County of Bexar
Planning & Resource Management Department
Human Resources Division

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Equal Employment Opportunity Plan *and* Workforce Report

2008-2010

The leadership of Commissioners Court and the Elected Officials of the Offices and Departments of County government employing our workforce has set, and continues to enforce, a clear and distinct policy to provide equal employment opportunity to all.

Section 1. Introduction

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Plan Date:	May 2008 through August 2010

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County Judge

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Commissioner, Precinct 1

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Commissioner, Precinct 3

Tommy Adkisson
Commissioner, Precinct 4

Bexar County Equal Employment Opportunity (EEO) Policy Statement

Bexar County provides equal employment opportunity for all employees and applicants without regard to race, ethnicity, gender, age, religion, national origin, political affiliation or beliefs, physical or mental disability, veteran status or any non-merit factor except where such is a bona fide occupational qualification. This policy applies to all aspects of employment, including but not limited to the following: recruitment, selection, promotion, transfer, demotion, compensation, benefits, training, termination, layoff and return from layoff.

Executive Summary

The leadership of Commissioners Court and the Elected and Appointed Officials of the Offices and Departments of Bexar County government employing our workforce has set, and continues to enforce, a clear and distinctive policy designed to provide equal employment opportunity for all. This EEOP and Workforce Report (endorsed by these leaders as a forum from which to generate the best ideas, processes, and follow-up actions) not only ensures non-discrimination, but also takes advantage of the rich diversity available throughout the workforce. Bexar County leaders take pride in the progress made as they commit to the goals of equal employment opportunity and non-discrimination.

This is a living plan and it is expected to be widely distributed and discussed. The information in this report has been adjusted to correspond with job categories issued in conjunction with the 2000 United States Census.

Section 2. County of Bexar Workforce Analysis

Workforce by Ethnicity and Gender in 2008

Bexar County government currently employs a diverse workforce. The breakdown of Bexar County's actual workforce by gender and ethnicity as of May 2008 is presented in Chart 1.

The County's workforce is predominately Hispanic, followed by White, Black and Asian, respectively. Hispanic employees make up the largest percentage of Bexar County government's workforce at 64%. Employees who report their ethnicity as White make up 24.9%. Employees who report their ethnicity as Black make up 8.8%. Those who report their ethnicity as Asian is the smallest group at 0.6%. Those who identified themselves as Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, or as Two or More Races make up 1.7% of the total current workforce.

Today, over one-half of the workforce, 56.3%, is male, dropping from 57.5% in 2006. Females make up 43.7%, up slightly from 42.5% of the workforce in 2006.

The largest single group in Bexar County's workforce is that of Hispanic Males (34.7%) followed by Hispanic Females (29.3%).

Workforce by Ethnicity, Gender, and Job Category in 2008

A breakdown of Bexar County's actual workforce by gender, ethnicity, and job category is shown in Table 1. Bexar County Workforce by Gender, Ethnicity, and Job Category. This snapshot, coupled with the Community Labor Statistics (CLS) in Section 3 of this report, demonstrates how Bexar County utilizes minorities and females in the different job categories as outlined by the U.S. Census Bureau. Gathering and analyzing this data supports Bexar County's commitment to equal employment. Table 1 shows the eight standard occupational job categories cross referenced by gender and ethnicity. A complete list of the jobs in each of the job categories used in the 2000 Census appears in Appendix 2. Occupational Crosswalk to State and Local Government Job Categories.

Job Category Analysis

The gender and ethnicity of our workforce described in Table 1 is presented by job category, displayed by gender and ethnicity total for the County and by individual Offices and Departments in Appendix 1.

Section 3. Community Labor Statistics

The U.S. Census Bureau compiles a profile of the workforce by gender and ethnicity within a job category. The 2000 Census cross tabulation was used in Table 2 in this section, and in the utilization analysis included in Table 3, Section 4 of this report.

