divisions/EqualOpportunity/AffirmativeActionEqualEmploymentOpportunity/EEOComplaintProcess.aspx#EEOComplaintProceduresstart>;
 - b. Ohio Civil Rights Commission (OCRC) to file a charge within six (6) months of the alleged discriminatory incident <http://crc.ohio.gov>.
 - c. Federal Equal Employment Opportunity Commission (EEOC) to file a charge within 300 days of the alleged discriminatory incident (<http://www.eeoc.gov>).
2. The individual has 30 calendar days after the alleged discriminatory act in which to file a formal complaint with the Ohio Department of Health by contacting the EEO Administrator at (614) 466-2434. Every attempt will be made by the Ohio Department of Health and the Department of Administrative Services Equal Opportunity Division to ensure that the total processing time, including an investigation and a hearing, if requested, takes no longer than 120 calendar days. (See Ohio Administrative Code Sections 123:1-49-01 et. seq. for additional information).

C. Applicant or Consumer Discrimination Complaint Procedure

1. Any applicant or consumer of the agency who believes that an alleged discriminatory act has been committed against him/her by the agency may call the Ohio Department of Health Office of Employee Services at (614) 466-2434 and ask to speak with the EEO Administrator.
2. Contact the state Ohio Civil Rights Commission (OCRC) to file a charge within six months (180 days) of the alleged discriminatory incident (<http://www.ocrc.gov>)

3. Contact the federal Equal Employment Opportunity Commission (EEOC) to file a charge within 300 days of the alleged discriminatory incident (<http://www.eeoc.gov>). Any individual who reports or files complaints of discrimination or harassment or acts as a witness in such a case is protected from retaliation including, but not limited to: intimidation, coercion, threats, taking reprisal, discriminating against or otherwise retaliating against.

D. Violations

Any employee who is determined to have violated this policy, including but not limited to, engaging in discrimination, harassment, or retaliation, is subject to discipline up to and including removal.

FORMS AND ATTACHMENTS

ODH Directive 5F (Workplace Non-Discrimination and Anti-Harassment)

ODH Directive 38 (Reasonable Accommodation Requests Pursuant to the ADA)

REVIEW

It is the responsibility of the Ohio Department of Health EEO Administrator to review this policy annually, on or before the date listed in the header and, if applicable, make any necessary revisions. The EEO Administrator shall document the annual review as required in agency policy.

AMERICAN WITH DISABILITIES ACT AND REASONABLE ACCOMMODATION POLICY

Title	REASONABLE ACCOMMODATION REQUESTS PURSUANT TO THE ADA
Policy #:	ODH Directive 38
Legal Reference:	ADA Amendments Act of 2008, 42 USC 12201 et seq., ORC 4112.02, Executive Order 2011-05K
Date:	September 1, 2012
Approved:	August 27, 2012
Origin:	September 1, 2012 (First Issuance)
Supersedes:	N/A
History:	N/A
Review date:	August 25, 2012

I. AUTHORITY

This policy is issued in compliance with Ohio Revised Code 121.02, 121.07, 3701.03 and 3701.04, which establish the power and authority of the Ohio Department of Health to develop all necessary rules and policy in furtherance of its statutory duties. This policy is also issued in furtherance of Title I of the American with Disabilities Act Amendments Act of 2008, 42 USC 12201 et seq. (ADA-AA) and Ohio Revised Code 4112.02, Unlawful Discriminatory Practices.

I. PURPOSE

The purpose of this policy is to provide guidelines for providing a clear process for staff with disabilities to seek and obtain reasonable accommodations (RA) in order to perform the essential functions of their jobs successfully. In accordance with Title I of the Americans with Disabilities Act (ADA) and state law in accordance with appropriate federal (e.g. ADA Amendments Act of 2008, 42 USC 12201 et seq.) and state law (i.e. ORC 4112.02), governor directives and executive orders, other governing agency (e.g. DAS, OBM) policy or guidance and/or executive director expectations. The ADA is a civil rights law intended to protect qualified persons with disabilities from discrimination.

II. APPLICABILITY

This policy applies to all employees.

III. DEFINITIONS

Disability - For purposes of determining eligibility for a reasonable accommodation, a person with a disability is one who:

- has a physical or mental impairment that substantially limits one or more major life activities
- and or bodily functions;
- has a record of such impairment; or
- is regarded as having such an impairment.

Major Life Activities - Include, but are not limited to: caring for oneself; performing manual tasks; seeing; hearing; eating; sleeping; walking; standing; lifting; bending; speaking; breathing; learning; reading; concentrating; thinking; communicating; sitting; reaching; interacting with others and working.

Major Bodily Functions - Include, but are not limited to: functions of the immune system; normal cell growth; digestive; bowel; bladder; neurological; brain; circulatory; respiratory; endocrine; hemic; lymphatic; musculoskeletal; special sense organs and skin; genitourinary; cardiovascular system; and reproductive system.

Essential Job Functions - Tasks fundamental to the job. A job function may be considered essential for any of the following reasons:

- the position exists to perform the function;
- limited number of employees to whom the performance of the function can be distributed; or the function is highly specialized and the incumbent in the position was hired for his/her expertise in performing the function.

Qualified Individual - An individual who satisfies the requisite skill, experience, education and other job-related requirements of the employment position and who, with or without reasonable accommodation, can perform the essential functions of such position.

Reasonable Accommodation - An adjustment made to a job and/or the work environment that enables a qualified individual with a disability to perform the duties of that position. Accommodations may take the form of providing access to the job, job restructuring, acquisition or modification of equipment or devices, or a combination of any of these. The ADA requires reasonable accommodation in the following aspects of employment:

- to ensure equal opportunity in the application process;
- to enable a qualified individual with a disability to perform the essential functions of a job; and
- to enable an individual with a disability to enjoy equal benefits and privileges of employment.

Undue Hardship - An undue financial or programmatic hardship on the agency is determined on a case by case basis (e.g. is unduly costly; alters the fundamental nature of the position; has an adverse impact on another individual; or contradicts an established non-discriminatory policy or collective bargaining agreement).

POLICY

Making a Request for Reasonable Accommodation (RA) - In general, it is the responsibility of the employee with a disability to inform the employer that a reasonable accommodation (RA) is needed. If an employee notifies a member of management, the management representative immediately shall notify the appropriate Ohio Department of Health designee.

1. The employee shall notify the Office of Employee Services (Benefits Office) that he/she needs a RA in order to perform essential job functions or to receive equal benefits and privileges of employment by completing and submitting the "Employee's Request for Reasonable Accommodation" (50-EEO-02.A). The submission should be marked "Confidential".
2. The employee shall discuss the need for the RA with the Office of Employee Services designee.



ODH Directive 5F
Workplace Non-Discrimination and Anti-Harassment

Ref: Executive Order 2011-05K

1. **Purpose.** The purpose of this directive is to establish and publish a policy regarding non-discrimination and anti-harassment in the workplace as well as the delivery of services. As a recipient of federal financial assistance, the Ohio Department of Health is required to develop and maintain procedures for the receipt, investigation and resolution of discrimination complaints filed against it and its programs. Complaints may be filed by applicants, employees, contractors, program participants, employees of program participants, clients, beneficiaries and/or those affected by alleged violations of rules, regulations, policies, directives, Executive Orders or federal and state laws which prohibit discrimination. The Office of Employee Services (ES) is responsible for drafting this directive.

2. **General Statement.** It is the policy of the Ohio Department of Health (ODH) to foster a work environment in which employees are treated with respect and professional courtesy. We expect employees to conduct themselves in a manner which reflects regard for the rights of others. Our expectation is that employees will be afforded equal terms and conditions of employment in hiring, rate of compensation, promotion, demotion, transfer, classification, eligibility for in-service training programs, layoff, discipline and termination.

Workplace harassment, intimidation or employment-related discrimination predicated on race, color, national origin (ancestry), age (40 years and older), religion, disability, sex (including sexual harassment), sexual orientation, genetic information, military status (past, present or future) and veteran status is also prohibited by Executive Order 2011-05. ODH employees who engage in such conduct may be subject to disciplinary action up to and including removal. Prohibited conduct may include comments, gestures, expressions, actions or patterns of behavior that a reasonable person may find offensive.

Unacceptable acts include, but are not limited to:

- A. Using rude, insulting, abusive, derogatory and/or profane language in oral or written communications.
- B. Making stereotypical or racially/culturally/ethnically insensitive remarks about individuals or groups of people.
- C. Engaging in conduct which interferes with an employee's work performance and/or creates an intimidating, offensive and hostile work environment based on one or more of the above-referenced protected classes.

- D. Retaliating by taking punitive, adverse actions in response to an applicant, employee, contractor, program participant, employee of a program participant, client or beneficiary exercising their right to raise what they believe are legitimate allegations via a verbal report, complaint, grievance or charge of discrimination.
- E. Using ODH equipment to create, forward or distribute inappropriate or offensive communications or material (e.g., photos, e-mails, chain letters) is prohibited.

3. **Equal Employment Opportunity (EEO).** The Ohio Department of Health will afford fair and equitable treatment in accordance with applicable state and federal laws, rules, regulations, guidelines and Executive Orders which prohibit discrimination as well as retaliation.