Table 2, San Antonio Metropolitan Statistical Area – Available Workforce Profile 2000 United States Census Report shows a detailed breakdown of the San Antonio Metropolitan Statistical Area (SAMSA) data. The largest ethnic group is Hispanic (H) Males, with 25.5% of the SAMSA available workforce. The White (W) Male available workforce represents the second largest group at 23.3%. The Black (B) Male and Female available workforce groups represent 2.9% and 3.1%, respectively. In terms of gender groups, Males represent 53% of the San Antonio MSA available workforce and Females represent 47%.

The Hispanic (H) Female available workforce represents 22.5% of the SMSA available workforce, while the White (W) Female available workforce represents 20.1%.

Section 4. Utilization Analysis

Discussion

In 2008, Bexar County surveyed all regular employees to update employee records and place employees in one of the seven ethnicity categories included in the EEOP Seven Step Guide issued by the Office of Civil Rights – White, Hispanic, Black, Asian, Native

Hawaiian or Other Pacific Islander, Native Indian or Alaskan Native, and Two or More Races. Employees were asked to self identify by selecting one of these seven ethnicity categories established by the Office of Civil Rights. Bexar County then analyzed its workforce based on the ethnicity categories established by the Office of Civil Rights.

Utilization analysis is a process to determine whether minorities and women are employed in each job category at a percentage consistent with the available qualified minorities and women in the local workforce. A utilization analysis for Bexar County is shown in Table 3. The utilization analysis is used to explore utilization of minorities and women in each job category.

A Metropolitan Statistical Area is a county or group of counties that have at least one city with a population of at least 50,000. The local workforce for Bexar County is described at the San Antonio Metropolitan Statistical Area (SAMSA). SAMSA includes eight Texas counties – Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Medina, and Wilson.

In Table 3, the SAMSA and Bexar County Government workforce are grouped by job category, gender and ethnicity. The SAMSA represents the approximate labor force from which to draw analyses regarding utilization as it represents the geographic area from which applicants for most of the positions are typically recruited.

In addition to the County-wide analysis provided in Table 3, a utilization analysis for each Department / Office is shown in Appendix 1, Bexar County Workforce Utilization Analysis – 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistical Area.

Analysis

The analysis is based on 2008 Bexar County workforce statistics compared to the 2000 Census data, the most current data available. The comparison for the current workforce appears in Table 3.

Statistics used for analysis in Table 3 are defined as follows:

- Workforce # - actual count of active Bexar County employees
- Workforce % - actual percentage of active Bexar County employees
- CLS # - the number of employable people in the civilian labor force with required skills and abilities needed by the County, within a reasonable recruitment area
- CLS % - the percentage of employable people in the civilian labor force with required skills and abilities needed by the County, within a reasonable recruitment area
- Utilization % - the percentage of under- or over-utilization of ethnicity or gender per job category
- 100% model – the number of Bexar County employees needed to reflect 100% utilization of a gender or ethnicity per job category

- 80% model – the number of Bexar County employees needed to reflect 80% utilization of a gender or ethnicity per job category
- Needed to meet 80% - the number of employees per job category, gender, and ethnicity needed to reach the 80% model

The last row for each job category is named "Needed to meet 80%." This is in reference to the "80% Rule". This rule states that if the County's workforce, when broken down by gender, ethnicity, and job category, meets at least 80% or more of the number of employable people within the civilian labor force, then the County is not underutilizing any particular group. Less than 80% for any particular group reveals that particular group as underutilized.

In Table 3, the groups with the highest underutilization are highlighted in yellow.

1. Officials & Administrators – Asian Males and Asian Females are under-represented by a total of 1.7%. To fully utilize Asian Males and Females (80% rule), the County would need to add 1 Asian Male and 1 Asian Female.

2. Professionals – Asian Males are under-represented by 1% and Native Hawaiian or Other Pacific Islander (NH or OPI) Females are under-represented by 0.1%. To fully utilize Asian Males and NH or OPI Females, the County would need to add 5 Asian Males and 1 NH or OPI Female. Males who are Two or More Races are under-represented by 0.3%. The County would need to add 2 Males in this category.

3. Technicians – Black Males are under-represented by 1.5% and Asian Males are under-represented by 1.1%. To fully utilize these two groups, the County would need to add 1 Black Male and 1 Asian Male. Females overall are under-represented by 23.8%, with Hispanic Females under-represented by 6.5%. To fully utilize these groups, the County would need to add 13 Females overall, including at least 5 Hispanic Females.

4. Protective Services Non-Sworn – Females overall are under-represented by 20.7%. To fully utilize this group, the County would need to add 47 Females to this job category.

5. Administrative Support – Asian Males are under-represented by 0.2% and Asian Females are under-represented by 0.5%. To fully utilize these two groups, the County would need to add 1 Asian Male and 4 Asian Females.

6. Skilled Craft – Asian Males are under-represented by 0.4% and Females overall are under-represented by 4.1%, with Hispanic Females under-represented by 1.7%. To fully utilize these groups, the County would need to add 1 Asian Male and 6 Females, including at least 2 Hispanic Females.

7. Service & Maintenance – Females overall are under-represented by 30.8%, with Hispanic Females under-represented by 18%, Black Females under-represented by 2%, and Asian Females under-represented by 1.1%. To fully utilize Females overall, the County would need to add 25 Females with at least 14 Hispanic Females, 2 Black Females, and 1 Asian Female.

While the above analysis examines all areas of under-representation, the County exceeds representation of minorities and women in the following areas:

- Females make up 48.3%, almost half, of all Officials & Administrators.
- Black Males and Females make up 8.9% of all Professionals.
- Females make up 18.7% of all employees in the Protective Services Sworn category.
- Black Males and Females make up 21.8% of all employees in the Protective Services Non-Sworn category.

Section 5. Objectives

Bexar County is committed to hiring the best candidate for any position, regardless of race, ethnicity, gender, age, religion, national origin, political affiliation or beliefs, physical or mental disability, or veteran status.

The following objectives have been identified to address the areas of under-representation in Bexar County:

1. Regular review of progress in meeting the goal of improved representation of minorities and women across job categories;
2. Periodic review of EEO objectives to ensure that identified goals for equal representation across job categories is not held as quotas, but rather diversity recruiting and selection goals;
3. Because minority women are most often under-represented across job categories, the County will evaluate its recruitment practices to ensure that females, and specifically minority women, are receiving equal opportunity to for County employment;
4. Bexar County will place a major emphasis on the categories that show to have significant underutilization rates;
5. Bexar County will continue to communicate our job opportunities to all minority and female groups in an effort to have our workforce mirror the diverse population of our area.

The County of Bexar is an Equal Opportunity Employer dedicated to hiring the most qualified applicant without regard to non-merit factors. In those cases where the County has two qualified applicants who are equal in regard to all bona fide job qualifications, the County will take positive action in its selection to reduce areas of underutilization.

Section 6. Steps to Achieve Objectives

For Bexar County to meet the goals of a fully utilized workforce, specific steps must be taken to correct any under-representation of females and minorities in each EEO job category. These steps center around three main areas:

1) Recruitment, selection, and monitoring/evaluating the EEO Plan;
2) Training regarding EEO issues; and,
3) Additional steps to achieve EEO objectives.

Recruitment, Selection, Monitoring, and Evaluation of EEO Plan
The County *Human Resources Analyst* serves as a recruiter in the Sheriff's Office (the largest employee group in the County) to work specifically in improving the applicant pool, particularly as it relates to females and minorities.

This individual, as well as all other County Offices and Departments, continues efforts to develop recruitment methods for attracting female and minority applicants. The evaluation of potential external factors that constitute obstacles to the employment of women and minorities in the County will continue to be identified and addressed.

Currently, the County uses the Internet, media (radio), local publications, and a job line to attract qualified candidates that reflect the current available workforce. To generate a diverse pool of candidates, the County advertises on Work in Texas, the Governor's Job Bank, America's Job Bank, monster.com, and hotjobs.com. The County also continues to advertise in the Hispanic newspaper La Prensa.

Bexar County will continue to post open positions on the County website so that the citizens of the County and the surrounding areas have an equal opportunity to apply for open positions.