4. **Sexual Harassment.** The Ohio Department of Health is committed to ensuring that all applicants, employees, contractors, program participants, employees of program participants, clients and beneficiaries are afforded environments that are free of sexual harassment.

There are two types of sexual harassment:

- A. *Quid Pro Quo* sexual harassment occurs when submission to unwelcome advances is either explicitly or implicitly made a term and condition of employment and compliance with or rejection of advances is a basis for employment decisions which adversely affect an employee.
- B. *Hostile Work Environment* sexual harassment occurs when an environment exists in which inappropriate conduct and/or comments are so severe or pervasive that they interfere with an employee's ability to perform his/her duties.

Prohibited behaviors include, but are not limited to: making sexually suggestive comments, inquiries or advances, unwelcome touching, engaging in inappropriate and/or explicit banter of a personal nature, making repeated requests for dates and displaying offensive photos or images.

The Ohio Department of Health will take aggressive action to prevent sexual harassment in accordance with existing rules, regulations, policies, directives, Executive Orders and state/federal laws which prohibit sex discrimination. An applicant, employee, contractor, program participant, employee of a program participant, client or beneficiary who believes that this policy has been breached or needs additional information should contact the ODH EEO Office at (614) 466-6258.

5. **Retaliation.** Retaliation against any person for making allegations of discrimination and/or participating in an investigation as a complainant, witness, etc. is prohibited. This includes harassment, intimidation, coercion, threats or other adverse actions.

6. **Supervisor Responsibilities.** Supervisors should take the following steps with regard to aiding efforts to prevent discrimination in the workplace:

- A. Managers who receive information which would lead a reasonable person to believe that inappropriate, discriminatory or offensive conduct has occurred must report it to the ODH EEO Office within 24 hours.
- B. Model appropriate, professional behavior during conversations and other interactions with applicants, employees, contractors, program participants, employees of program participants, clients and beneficiaries.
- C. Maintain confidentiality to the extent possible.
- D. Refrain from engaging in retaliation of employees who participate in investigations and/or lodge discrimination complaints.

7. **Supervisor Liability.** Supervisors may be held liable in the following instances with regard to discriminatory acts, including sexual harassment:

- A. When they unreasonably delay in reporting potential policy violations after a complaint is lodged.
- B. When they observe or become aware of acts that may be discriminatory, inappropriate or offensive, but fail to take action in accordance with established policy.

8. **Duties of the EEO Office.** The EEO Office will develop an EEO Strategic Plan which addresses existing problem areas, promptly document and investigate charges of discrimination and provide the Director with recommendations for corrective action.

Investigative reports cannot be kept strictly confidential. However, information regarding the allegations shall be communicated to parties only as necessary to investigate and take appropriate action. All individuals involved in investigations should observe the same standard of discretion and respect for the reputation and rights of everyone involved in the process. In addition, the ODH EEO Office will conduct regular training and in-services on a variety of employee relations issues and undertake preventative measures regarding non-discrimination and anti-harassment in the workplace.


9. **Contact Information.** An employee, applicant or client who believes that this policy has been breached or needs additional information should contact the ODH EEO Office at (614) 466-6258. Individuals who believe that their civil rights have been violated may file a discrimination complaint with the ODH EEO Office (within 30 days); the Department of Administrative Equal Opportunity Division (within 30 days); the Ohio Civil Rights Commission (within 180 days or six months) and/or the Equal Employment Opportunity Commission (within 300 days). All internal complaints will be investigated within the timeframes established by the Ohio Administrative Code (123: 1-49-03).

10. **Applicability.** All ODH staff must follow the provisions of this directive. Failure to do so will result in disciplinary action up to and including removal. Any violations will be grounds for disciplinary action in accordance with the ODH Employee Standards of Conduct (ODH Directive 31A, Work Rule

BP24). This policy also applies to all persons employed by or under contract employment, applicants seeking employment as well as service providers, sub-recipients and persons conducting business with the Ohio Department of Health.

11. Authority and References. This directive is promulgated by the Director of Health pursuant to the Ohio Revised Code sections 121.02, 121.07, 3701.03 and 3701.04 as well as Ohio Revised Code 4112, OAC 123: 1-49-03 and DAS Directive HR-D-14. This directive supersedes any past practice, previously issued directive or previously issued policy and will remain in effect until canceled or superseded.

Approved:


Theodore E. Wymyslo, MD
Director of Health

Date:

8/14/13

Table of Effective Changes

Version	Effective Date	Superseded/ Modified	Significant Changes
5	11/1/2006	N/A	First issuance although the specific policies existed in a different format
5A	7/27/2007	5	Modified to reflect inclusion of sexual orientation and gender identity as protected classes
5B	7/1/2008	5A	Updated to include military status as a protected class.
5C	12/8/2008	5B	Updated to include supervisor responsibility and supervisor liability
5D	5/4/2009	5C	Updated to include requirement to report complaints of inappropriate behavior within 24 hours
5E	12/1/2011	5D	Updated to delete gender identity
5F	9/16/2013	5E	Updated to expand coverage to program participants, employees of program participants, clients and beneficiaries; removed ADA reference



ODH Directive 38

Reasonable Accommodation Requests Pursuant to the ADA

Enclosures: HEA 0343, Employee Reasonable Accommodation Request form
HEA 0344, Physician Questionnaire

1. **Purpose.** The purpose of this directive is to establish an agency-wide process for requesting a reasonable accommodation pursuant to the Americans with Disabilities Act (ADA) of 1990 as well as any subsequent amendments. The Office of Human Resources is responsible for the drafting of this Directive.

2. **Introduction.** It is the policy of the Ohio Department of Health (ODH) to provide equal access in the employment process, terms and conditions of employment, programs, activities as well as services provided by the agency and to comply fully with the Americans with Disabilities Act of 1990 and applicable amendments.

An employer is required to provide a reasonable accommodation to the known disability of a qualified applicant or employee if it would not impose an "undue hardship" on the operation of the employer's business. Reasonable accommodations provided by an employer enable people with disabilities to enjoy equal employment opportunities.

3. **Definitions.** For purposes of this policy, the following definitions shall apply:

A. **Disability.** A physical or mental impairment that substantially limits one or more major life activities; a record of such condition; or being regarded as having such a condition.

B. **Qualified Individual with a Disability.** A person with a disability who can perform the essential functions of his/her job with or without a reasonable accommodation.

C. **Essential Job Functions.** Those functions which are considered fundamental. A variety of issues must be taken into consideration when determining if a job function is essential, including (1) whether the job exists solely to perform that function, (2) whether removing that function would alter the job, (3) the amount of time spent performing the function and (4) whether the function is highly specialized.

D. **Major Life Activities.** Major life activities include, but are not limited to: caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working. Major life activities also include: the operation of major bodily functions (e.g., the immune system, normal cell growth,

digestive, bowel, neurological, bladder, brain, respiratory, circulatory, endocrine and reproductive functions).

- E. **Substantially Limits.** Significantly restricts the duration, manner or condition under which an individual can perform a particular major life activity.
- F. **Reasonable Accommodation.** A modification or adjustment to the job, workflow or a work environment that enables a qualified individual with a disability to perform the essential functions of his/her job.
- G. **Undue Hardship.** An action requiring significant difficulty or expense to the employer when considered in light of the employer's size, financial resources and operational needs.

4. **Reasonable Accommodation Request Procedure.**

- A. Employees should request information through the HR Benefits Office.
- B. The benefits staff will provide the employee with an ADA packet which includes an Employee Accommodation Request Form, the Physician Questionnaire and a copy of the employee's position description.
- C. The employee is responsible for ensuring that the completed Physician Questionnaire is returned to the benefits office within thirty (30) calendar days from the date the forms are provided to the employee. Requests for deadline extensions will be given due consideration. If the physician questionnaire is not received within 30 calendar days and no extension is granted the request for accommodation will be considered closed but does not preclude the employee from making a future request for an accommodation.
- D. Following a review of the individual's documentation, the benefits staff designee will determine if the employee is eligible for accommodations under the ADA based on the guidelines defined under ADA and the information supplied in the Physician Questionnaire. If the employee is eligible for an accommodation, the benefits staff designee will begin the interactive process to determine what accommodation would be reasonable. If the employee is not eligible, he/she will be notified and the request for accommodation will be considered closed.
- E. The interactive process may include, but is not limited to, the following:
 - 1. Discussion of the purpose and essential functions of the particular job involved. Completion of a step-by-step analysis of the employee's position may be necessary.
 - 2. Determination of the precise job-related limitation.

3. Identification of potential accommodations and assessment of the effectiveness each would have in allowing the individual to perform the essential functions of the job.
 4. Selection and implementation of the accommodation that is the most appropriate for both the individual and ODH. While an individual's preference will be given consideration, ODH is free to choose among equally effective accommodations and may choose one that is less expensive or easier to provide.
- F. The benefits staff will provide a written decision to the employee within 30 calendar days after completion of the interactive process.
- G. The employee has the right to appeal the denial of a reasonable accommodation request by filing a complaint with the internal ODH EEO Officer or with Department of Administrative Services, Equal Opportunity Division (EOD) within thirty (30) calendar days of the notice of denial. For further information regarding the appeal process, employees may contact the EOD at (614) 752-4741.
5. **Authority.** This directive is promulgated by the Director of Health pursuant to Ohio Revised Code sections 121.02, 121.07, 3701.03 and 3701.04 which authorize the director to create, promulgate and enforce rules for the safe, efficient, economic and proper operation of the agency.

Approved: _____


Richard Bridges, MPA
Director of Health

Date: _____


10/20/14

Table of Effective Changes

Version	Effective Date	Superseded/Modified	Significant Changes
38	09/01/2012	NA	First Issuance
38	10/15/2014	NA	2 year review: no changes needed

Ohio Department of Health
EMPLOYEE REASONABLE ACCOMODATION REQUEST FORM
Pursuant to the Americans with Disabilities Act

Please note: Use this form when requesting an accommodation for a physical or mental impairment. This form is the beginning of an interactive process between the employee and ODH. The process may include, but is not limited to, subsequent meetings, additional documentation and further medical evaluations. Employees seeking an accommodation have the responsibility of providing complete and timely documentation and medical information.

Name:	State of Ohio User ID Number:
Work Phone:	Job Title:
Division/Work Area:	Supervisor:

1. Please identify your physical or mental impairment and describe the limitations associated with your condition.

2. Please describe how your impairment limits your ability to perform your job duties. Be specific about how the impairment impairs your abilities.

3. Please describe the specific accommodation that you are requesting, if known.

4. Have you received any accommodations in the past for this same limitation? ____ Yes ____ No
If yes, what were the accommodations?

By signing below, I acknowledge receipt of the ADA Packet and understand it must be returned to ODH within 30 days.

Employee Signature

Date

Internal use only

Date Received: _____ Received By: _____

Follow up action: _____

**Ohio Department of Health – Physician Questionnaire
Reasonable Accommodation Request
Pursuant to the Americans with Disabilities Act**

*questionnaire must be completed and returned to ODH within 30 calendar days

Employee Name:

A. Questions to help determine whether an employee has a disability.

For reasonable accommodation under the ADA, an employee has a disability if he or she has an impairment that substantially limits one or more major life activities or a record of such impairment. The following questions may help determine whether an employee has a disability:

Does the employee have a physical or mental impairment?

Yes

No

If yes, what is the impairment and the anticipated duration of the impairment?

Is the impairment episodic? If yes, please describe anticipated frequency of reoccurrences.

Does the impairment substantially limit a major life activity as compared to most people in the general population?

Yes

No

If yes, what major life activity(s) (includes major bodily functions) is/are affected?

- | | | | |
|--|--|-----------------------------------|-----------------------------------|
| <input type="checkbox"/> Bending | <input type="checkbox"/> Hearing | <input type="checkbox"/> Reaching | <input type="checkbox"/> Speaking |
| <input type="checkbox"/> Breathing | <input type="checkbox"/> Interacting With Others | <input type="checkbox"/> Reading | <input type="checkbox"/> Standing |
| <input type="checkbox"/> Caring For Self | <input type="checkbox"/> Learning | <input type="checkbox"/> Seeing | <input type="checkbox"/> Thinking |
| <input type="checkbox"/> Concentrating | <input type="checkbox"/> Lifting | <input type="checkbox"/> Sitting | <input type="checkbox"/> Walking |
| <input type="checkbox"/> Eating | <input type="checkbox"/> Performing Manual Tasks | <input type="checkbox"/> Sleeping | <input type="checkbox"/> Working |
| Other: | | | |

Major bodily functions:

- | | | | |
|---|--|--|--|
| <input type="checkbox"/> Bladder | <input type="checkbox"/> Digestive | <input type="checkbox"/> Lymphatic | <input type="checkbox"/> Reproductive |
| <input type="checkbox"/> Bowel | <input type="checkbox"/> Endocrine | <input type="checkbox"/> Musculoskeletal | <input type="checkbox"/> Respiratory |
| <input type="checkbox"/> Brain | <input type="checkbox"/> Genitourinary | <input type="checkbox"/> Neurological | <input type="checkbox"/> Special Sense Organs & Skin |
| <input type="checkbox"/> Cardiovascular | <input type="checkbox"/> Hemic | <input type="checkbox"/> Normal Cell Growth | <input type="checkbox"/> Other: (describe) |
| <input type="checkbox"/> Circulatory | <input type="checkbox"/> Immune | <input type="checkbox"/> Operation of an Organ | |

B. Questions to help determine whether an accommodation is needed. (Position Description Attached)

An employee with a disability is entitled to an accommodation only when the accommodation is needed because of the disability. The following questions may help determine whether the requested accommodation is needed because of the disability:

Is the employee unable to perform the essential functions of his/her job as listed in the position description or limited in his/her ability to do so? If yes, please identify each limitation or inability to perform and the expected duration.

C. Questions to help determine effective accommodation options.

If an employee has a disability and needs an accommodation because of the disability, the employer must provide a reasonable accommodation, unless the accommodation poses an undue hardship. The following questions may help determine effective accommodations:

Based on your knowledge of the employee's impairment, are there any accommodations that you believe would assist the employee in performing the essential functions of their job? If yes, please describe.

How would your suggestions assist the employee in performing the essential functions of their job?

B6

D. Other questions or comments.

Please fax: (614) 564-2436 or mail completed questionnaire to: Ohio Department of Health,
Office of Human Resources-246 North High Street, Columbus, Ohio 43215

Medical Professional's Signature: _____ Date: _____

Printed Name: _____

Business Address: _____

Business Phone: _____ Business Fax: _____

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

B7

All of DOH

Workforce Composition Report

Page: 1 of 14
Run Date: 11/06/14
Run Time: 04:29:33

	Total by Sex		Total by Race										Total Males by Race										Total Females by Race									
	Male	Female	Unk	White	Black	Hispa	Amd	Asian	Unk	White	Black	Hispa	Amd	Asian	Unk	White	Black	Hispa	Amd	Asian	Unk	White	Black	Hispa	Amd	Asian	Unk					
Off and Admin	45	25	20	0	37	6	0	0	0	22	1	0	0	2	0	15	5	0	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	55.6%	44.4%	0.0%	82.2%	13.3%	0.0%	0.0%	0.0%	48.9%	2.2%	0.0%	0.0%	4.4%	0.0%	33.3%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	35.61	35.63	35.59	0.00	34.68	42.33	0.00	0.00	0.00	35.59	42.37	0.00	0.00	32.68	0.00	33.35	42.33	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Professionals	832	222	610	0	682	116	6	0	0	181	27	2	0	0	0	501	89	4	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	26.7%	73.3%	0.0%	82.0%	13.9%	0.7%	0.0%	0.0%	21.8%	3.3%	0.2%	0.0%	0.0%	0	501	89	4	0	0	0	0	0	0	0	0	0					
Average Salary	32.98	34.30	32.50	0.00	32.93	32.25	34.07	0.00	0.0%	34.06	33.29	39.55	0.00	1.4%	0.0%	60.2%	10.7%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Technicians	95	52	43	0	72	16	1	0	0	47	3	0	0	2	0	25	13	1	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	54.7%	45.3%	0.0%	75.8%	16.8%	1.1%	0.0%	0.0%	49.5%	3.2%	0.0%	0.0%	2.1%	0.0%	26.3%	13.7%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	29.78	32.44	26.55	0.00	31.01	26.18	35.52	0.00	0.0%	33.04	30.44	0.00	0.00	21.29	0.00	27.18	25.20	35.52	0.00	24.78	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Protect Svc	10	8	2	0	10	0	0	0	0	8	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	80.0%	20.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0					
Average Salary	27.66	27.00	30.31	0.00	27.66	0.00	0.00	0.00	0.00	27.00	0.00	0.00	0.00	0.00	0.00	30.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
Paraprofess	26	5	21	0	22	1	0	0	0	3	0	0	0	1	0	19	1	0	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	19.2%	80.8%	0.0%	84.6%	3.9%	0.0%	0.0%	0.0%	11.5%	0.0%	0.0%	0.0%	3.9%	0.0%	73.1%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	22.15	19.09	22.87	0.00	23.42	15.72	0.00	0.00	0.00	20.84	0.00	0.00	0.00	17.91	15.00	23.82	15.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
Off/Clerical	174	47	127	0	86	78	4	1	0	26	18	1	0	0	0	60	60	3	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	27.0%	73.0%	0.0%	49.4%	44.8%	2.3%	0.6%	0.6%	14.9%	10.3%	0.6%	0.6%	0.6%	0	34.5%	34.5%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	20.13	19.44	20.38	0.00	20.21	20.09	21.39	21.52	18.78	14.71	19.15	19.41	19.06	21.52	25.61	0.00	20.67	20.29	22.17	0.00	16.51	14.71	0.0%	0.0%	0.0%	0.0%	0.0%					
Skilled Craft	1	1	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	23.41	23.41	0.00	0.00	0.00	23.41	0.00	0.00	0.00	0.00	23.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
Svc/Maint	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	18.92	18.92	0.00	0.00	18.92	0.00	0.00	0.00	0.00	18.92	0.00	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
All Job Categories	1184	361	823	0	910	218	11	1	0	288	50	3	1	18	1	622	168	8	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	30.5%	69.5%	0.0%	76.9%	18.4%	0.9%	0.1%	0.1%	24.3%	4.2%	0.3%	0.1%	1.5%	0.1%	52.5%	14.2%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	26.33	26.28	28.03	0.00	26.98	26.66	30.33	21.52	26.11	26.94	29.78	29.31	21.52	27.38	15.00	27.97	27.09	29.67	0.00	25.78	16.44	0.00	0.00	0.00	0.00	0.00	0.00					
Disability Summary	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	0.0%	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	27.70	0.00	27.70	0.00	33.88	0.00	21.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.88	0.00	21.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					