The County takes positive steps to ensure that selection procedures promote equal employment opportunity at all levels, from recruitment and selection to promotion. The Human Resources Division of PRM is available to assist in advising Elected Officials and Department Heads during the hiring and promotion process regarding the Office or Department's workforce utilization in regards to female and minority staff.

The County is presently working to enhance the effectiveness of EEO monitoring and evaluation system. The County is working on further development and additional implementation within the CHRIS (County Human Resource Information System) to allow all County Elected Officials and Department Heads to easily track applicants. The additional capability will allow the system to produce an annual update of statistics on applicants, selection, promotions, and other terms and conditions of employment by ethnicity and gender.

Training Regarding EEO Issues
Training is essential to promote diversity and implementation of this plan at management, supervisory, and line levels. The County continues to provide basic supervisory skill training for employees, including instruction related to promoting cultural diversity and equal opportunity employment.

The County offered the following training to employees in 2008:

- Basic Supervisory Skills
- Leadership
- Communication Skills for Managers
- Supervision 101
- Employee Orientation and Policies
- Technical Training

All new employees are required to attend orientation training that includes introduction to the County's commitment to equal employment for all qualified candidates, regardless of race, ethnicity, gender, age, religion, national origin, political affiliation or beliefs, physical or mental disability, veteran status, or any non-merit factor except where such is a bona fide occupational qualification.

In 2009 and 2010, the County will continue to offer supervisory training classes that promote a diverse workforce.

Additional Steps to Achieve Objectives
Bexar County has continued the following activities to help the County address areas of underutilization and to promote equal opportunity for all employees.

The Human Resources and HRIS Manager will continue to act as the EEO Officer to monitor and evaluate the County's EEOP. Specific functions performed include:

- Acting as an in-house resource on all EEO matters;
- Explaining EEOP within the County and to outside sources;
- Maintaining contact with minority and women's groups;
- Providing informal mediation and guidance for resolving discrimination complaints;
- Acting as liaison with civil rights compliance agencies;
- Conducting internal audits of EEOP effectiveness;
- Making periodic progress reports to Commissioners Court; and,
- Keeping up-to-date on EEO regulations.

The County is currently evaluating the expansion of work-life balance initiatives, including a job-share program and alternative work schedules, to help attract female candidates in underutilized job categories.

Section 7: Dissemination

The Bexar County EEO Report is scheduled to be reported to Commissioners Court, the governing body of the County. This presentation is broadcast on local television, allowing Bexar County to disseminate the EEOP information to the Citizens of Bexar County.

Internal Dissemination of EEO Policy
Bexar County will continue to make its equal employment opportunity policy available to employees through internal communications by:

1. Including the policy as an electronic document linked to the County website (http://www.bexar.org) and on the internally accessed "County Intranet."
2. Linking the policy to the Employee Self-Service module of the County Human Resources Information System accessing position openings and promotion and training opportunities.
3. Publishing the policy statement in various employee and management handbooks.
4. Addressing Bexar County's EEO policy to all new hires during orientation.
5. Encouraging reference to active support of equal opportunity polices in performance appraisals.
6. Conducting special meetings with executive management and supervisory staff, if requested, including Elected Officials, Executive Directors, Appointed Officials and other senior employees to review the intent of the policy, the County Judge and Commissioners commitment and attitude, and individual responsibilities to ensure effective implementation.
7. Posting the policy statement on County bulletin boards.

External Dissemination of EEO Policy
Bexar County will continue to make its equal employment opportunity policy, including the details of this plan, available to the public, including potential applicants by:

1. Informing all recruiters accessing announcements for County position openings of the policy and the need to actively recruit and refer people from all groups, particularly those that tend to be underrepresented.
2. Incorporate the policy guidelines and goals in purchase orders, requests for proposals, leases and contracts at every opportunity allowed by law.
3. Including the policy as an electronic document linked to the publicly accessed County website (http://www.bexar.org) and linked to the Recruitment and Application screens of the Bexar County Civil Service Commission.

***Chart 1**. County of Bexar Actual Workforce as of May 2008*

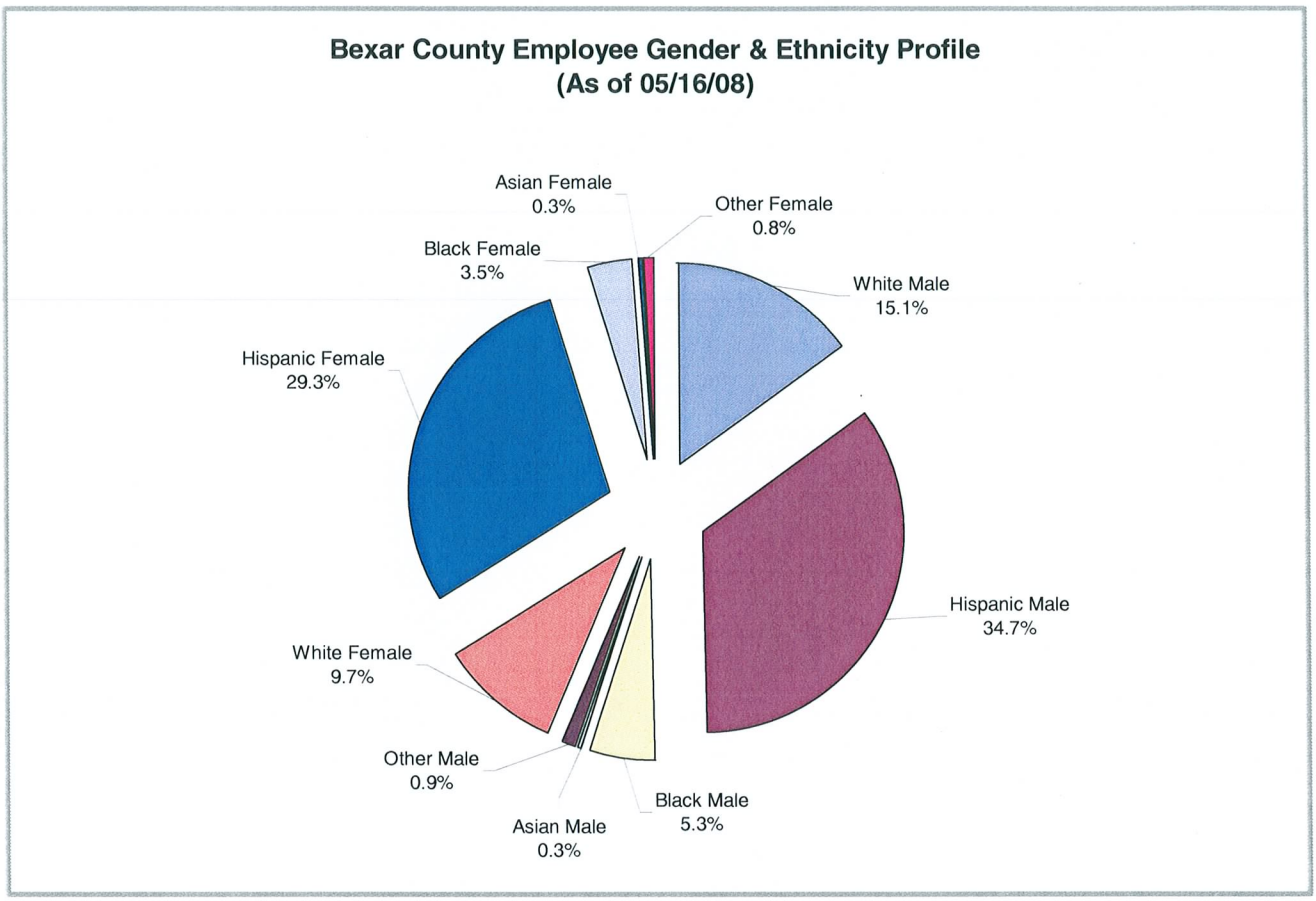

Table 1. *Bexar County Workforce by Gender, Ethnicity, and Job Category.*

Bexar County Gender & Ethnicity Profile by Occupational Category

	Male								Female								
Job Categories	**Total Males**	**White**	**Hispanic**	**Black**	**Asian**	**NH or OPI**	**AI or AN**	**Two or more races**	**Total Females**	**White**	**Hispanic**	**Black**	**Asian**	**NH or OPI**	**AI or AN**	**Two or more races**	**Grand Total**
Officials / Administrators	76	39	31	4	0	0	1	1	71	33	34	3	0	0	0	1	147
	51.7%	26.5%	21.1%	2.7%	0.0%	0.0%	0.7%	0.7%	48.3%	22.4%	23.1%	2.0%	0.0%	0.0%	0.0%	0.7%	
Professionals	267	130	112	19	3	0	3	0	443	181	215	30	7	0	3	7	710
	37.6%	18.3%	15.8%	2.7%	0.4%	0.0%	0.4%	0.0%	62.4%	25.5%	30.3%	4.2%	1.0%	0.0%	0.4%	1.0%	
Technicians	68	20	45	2	0	1	0	0	28	6	20	0	1	0	1	0	96
	70.8%	20.8%	46.9%	2.1%	0.0%	1.0%	0.0%	0.0%	29.2%	6.3%	20.8%	0.0%	1.0%	0.0%	1.0%	0.0%	
Protective Services: Sworn	1303	358	818	102	7	1	4	13	299	68	188	37	1	0	1	4	1602
	81.3%	22.3%	51.1%	6.4%	0.4%	0.1%	0.2%	0.8%	18.7%d	4.2%	11.7%	2.3%	0.1%	0.0%	0.1%	0.2%	