Attachment C1

All of DOB

Workforce Composition Report
By Class

Off and Admin	Total by Sex		Total by Race										Total Males by Race										Total Females by Race									
	Total Male	Female	Unk	White	Black	Hispa	Amlnd	Asian	Unk	White	Black	Hispa	Amlnd	Asian	Unk	White	Black	Hispa	Amlnd	Asian	Unk	White	Black	Hispa	Amlnd	Asian	Unk					
61114 Director 4	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	62.74	62.74	0.00	62.74	0.00	0.00	0.00	0.00	0.00	62.74	0.00	0.00	0.00	0.00	0.00	62.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
61214 Assistant Dire	2	1	0	2	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	57.70	62.27	53.13	57.70	0.00	57.70	0.00	0.00	0.00	57.70	0.00	0.00	0.00	0.00	0.00	57.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
61314 Deputy Directo	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	45.68	45.68	0.00	45.68	0.00	0.00	0.00	0.00	0.00	45.68	0.00	0.00	0.00	0.00	0.00	45.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
61315 Deputy Directo	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	45.80	45.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
61316 Deputy Directo	2	1	0	2	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	52.25	51.48	53.01	52.25	0.00	52.25	0.00	0.00	0.00	51.48	0.00	0.00	0.00	0.00	0.00	51.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
62111 Board/Commissi	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	28.45	0.00	28.45	28.45	0.00	28.45	0.00	0.00	0.00	28.45	0.00	0.00	0.00	0.00	0.00	28.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
62221 Board/Commissi	15	11	4	14	0	0	0	1	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	73.3%	26.7%	93.3%	0.0%	0.0%	0.0%	6.7%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	18.96	18.97	18.95	18.92	0.00	18.92	0.00	0.00	0.00	18.91	0.00	0.00	0.00	0.00	0.00	18.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63473 Labor Relation	3	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	35.56	0.00	35.56	27.93	39.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63475 Labor Relation	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	40.89	0.00	40.89	40.89	0.00	40.89	0.00	0.00	0.00	40.89	0.00	0.00	0.00	0.00	0.00	40.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
64119 Information Te	4	2	0	2	2	0	0	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	50.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	47.73	48.71	46.75	48.71	46.75	0.00	0.00	0.00	0.00	48.71	46.75	0.00	0.00	0.00	0.00	48.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
64132 Information Te	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	47.09	47.09	0.00	47.09	0.00	0.00	0.00	0.00	0.00	47.09	0.00	0.00	0.00	0.00	0.00	47.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
64135 Data Systems A	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	57.95	57.95	0.00	57.95	0.00	0.00	0.00	0.00	0.00	57.95	0.00	0.00	0.00	0.00	0.00	57.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
64615 Human Capital	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	39.38	0.00	39.38	39.38	39.38	0.00	0.00	0.00	0.00	39.38	39.38	0.00	0.00	0.00	0.00	39.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
64616 Human Capital	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	39.23	0.00	39.23	39.23	0.00	0.00	0.00	0.00	0.00	39.23	0.00	0.00	0.00	0.00	0.00	39.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						

Workforce Composition Report
By Class

All of DOH

Off and Admin cont.	Total by Sex		Total by Race										Total Males by Race										Total Females by Race									
	Total	Male	Female	Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk				
64617 Human Capital	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	46.41	0.00	46.41	0.00	46.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
65991 Public Health	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0				
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	26.11	0.00	26.11	0.00	26.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
66926 Research Admin	2	1	1	0	2	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0			
Percentage	100.0%	50.0%	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	31.92	33.16	30.67	0.00	31.92	0.00	0.00	0.00	0.00	0.00	33.16	0.00	0.00	0.00	0.00	0.00	30.67	0.00	0.00	0.00	0.00	33.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
67172 Data Administ	3	3	0	0	2	1	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	100.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	42.22	42.22	0.00	0.00	42.14	42.37	0.00	0.00	0.00	0.00	42.14	42.37	0.00	0.00	0.00	0.00	42.14	42.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
67197 Network Servic	1	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	51.84	51.84	0.00	0.00	51.84	0.00	0.00	0.00	0.00	0.00	51.84	0.00	0.00	0.00	0.00	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Professionals																																
17225 Health Financi	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	32.43	0.00	32.43	0.00	32.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
26211 Investigator	2	2	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	20.65	20.65	0.00	0.00	20.65	0.00	0.00	0.00	0.00	0.00	20.65	0.00	0.00	0.00	0.00	0.00	20.65	0.00	0.00	0.00	0.00	20.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
52643 Videographer	1	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	33.60	33.60	0.00	0.00	33.60	0.00	0.00	0.00	0.00	0.00	33.60	0.00	0.00	0.00	0.00	0.00	33.60	0.00	0.00	0.00	0.00	33.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
52646 Video Producti	1	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	35.70	35.70	0.00	0.00	35.70	0.00	0.00	0.00	0.00	0.00	35.70	0.00	0.00	0.00	0.00	0.00	35.70	0.00	0.00	0.00	0.00	35.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
61522 HC Fac Survey-	3	1	2	0	3	0	0	0	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	33.3%	66.7%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	34.58	36.20	33.77	0.00	34.58	0.00	0.00	0.00	0.00	0.00	36.20	0.00	0.00	0.00	0.00	0.00	33.77	0.00	0.00	0.00	0.00	36.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
61531 HC Fac Surveyo	2	2	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	24.49	26.00	24.37	0.00	24.56	0.00	0.00	0.00	0.00	0.00	26.00	0.00	0.00	0.00	0.00	0.00	24.37	0.00	0.00	0.00	0.00	26.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
61532 HC Fac Surveyo	111	15	96	0	107	4	0	0	0	0	14	1	0	0	0	0	93	3	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	13.5%	86.5%	0.0%	96.4%	3.6%	0.0%	0.0%	0.0%	0.0%	12.6%	0.9%	0.0%	0.0%	0.0%	0.0%	83.8%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	33.52	34.19	33.41	0.00	33.37	37.53	0.00	0.00	0.00	0.00	33.72	40.81	0.00	0.00	0.00	0.00	33.32	36.44	0.00	0.00	0.00	33.32	36.44	0.00	0.00	0.00	0.00	0.00	0.00			
61535 HC Fac Survey	19	1	18	0	17	1	0	0	0	0	1	0	0	0	0	0	16	1	0	0	0	0	0	0	0	0	0	0	0			
Percentage	100.0%	5.3%	94.7%	0.0%	89.5%	5.3%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	84.2%	5.3%	0.0%	0.0%	0.0%	84.2%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Average Salary	37.17	37.71	37.14	0.00	37.05	38.41	0.00	0.00	0.00	0.00	37.85	0.00	0.00	0.00	0.00	0.00	37.01	38.41	0.00	0.00	0.00	37.01	38.41	0.00	0.00	0.00	0.00	0.00	0.00			

Workforce Composition Report
By Class

All of DOH

Professionals cont.	Total by Sex				Total by Race												Total Males by Race						Total Females by Race					
	Total	Male	Female	Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk						
61536 HC Pac Survey	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		42.71	0.00	42.71	0.00	42.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
61551 HC Pac Survey	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		31.18	29.22	32.16	0.00	31.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
61552 HC Pac Survey	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		34.02	31.41	34.61	0.00	34.14	32.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
61555 HC Pac Survey	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		36.70	35.77	37.16	0.00	37.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
61556 HC Pac Survey	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		42.98	0.00	42.98	0.00	42.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
61562 HC Pac Survey	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		39.85	0.00	39.85	0.00	40.73	37.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
61566 HC Pac Survey	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		43.13	0.00	43.13	0.00	43.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63323 Program Admini	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		31.38	30.97	31.48	0.00	31.45	31.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63324 Program Admini	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		37.85	38.23	37.57	0.00	38.49	35.73	39.38	0.00	37.99	0.00	33.3%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
63332 Administrative	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		38.83	38.83	0.00	0.00	38.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63365 Grants Adminis	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		35.06	0.00	35.06	0.00	35.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63321 Management Ana	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		24.01	18.36	24.81	0.00	22.25	26.54	25.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63252 Budget Analyst	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		31.00	25.64	32.78	0.00	26.28	32.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63255 Budget Analyst	Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary		33.92	33.92	0.00	0.00	33.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						