Protective Services: Non-Sworn	331	59	182	78	2	0	4	6	219	29	141	42	2	0	2	3	550
	60.2%	10.7%	33.1%	14.2%	0.4%	0.0%	0.7%	1.1%	39.8%	5.3%	25.6%	7.6%	0.4%	0.0%	0.4%	0.5%	
Administrative Support	291	47	215	23	3	0	1	2	964	134	758	52	3	1	8	8	1255
	23.2%	3.7%	17.1%	1.8%	0.2%	0.0%	0.1%	0.2%	76.8%	10.7%	60.4%	4.1%	0.2%	0.1%	0.6%	0.6%	
Skilled Craft	190	39	143	7	0	0	0	1	4	1	3	0	0	0	0	0	194
	97.9%	20.1%	73.7%	3.6%	0.0%	0.0%	0.0%	0.5%	2.1%	0.5%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
Service Maintenance	100	14	72	11	1	0	2	0	13	2	10	1	0	0	0	0	113
	88.5%	12.4%	63.7%	9.7%	0.9%	0.0%	1.8%	0.0%	11.5%	1.8%	8.8%	0.9%	0.0%	0.0%	0.0%	0.0%	
Total #	**2626**	**706**	**1618**	**246**	**16**	**2**	**15**	**23**	**2041**	**454**	**1369**	**165**	**14**	**1**	**15**	**23**	**4667**
Total %	**56.3%**	**15.1%**	**34.7%**	**5.3%**	**0.3%**	**0.0%**	**0.3%**	**0.5%**	**43.7%**	**9.7%**	**29.3%**	**3.5%**	**0.3%**	**0.0%**	**0.3%**	**0.5%**	

Note: *Native Hawaiian or Other Pacific Islander; **American Indian or Alaskan Native

Table 2, *San Antonio Metropolitan Statistical Area – Available Workforce Profile 2000 United States Census Report*