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All of DOH

Workforce Composition Report
By Class

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Run Time: 04:29:33

	Total by Sex				Total by Race										Total Males by Race										Total Females by Race									
	Total	Male	Female	Unk	White	Black	Hispa	Amdnd	Asian	Unk	White	Black	Hispa	Amdnd	Asian	Unk	White	Black	Hispa	Amdnd	Asian	Unk	White	Black	Hispa	Amdnd	Asian	Unk						
63384 IT Project Man	4	2	2	0	1	0	1	0	2	0	0	0	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0					
Percentage	100.0%	50.0%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	39.67	38.79	40.56	0.00	39.51	0.00	36.12	0.00	41.53	0.00	0.00	0.00	36.12	0.00	41.45	0.00	0.00	39.51	0.00	0.00	41.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63385 IT Project Man	2	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	50.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	37.49	41.14	33.83	0.00	41.14	0.00	0.00	0.00	33.83	0.00	0.00	0.00	0.00	0.00	41.14	0.00	0.00	0.00	33.83	0.00	0.00	41.60	0.00	0.00	0.00	0.00	0.00	0.00						
63512 Liaison Office	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	33.64	0.00	33.64	0.00	33.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63845 Attorney 4	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	34.45	0.00	34.45	0.00	34.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
63846 Attorney 5	4	1	3	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	25.0%	75.0%	0.0%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	40.28	42.98	39.38	0.00	40.24	0.00	42.98	0.00	37.65	0.00	0.00	0.00	0.00	0.00	42.98	0.00	0.00	0.00	40.24	0.00	0.00	42.98	0.00	0.00	0.00	0.00	0.00	0.00						
64331 Cancer Registr	8	1	7	0	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	12.5%	87.5%	0.0%	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	21.65	24.01	21.31	0.00	21.33	23.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24.01	0.00	0.0%	0.0%	21.31	0.00	0.0%	23.92	0.00	0.0%	0.0%	0.0%	0.0%	0.0%						
64365 Health Informa	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	32.43	0.00	32.43	0.00	0.00	32.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
64420 Public Informa	3	1	2	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	33.3%	66.7%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	18.59	18.36	18.71	0.00	18.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18.36	0.00	0.00	0.00	18.71	0.00	0.00	18.71	0.00	0.00	0.00	0.00	0.00	0.00						
64421 Public Informa	2	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	50.0%	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	24.74	22.11	27.36	0.00	24.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22.11	0.00	0.00	0.00	27.36	0.00	0.00	27.36	0.00	0.00	0.00	0.00	0.00	0.00						
64422 Public Informa	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	26.80	0.00	26.80	0.00	26.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
64591 WIC Vendor Spe	6	2	4	0	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	33.3%	66.7%	0.0%	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	27.85	28.41	27.56	0.00	27.72	28.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.41	0.00	0.00	0.00	27.56	0.00	0.00	28.46	0.00	0.00	0.00	0.00	0.00	0.00						
64595 WIC Vendor Spe	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	32.08	0.00	32.08	0.00	32.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
64612 Human Capital	2	0	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	0.0%	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	22.27	0.00	22.27	0.00	21.32	23.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21.32	0.00	0.00	23.22	0.00	0.00	0.00	0.00	0.00	0.00						
64613 Human Capital	9	3	6	0	6	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Percentage	100.0%	33.3%	66.7%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Average Salary	28.40	31.55	26.82	0.00	28.08	29.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31.55	0.00	0.00	0.00	26.82	0.00	0.00	29.03	0.00	0.00	0.00	0.00	0.00	0.00						

C5

Workforce Composition Report
By Class

All of DOH

	Total by Sex		Unk	Total by Race										Total Males by Race										Total Females by Race									
	Total	Male		White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk
64652 Training Offic	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	22.00	0.00	22.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65211 Health Service	4	1	3	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	25.0%	75.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	34.84	39.81	33.19	0.00	31.81	37.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65212 Health Service	7	3	4	7	0	0	0	0	0	3	0	0	0	0	0	4	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	42.9%	57.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	35.60	31.24	38.87	0.00	35.60	0.00	0.00	0.00	0.00	31.24	0.00	0.00	0.00	0.00	0.00	38.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65215 Health Service	2	1	1	2	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	50.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	39.31	43.29	35.32	0.00	39.31	0.00	0.00	0.00	0.00	43.29	0.00	0.00	0.00	0.00	0.00	35.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65216 Health Service	2	1	1	2	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	50.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	47.54	47.76	47.32	0.00	47.54	0.00	0.00	0.00	0.00	47.76	0.00	0.00	0.00	0.00	0.00	47.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65245 Health Plannin	11	4	7	10	1	0	0	0	0	4	0	0	0	0	0	6	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	36.4%	63.6%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	36.4%	0.0%	0.0%	0.0%	0.0%	0.0%	63.6%	9.1%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	34.28	34.95	33.89	0.00	34.25	34.56	0.00	0.00	0.00	34.95	0.00	0.00	0.00	0.00	0.00	33.78	34.56	0.00	0.00	0.00	0.00	34.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65246 Health Plannin	23	4	19	22	1	0	0	0	0	4	0	0	0	0	0	18	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	17.4%	82.6%	95.7%	4.4%	0.0%	0.0%	0.0%	0.0%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	82.6%	4.4%	0.0%	0.0%	0.0%	0.0%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	37.04	36.73	37.10	0.00	37.38	29.51	0.00	0.00	0.00	36.73	0.00	0.00	0.00	0.00	0.00	37.52	29.51	0.00	0.00	0.00	0.00	37.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65247 Health Plannin	25	11	14	21	3	0	0	0	0	8	2	0	0	1	0	13	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	44.0%	56.0%	84.0%	12.0%	0.0%	0.0%	0.0%	0.0%	32.0%	8.0%	0.0%	0.0%	4.0%	0.0%	52.0%	4.0%	0.0%	0.0%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	42.29	42.01	42.51	0.00	42.16	42.93	0.00	0.00	0.00	42.01	41.58	43.14	0.00	0.00	0.00	42.51	42.52	0.00	0.00	0.00	0.00	42.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65248 Health Plannin	12	2	10	12	0	0	0	0	0	2	0	0	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	16.7%	83.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	47.02	47.26	46.97	0.00	47.02	0.00	0.00	0.00	0.00	47.26	0.00	0.00	0.00	0.00	0.00	46.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65362 Physician Admi	3	1	2	3	0	0	0	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	33.3%	66.7%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	57.07	52.47	59.37	0.00	57.07	0.00	0.00	0.00	0.00	52.47	0.00	0.00	0.00	0.00	0.00	59.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65385 Public Health	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	50.65	0.00	50.65	0.00	50.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65441 Medical Review	25	0	25	24	1	0	0	0	0	0	0	0	0	0	0	24	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	0.0%	100.0%	96.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	96.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	32.48	0.00	32.48	0.00	32.28	37.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	32.28	37.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65452 Infectious Dis	7	1	6	6	1	0	0	0	0	1	0	0	0	0	0	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	14.3%	85.7%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	34.59	36.45	34.28	0.00	34.36	35.95	0.00	0.00	0.00	36.45	0.00	0.00	0.00	0.00	0.00	33.94	35.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65531 Nurse Educatio	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	23.18	0.00	23.18	0.00	23.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workforce Composition Report
By Class

	Total by Sex			Total by Race										Total Males by Race										Total Females by Race									
	Total Male	Female	Unk	White	Black	Hispa	Amerind	Asian	Unk	White	Black	Hispa	Amerind	Asian	Unk	White	Black	Hispa	Amerind	Asian	Unk												
Professionals cont.																																	
65541 Public Health	13	1	12	0	13	0	0	0	0	0	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%												
Percentage	100.0%	7.7%	92.3%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary	28.68	26.11	28.90	0.00	28.68	0.00	0.00	0.00	0.00	0.00	26.11	0.00	0.00	0.00	0.00	26.11	0.00	0.00	0.00	0.00	0.0%												
65545 Public Health	5	0	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%												
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	0	0	0	0	0	0	0.0%												
Average Salary	38.57	0.00	38.57	0.00	38.57	0.00	0.00	0.00	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
65547 Public Health	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary	46.24	0.00	46.24	0.00	46.24	0.00	0.00	0.00	0.00	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
65711 Public Health	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	0	0	0	0	0	0	0												
Average Salary	32.98	0.00	32.98	0.00	32.98	0.00	0.00	0.00	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
65725 Public Health	4	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	0	0	0	0	0	0	0												
Average Salary	32.77	0.00	32.77	0.00	32.74	0.00	0.00	0.00	0.00	0.00	32.86	0.00	0.00	0.00	0.00	32.86	0.00	0.00	0.00	0.00	0.0%												
65736 Sanitarian Pro	5	2	3	0	5	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	40.0%	60.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary	38.40	37.07	39.29	0.00	38.40	0.00	0.00	0.00	0.00	0.00	37.07	0.00	0.00	0.00	0.00	37.07	0.00	0.00	0.00	0.0%	0.0%												
65737 Sanitarian Pro	1	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary	43.13	43.13	0.00	0.00	43.13	0.00	0.00	0.00	0.00	0.00	43.13	0.00	0.00	0.00	0.00	43.13	0.00	0.00	0.0%	0.0%	0.0%												
65751 Oral Health Co	3	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	0	0	0	0	0	0	0												
Average Salary	34.29	0.00	34.29	0.00	34.29	0.00	0.00	0.00	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
65752 Oral Health Sp	4	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	0	0	0	0	0	0	0												
Average Salary	35.08	0.00	35.08	0.00	35.08	0.00	0.00	0.00	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
65755 Oral Health Re	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary	35.70	0.00	35.70	0.00	35.70	0.00	0.00	0.00	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
65761 Epidemiology I	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary	17.72	0.00	17.72	0.00	17.72	0.00	0.00	0.00	0.00	0.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
65762 Epidemiology I	11	2	9	0	7	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	18.2%	81.8%	0.0%	63.6%	27.3%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary	24.71	22.71	25.15	0.00	25.01	24.65	0.00	0.00	0.00	0.00	22.71	0.00	0.00	0.00	0.00	22.71	0.00	0.00	0.0%	0.0%	0.0%												
65763 Epidemiology I	28	11	17	0	22	6	0	0	0	0	7	4	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	39.3%	60.7%	0.0%	78.6%	21.4%	0.0%	0.0%	0.0%	0.0%	25.0%	14.3%	0.0%	0.0%	0.0%	25.0%	14.3%	0.0%	0.0%	0.0%	0.0%												
Average Salary	31.91	31.08	32.45	0.00	33.38	26.53	0.00	0.00	0.00	0.00	33.61	26.65	0.00	0.00	0.00	33.61	26.65	0.00	0.0%	0.0%	0.0%												
65765 Epidemiology I	6	1	5	0	6	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0												
Percentage	100.0%	16.7%	83.3%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary	38.41	36.19	38.85	0.00	38.41	0.00	0.00	0.00	0.00	0.00	36.19	0.00	0.00	0.00	0.00	36.19	0.00	0.0%	0.0%	0.0%	0.0%												

All of DOH

Workforce Composition Report
By Class

	Total by Sex		Unk	Total by Race										Total Males by Race					Total Females by Race				
	Total	Male		Female	White	Black	Hispa	Amdnd	Asian	Unk	White	Black	Hispa	Amdnd	Asian	Unk	White	Black	Hispa	Amdnd	Asian	Unk	
65766 Epidemiology I	5	1	4	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Percentage	100.0%	20.0%	80.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Average Salary	42.98	42.21	43.17	0.00	42.98	0.00	0.00	0.00	0.00	0.00	42.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
66111 Accountant/Exa	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	15.09	0.00	15.09	0.00	15.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66112 Accountant/Exa	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	17.47	0.00	17.47	0.00	17.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66115 Accountant/Exa	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	31.17	0.00	31.17	0.00	31.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66462 External Audit	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	28.53	28.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66463 External Audit	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	34.06	34.44	33.87	0.00	0.00	34.06	0.00	0.00	0.00	0.00	34.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66465 External Audit	2	2	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	100.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	32.55	32.55	0.00	0.00	30.67	34.43	0.00	0.00	0.00	0.00	30.67	34.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66531 Fiscal Special	11	0	11	0	7	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	0.0%	100.0%	0.0%	63.6%	36.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	23.14	0.00	23.14	0.00	23.28	22.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66532 Fiscal Special	12	4	8	0	5	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	33.3%	66.7%	0.0%	41.7%	58.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	28.88	29.48	28.58	0.00	27.12	30.14	0.00	0.00	0.00	0.00	27.98	30.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66535 Fiscal Officer	3	1	2	0	1	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	33.3%	66.7%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	29.97	28.11	30.90	0.00	28.11	30.90	0.00	0.00	0.00	0.00	28.11	30.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66536 Fiscal Officer	6	0	6	0	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	0.0%	100.0%	0.0%	16.7%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	37.10	0.00	37.10	0.00	29.51	38.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66537 Fiscal Officer	4	1	3	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	40.16	35.16	41.83	0.00	0.00	40.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66538 Fiscal Officer	1	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	41.48	41.48	0.00	0.00	41.48	0.00	0.00	0.00	0.00	0.00	41.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
66921 Researcher 1	3	1	2	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Percentage	100.0%	33.3%	66.7%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Average Salary	16.97	18.21	16.35	0.00	16.35	18.21	0.00	0.00	0.00	0.00	18.21	16.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

ALL OF DOH

----- Total by Sex -----										----- Total by Race -----										----- Total Males by Race -----										----- Total Females by Race -----									
Protect Svc cont.					Total Male		Female		Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk	White	Black	Hispa	Amind	Asian	Unk												
24425	Breath Alcohol	1	1	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0												
	Percentage	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary		28.20	28.20	0.00	0.00	0.00	28.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00												
26291	Healthcare Inv	5	3	2	0	0	5	0	0	0	0	0	0	0	3	0	0	0	0	0	2	0	0	0	0	0													
	Percentage	100.0%	60.0%	40.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary		31.51	32.31	30.31	0.00	0.00	31.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	32.31	0.00	0.00	0.00	0.00	0.00	30.31	0.00	0.00	0.00	0.00	0.00	0.00												
26295	Healthcare Inv	1	1	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0													
	Percentage	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary		28.63	28.63	0.00	0.00	0.00	28.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00												
Paraprofess																																							
65711	Public Health	13	1	12	0	0	13	0	0	0	0	0	0	0	1	0	0	0	0	0	12	0	0	0	0	0	0												
	Percentage	100.0%	7.7%	92.3%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	92.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary		28.77	29.61	28.71	0.00	0.00	28.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29.61	0.00	0.00	0.00	0.00	0.00	28.71	0.00	0.00	0.00	0.00	0.00	0.00												
99940	College Intern	13	4	9	0	0	9	1	0	0	0	0	0	1	2	0	0	0	1	1	7	1	0	0	0	0	1												
	Percentage	100.0%	30.8%	69.2%	0.0%	0.0%	69.2%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	15.4%	0.0%	0.0%	0.0%	0.0%	7.7%	53.9%	7.7%	0.0%	0.0%	0.0%	0.0%	7.7%												
Average Salary		15.52	16.46	15.10	0.00	0.00	15.68	15.72	0.00	0.00	0.00	0.00	0.00	17.91	13.50	16.46	0.00	0.00	0.00	15.45	15.72	0.00	0.00	0.00	0.00	0.00	12.00												
Off/Clerical																																							
12112	Clerk 2	8	3	5	0	0	3	3	0	0	0	0	0	1	1	2	1	0	0	0	1	2	0	0	0	0	1												
	Percentage	100.0%	37.5%	62.5%	0.0%	0.0%	37.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	12.5%	25.0%	12.5%	0.0%	0.0%	0.0%	12.5%	25.0%	0.0%	0.0%	0.0%	0.0%	12.5%												
Average Salary		15.28	15.72	15.02	0.00	0.00	15.83	15.12	0.00	0.00	0.00	0.00	0.00	14.71	14.71	16.04	15.09	0.00	0.00	0.00	15.41	15.14	0.00	0.00	0.00	0.00	14.71												
12113	Clerk 3	10	5	5	0	0	4	6	0	0	0	0	0	0	2	3	0	0	0	2	3	0	0	0	0	0	0												
	Percentage	100.0%	50.0%	50.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	30.0%	0.0%	0.0%	0.0%	20.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary		17.80	18.10	17.50	0.00	0.00	17.96	17.70	0.00	0.00	0.00	0.00	0.00	0.00	18.24	18.01	0.00	0.00	0.00	17.67	17.39	0.00	0.00	0.00	0.00	0.00	0.00												
12115	Clerical Super	3	0	3	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0												
	Percentage	100.0%	0.0%	100.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary		20.89	0.00	20.89	0.00	0.00	21.45	20.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21.45	20.78	0.00	0.00	0.00	0.00	0.00	0.00												
12332	Data Entry Ope	23	4	19	0	0	8	13	0	0	0	0	0	2	0	3	1	0	0	0	5	12	0	0	0	0	2												
	Percentage	100.0%	17.4%	82.6%	0.0%	0.0%	34.8%	56.5%	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%	0.0%	13.0%	4.4%	0.0%	0.0%	0.0%	21.7%	52.2%	0.0%	0.0%	0.0%	0.0%	8.7%												
Average Salary		16.72	16.24	16.82	0.00	0.00	16.72	16.61	0.00	0.00	0.00	0.00	0.00	17.41	0.00	16.58	15.24	0.00	0.00	0.00	16.81	16.73	0.00	0.00	0.00	0.00	17.41												
12512	Office Assista	2	1	1	0	0	1	1	0	0	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0												
	Percentage	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary		18.13	17.71	18.54	0.00	0.00	18.54	17.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.71	0.00	0.00	0.00	18.54	0.00	0.00	0.00	0.00	0.00	0.00												
12513	Office Assista	19	3	16	0	0	14	5	0	0	0	0	0	0	3	0	0	0	0	0	11	5	0	0	0	0	0												
	Percentage	100.0%	15.8%	84.2%	0.0%	0.0%	73.7%	26.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.8%	0.0%	0.0%	0.0%	0.0%	0.0%	57.9%	26.3%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary		18.48	17.13	18.73	0.00	0.00	18.03	19.72	0.00	0.00	0.00	0.00	0.00	0.00	17.13	0.00	0.00	0.00	0.00	0.00	18.28	19.72	0.00	0.00	0.00	0.00	0.00												
12721	Document Deliv	2	2	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0												
	Percentage	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%												
Average Salary		21.15	21.15	0.00	0.00	0.00	0.00	21.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00												

Workforce Composition Report
by Class

All of DOH

Off/Clerical cont.	Total by Sex		Total by Race										Total Males by Race										Total Females by Race									
	Total	Male	Female	Unk	White	Black	Hispa	Amlnd	Asian	Unk	White	Black	Hispa	Amlnd	Asian	Unk	White	Black	Hispa	Amlnd	Asian	Unk	White	Black	Hispa	Amlnd	Asian	Unk				
16512 Account Clerk	2	0	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0				
Percentage	100.0%	0.0%	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%					
Average Salary	17.66	0.00	17.66	0.00	16.09	19.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.09	19.22	0.00	0.00	0.00	0.00	16.09	19.22	0.00	0.00	0.00					
16513 Account Clerk	6	2	4	0	4	2	0	0	0	0	2	0	0	0	0	0	2	0	0	0	0	2	2	0	0	0	0					
Percentage	100.0%	33.3%	66.7%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%					
Average Salary	20.11	21.36	19.48	0.00	19.46	21.40	0.00	0.00	0.00	0.00	21.36	0.00	0.00	0.00	0.00	0.00	21.36	0.00	0.00	0.00	0.00	17.57	21.40	0.00	0.00	0.0%	0.0%					
16871 Administrative	14	3	11	0	4	9	1	0	0	0	1	1	1	0	0	0	1	1	1	0	0	3	8	0	0	0	0					
Percentage	100.0%	21.4%	78.6%	0.0%	28.6%	64.3%	7.1%	0.0%	0.0%	0.0%	7.1%	7.1%	7.1%	0.0%	0.0%	0.0%	7.1%	7.1%	7.1%	0.0%	0.0%	21.4%	57.1%	0.0%	0.0%	0.0%	0.0%					
Average Salary	19.38	18.28	19.68	0.00	19.67	19.29	19.06	0.00	0.00	0.00	19.69	16.09	19.06	0.00	0.00	0.00	19.66	19.69	19.69	0.00	0.00	19.66	19.69	0.00	0.00	0.0%	0.0%					
16872 Administrative	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0					
Percentage	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	20.86	0.00	20.86	0.00	20.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.86	0.00	0.00	0.00	0.0%	0.0%					
16873 Administrative	23	1	22	0	10	12	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	11	1	0	0	0					
Percentage	100.0%	4.4%	95.7%	0.0%	43.5%	52.2%	4.4%	0.0%	0.0%	0.0%	0.0%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	4.4%	0.0%	0.0%	0.0%	43.5%	47.8%	4.4%	0.0%	0.0%	0.0%					
Average Salary	24.94	22.71	25.04	0.00	25.78	24.27	24.53	0.00	0.00	0.00	0.00	22.71	0.00	0.00	0.00	0.00	25.78	24.41	24.53	0.00	0.00	25.78	24.41	24.53	0.00	0.0%	0.0%					
16874 Administrative	12	1	11	0	8	4	0	0	0	0	1	0	0	0	0	0	0	7	4	0	0	7	4	0	0	0	0					
Percentage	100.0%	8.3%	91.7%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	58.3%	33.3%	0.0%	0.0%	0.0%	58.3%	33.3%	0.0%	0.0%	0.0%	0.0%					
Average Salary	24.00	21.80	24.20	0.00	23.69	24.63	0.00	0.00	0.00	0.00	21.80	0.00	0.00	0.00	0.00	0.00	23.96	24.63	0.00	0.00	0.00	23.96	24.63	0.00	0.00	0.0%	0.0%					
64431 Customer Servi	10	4	6	0	4	6	0	0	0	0	1	3	0	0	0	0	3	3	0	0	0	3	3	0	0	0	0					
Percentage	100.0%	40.0%	60.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	10.0%	30.0%	0.0%	0.0%	0.0%	0.0%	30.0%	30.0%	0.0%	0.0%	0.0%	30.0%	30.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	19.00	19.33	18.77	0.00	19.20	18.86	0.00	0.00	0.00	0.00	19.22	19.36	0.00	0.00	0.00	0.00	19.19	18.36	0.00	0.00	0.00	19.19	18.36	0.00	0.00	0.0%	0.0%					
64432 Customer Servi	23	6	17	0	15	7	1	0	0	0	5	1	0	0	0	0	10	6	1	0	0	10	6	1	0	0	0					
Percentage	100.0%	26.1%	73.9%	0.0%	65.2%	30.4%	4.4%	0.0%	0.0%	0.0%	21.7%	4.4%	0.0%	0.0%	0.0%	0.0%	43.5%	26.1%	4.4%	0.0%	0.0%	43.5%	26.1%	4.4%	0.0%	0.0%	0.0%					
Average Salary	20.37	20.50	20.33	0.00	20.13	20.72	21.52	0.00	0.00	0.00	20.43	20.86	0.00	0.00	0.00	0.00	19.98	20.70	21.52	0.00	0.00	19.98	20.70	21.52	0.00	0.0%	0.0%					
64433 Customer Servi	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	23.49	0.00	23.49	0.00	0.00	23.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
64435 Customer Servi	3	1	2	0	3	0	0	0	0	0	1	0	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0					
Percentage	100.0%	33.3%	66.7%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	24.69	23.76	25.15	0.00	24.69	0.00	0.00	0.00	0.00	0.00	23.76	0.00	0.00	0.00	0.00	0.00	23.76	0.00	0.00	0.00	0.00	23.76	0.00	0.00	0.00	0.0%	0.0%					
64523 Purchasing Coo	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0					
Percentage	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	25.66	25.61	25.71	0.00	0.00	25.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.61	0.00	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
64551 Inventory Cont	3	3	0	0	2	1	0	0	0	0	2	1	0	0	0	0	2	1	0	0	0	2	1	0	0	0	0					
Percentage	100.0%	100.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%					
Average Salary	16.77	16.77	0.00	0.00	16.31	17.71	0.00	0.00	0.00	0.00	16.31	17.71	0.00	0.00	0.00	0.00	16.31	17.71	0.00	0.00	0.00	16.31	17.71	0.00	0.0%	0.0%	0.0%					
64552 Inventory Cont	5	5	0	0	2	2	0	1	0	0	2	2	0	1	0	0	2	2	0	1	0	2	2	0	0	0	0					
Percentage	100.0%	100.0%	0.0%	0.0%	40.0%	40.0%	0.0%	20.0%	0.0%	0.0%	40.0%	40.0%	0.0%	20.0%	0.0%	0.0%	40.0%	40.0%	0.0%	20.0%	0.0%	40.0%	40.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	21.12	21.12	0.00	0.00	21.35	20.70	0.00	21.52	0.00	0.00	21.35	20.70	0.00	21.52	0.00	0.00	21.35	20.70	0.00	21.52	0.00	21.35	20.70	0.00	0.0%	0.0%	0.0%					
64555 Inventory Cont	2	2	0	0	1	1	0	0	0	0	1	1	0	0	0	0	1	1	0	0	0	1	1	0	0	0	0					
Percentage	100.0%	100.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%					
Average Salary	25.89	25.89	0.00	0.00	23.57	28.20	0.00	0.00	0.00	0.00	23.57	28.20	0.00	0.00	0.00	0.00	23.57	28.20	0.00	0.00	0.00	23.57	28.20	0.00	0.0%	0.0%	0.0%					

C13

All of DOH

Workforce Composition Report
By Class

		Total by Sex				Total by Race												Total Males by Race												Total Females by Race											
		Total	Male	Female	Unk	White	Black	Hispa	AmInd	Asian	Unk	White	Black	Hispa	AmInd	Asian	Unk	White	Black	Hispa	AmInd	Asian	Unk	White	Black	Hispa	AmInd	Asian	Unk	White	Black	Hispa	AmInd	Asian	Unk						
Skilled Craft																																									
52760 Printing Coord		1	1	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Percentage		100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Average Salary		23.41	23.41	0.00	0.00	0.00	0.00	23.41	0.00	0.00	0.00	0.00	0.00	23.41	0.00	0.00	0.00	0.00	23.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
Svc/Maint																																									
53832 Mover 2		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Percentage		100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Average Salary		18.92	18.92	0.00	0.00	0.00	18.92	0.00	0.00	0.00	0.00	0.00	0.00	18.92	0.00	0.00	0.00	0.00	18.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
Disability Summary		2	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Percentage		100.0%	0.0%	100.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Average Salary		27.70	0.00	27.70	0.00	0.00	33.88	21.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				

OHIO DEPARTMENT OF HEALTH WORKFORCE CLASSIFICATIONS

OFFICIALS AND ADMINISTRATORS

Director 4
Assistant Director 4
Deputy Director 4
Deputy Director 5
Deputy Director 6
Board/Commission Secretary 1
Board/Commission Member 1
Labor Relations Officer 3
Labor Relations Administrator 1
Information Technology Supervisor 3
Information Technology Manager 1
Data Systems Administrator
Human Capital Manager
Human Capital Management Administrator 1
Human Capital Management Administrator 2
Public Health Veterinarian
Research Administrator
Network Services Administrator

PROFESSIONALS

Health Finance Resource Specialist Supervisor
Investigator
Videographer
Video Production Manager
Healthcare Facility Surveyor
Healthcare Facility Surveyor
Healthcare Facility Surveyor
Healthcare Facility Surveyor Supervisor 2
Healthcare Facility Surveyor Supervisor 3
Healthcare Facility Surveyor
Healthcare Facility Surveyor
Healthcare Facility Surveyor
Healthcare Facility Surveyor
Healthcare Facility Surveyor
Healthcare Facility Surveyor
Program Administrator 2
Program Administrator 3
Administrative Officer 2
Grants Administrator
Management Analyst
Budget Analyst 2

Budget Analyst Supervisor 1
IT Project Manager 1
IT Project Manager 2
Liasion Officer 2
Attorney 4
Attorney 5
Cancer Registrar
Health Information Administrator
Public Information Specialist
Public Information Officer 1
WIC Vendor Specialist
WIC Vendor Specialist Supervisor
Human Capital Management Analyst
Human Capital Management Senior Analyst
Training Officer
Health Services Policy Analyst
Health Services Policy Supervisor
Health Services Policy Program Administrator
Health Planning Administrator 1
Health Planning Administrator 2
Health Planning Administrator 3
Health Planning Administrator 4
Physician Administrator 2
Public Health Program Administrator
Medical Review Nurse
Infectious Disease Control Consultant
Nurse Education Consultant
Public Health Nurse Specialist
Public Health Nurse Supervisor
Pubic Health Nursing Administration
Public Health Vision Consultant
Public Health Audiologist
Sanitarian Program Administrator 1
Sanitarian Program Administrator 2
Oral Health Consultant
Oral Health Specialist
Oral Health Regional Supervisor
Epidemiology Investigator 1
Epidemiology Investigator 2
Epidemiology Investigator 3
Epidemiology Investigation Supervisor
Epidemiology Investigation Project Manager
Accountant/Examiner 1
Accountant/Examiner 2
Accountant/Examiner Supervisor
External Auditor 2
External Auditor 3

Fiscal Specialist 1
Fiscal Specialist 2
Fiscal Officer 1
Fiscal Officer 2
Fiscal Officer 3
Fiscal Officer 4
Researcher 1
Researcher 3
State Registrar
Data Administration Manager 1
Network Services Supervisor
Parent Consultant
Human Services Program Consultant
Human Services Program Administrator 3
Social Services Licensing Specialist
Information Technologist 3
Software Development Specialist 1
Software Development Specialist 2
Software Development Specialist 3
Software Development Specialist 4
Database Administration Specialist 3
Business Process Analyst 2
IT Architect/Consultant 1
Microbiology Supervisor 1
Senior Health Physicist
Health Physics Supervisor
Health Physics Administrator
Planner 2
Planner 3
Design Engineer 2
Policy Staff

TECHNICIANS

Health Financial Resource Specialist
Electronic Design Specialist
Sanitarian Program Specialist 1
Sanitarian Program Specialist 2
Infrastructure Specialist 1
Infrastructure Specialist 2
Infrastructure Specialist 3
Public Health Entomologist Administrator
Laboratory Scientist 2
Laboratory Scientist 3
Clinical Surveyor 2
Clinical Surveyor 3

PROTECTIVE SERVICES

Breath Alcohol Testing Inspector
Breath Alcohol Testing Supervisor
Healthcare Investigator Specialist
Healthcare Investigator Supervisor

PARAPROFESSIONALS

Public Health Nutritionist
College Intern
Clerk 2
Clerk 3
Clerical Supervisor
Data Entry Operator
Office Assistant 2
Office Assistant 3
Document Delivery Technician
Account Clerk 1
Account Clerk 2
Account Clerk 3
Administrative Professional 1
Administrative Professional 2
Administrative Professional 3
Administrative Professional 4
Customer Service Assistant 1
Customer Service Assistant 2
Customer Service Assistant 3
Public Inquiries Supervisor
Purchasing Coordinator
Inventory Control Specialist 1
Inventory Control Specialist 2
Inventory Control Specialist Supervisor

SKILLED CRAFT

Printing Coordinator

SERVICE/MAINTENANCE

Mover

Job Category	% Women Available (Census)	% Women Incumbency (%)	Opportunity for Improvement	Identified Improvement Goal
Officials/Administrators	41.30%	44%	No	Will maintain goals
Professionals	54.40%	73%	No	Will maintain goals
Technicians	52.70%	45%	Yes	Enhance efforts to identify women in technology
Protective Service Workers	21.14%	20%	Yes	Conduct outreach to women's protective services groups and consult unions
Administrative Support	62.70%	73%	No	Will maintain goals
Skilled Craft	6.80%	0%	Yes	Develop relationship with Ohio-based skilled craft groups
Service and Maintenance	43.10%	0%	Yes	Attend a job fair in Franklin county

MINORITY GROUPS

Black/African American

Job Category	% Black Available (Census)	% Black Incumbency (%)	Opportunity for Improvement	Identified Improvement Goal
Officials/Administrators	8.70%	13%	No	Will maintain goals
Professionals	8.40%	14%	No	Will maintain goals
Technicians	10.80%	17%	No	Will maintain goals
Protective Service Workers	16.26%	0%	Yes	Conduct outreach to protective services groups and consult unions
Administrative Support	13.90%	49%	No	Will maintain goals
Skilled Craft	7.80%	100%	No	Will maintain goals
Service and Maintenance	18.70%	0%	Yes	Attend job fairs in Franklin county

Hispanic

Job Category	% Hispanic Available (Census)	% Hispanic Incumbency (%)	Opportunity for Improvement	Identified Improvement Goal
Officials/Administrators	1.63%	0%	Yes	Forward job postings to minority professional organizations, advertise in professional journals, expand outreach to minority-focused community vents and partner with the ODH Diversity Council on employment initiatives
Professionals	2.44%	1%	Yes	Attend job fairs, forward postings to professional organizations and develop a minority resume bank
Technicians	1.32%	1%	Yes	Expand efforts to identify Hispanics in technology
Protective Service Workers	1.32%	0%	Yes	Conduct outreach to protective services groups and consult unions
Administrative Support	1.93%	2%	No	Will maintain goals
Skilled Craft	6.15%	0%	Yes	Develop relationship with Ohio-based skilled craft groups
Service and Maintenance	5.43%	0%	Yes	Attend job fairs in Franklin county

Asian or Pacific Islander

Job Category	% Asian/PI Available (Census)	% Asian/PI Incumbency (%)	Opportunity for Improvement	Identified Improvement Goal
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MINORITY GROUPS

Officials/Administrators	3.15%	4%	No	Will maintain goals
Professionals	8.16%	3%	Yes	Attend job fairs and forward postings to minority professional organizations
Technicians	6.13%	6%	Yes	Will maintain goals
Protective Service Workers	1.03%	0%	Yes	Conduct outreach to protective services groups and consult unions
Administrative Support	1.83%	6%	No	Will maintain goals
Skilled Craft	1.09%	0%	Yes	Develop a relationship with Ohio-based skilled craft groups
Service and Maintenance	2.48%	0%	Yes	Attend job fairs in Franklin county

American Indian or Alaskan Native

Job Category	% AI/AN Available (Census)	% AI/AN Incumbency (%)	Opportunity for Improvement	Identified Improvement Goal
Officials/Administrators	0.20%	0%	Yes	Forward job postings to minority professional organizations, advertise postings in professional journals, expand outreach to minority-focused community events and partner with the ODH Diversity Council on employment initiatives.
Professionals	0.20%	0%	Yes	Attend job fairs and forward postings to minority professional organizations
Technicians	0.10%	0%	Yes	Expand efforts to identify minorities in technology
Protective Service Workers	0.13%	0%	Yes	Conduct outreach to protective services groups and consult unions
Administrative Support	0.10%	6%	No	Attend job fairs and forward postings to minority professional organizations
Skilled Craft	0.20%	0%	Yes	Develop relationship with Ohio-based skilled craft group
Service and Maintenance	0.10%	0%	Yes	Attend job fairs in Franklin county

Minorities Combined

Job Category	% Minorities Available (Census)	% Minorities at agency	Opportunity for Improvement	Identified Improvement Goal
Officials/Administrators	13.68%	17.70%	No	Will maintain goals
Professionals	19.20%	17.27%	Yes	Forward job postings to minority professional organizations, advertise postings in professional journals, expand outreach to minority-focused community events and partner with the ODH Diversity Council on employment initiatives
Technicians	18.35%	24.02%	No	Will maintain goals
Protective Service Workers	18.74%	0%	Yes	Conduct outreach to protective services groups and consult unions
Administrative Support	17.76%	57.26%	No	Will maintain goals
Skilled Craft	15.24%	100%	No	Develop a relationship with Ohio-based skilled craft groups
Service and Maintenance	26.71%	0%	Yes	Attend job fairs in Franklin county

ODH 2015-2017 RECRUITMENT RESOURCE LIST

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