San Antonio Metropolitan Statistical Area Available Workforce

	Male								Female								
Job Categories	Total Males	White	Hispanic	Black	Asian	NH or OPI *	AI or AN **	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI *	AI or AN **	Two or more races	Grand Total
Officials / Administrators	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	98,920
	0.6	0.4	0.2	0.0	0.0	0.0	0.0	0.0	0.4	0.2	0.2	0.0	0.0	0.0	0.0	0.0	
Professionals	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	126,370
	0.5	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.6	0.3	0.2	0.0	0.0	0.0	0.0	0.0	
Technicians	9,105	3,720	4,225	700	215	10	70	75	10,284	4,255	4,365	1,255	250	0	10	95	19,245
	0.5	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.5	0.2	0.2	0.1	0.0	0.0	0.0	0.0	
Protective Services: Sworn	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	12,183
	0.8	0.4	0.4	0.1	0.0	0.0	0.0	0.0	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	
Protective Services: Non-Sworn	305	105	155	45	0	0	0	0	460	205	230	25	0	0	0	0	765
	0.4	0.1	0.2	0.1	0.0	0.0	0.0	0.0	0.6	0.3	0.3	0.0	0.0	0.0	0.0	0.0	
Administrative Support	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	199,455
	0.3	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.7	0.3	0.3	0.0	0.0	0.0	0.0	0.0	
Skilled Craft	70,939	25,445	42,000	2,060	320	25	195	395	4,685	1,785	2,450	210	190	0	25	15	75,115
	0.9	0.3	0.6	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	
Service Maintenance	107,955	29,720	67,745	7,515	1,525	35	255	605	79,165	20,275	50,170	5,490	2,000	80	180	480	186,075
	0.6	0.2	0.4	0.0	0.0	0.0	0.0	0.0	0.4	0.1	0.3	0.0	0.0	0.0	0.0	0.0	
Total #	**382,879**	**167,160**	**183,480**	**20,715**	**5,535**	**190**	**1,100**	**2,340**	**340,081**	**144,685**	**161,350**	**22,165**	**6,364**	**195**	**885**	**1,964**	**718,128**
Total %	**53.3%**	**23.3%**	**25.5%**	**2.9%**	**0.8%**	**0.0%**	**0.2%**	**0.3%**	**47.4%**	**20.1%**	**22.5%**	**3.1%**	**0.9%**	**0.0%**	**0.1%**	**0.3%**	**100%**

Note: *Native Hawaiian or Other Pacific Islander; **American Indian or Alaskan Native

***Table 3**, Bexar County Employee Utilization Analysis*

		Male								Female								
Job Categories		**Total Males**	**White**	**Hispanic**	**Black**	**Asian**	**NH or OPI**	**AI or AN**	**Two or more races**	**Total Females**	**White**	**Hispanic**	**Black**	**Asian**	**NH or OPI**	**AI or AH**	**Two or more races**	**Grand Total**
Officials / Administrators	**Workforce #**	76	39	31	4	0	0	1	1	71	33	34	3	0	0	0	1	147
	Workforce %	51.7%	26.5%	21.1%	2.7%	0.0%	0.0%	0.7%	0.0%	48.3%	22.4%	23.1%	2.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59545	37165	17870	2660	910	20	150	405	40010	21190	14950	2430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-8.1%	-10.8%	3.2%	0.0%	-0.9%	0.0%	0.5%	-0.4%	8.1%	1.1%	8.1%	-0.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	88	55	26	4	1	0	0	1	59	31	22	4	1	0	0	0	
	80% Model	70	44	21	3	1	0	0	0	47	25	18	3	1	0	0	0	
	Needed to meet 80%	-6	5	-10	-1	1	0	-1	-1	-24	-8	-16	0	1	0	0	-1	
Professionals	**Workforce #**	267	130	112	19	3	0	3	0	443	181	215	30	7	0	3	7	710
	Workforce %	37.6%	18.3%	15.8%	2.7%	0.4%	0.0%	0.4%	0.0%	62.4%	25.5%	30.3%	4.2%	1.0%	0.0%	0.4%	0.0%	
	CLS #	57285	36655	14970	2905	1725	20	220	420	70050	41320	21630	4185	1635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.00%	32.50%	17.00%	3.30%	1.30%	0.10%	0.20%	0.30%	
	Utilization %	-7.4%	-10.5%	4.0%	0.4%	-1.0%	0.0%	0.2%	-0.3%	7.4%	-7.0%	13.3%	0.9%	-0.3%	-0.1%	0.2%	-0.3%	
	100% Model	320	204	84	16	10	0	1	2	391	231	121	23	9	1	1	2	
	80% Model	256	164	67	13	8	0	1	2	312	185	97	19	7	1	1	2	
	Needed to meet 80%	-11	34	-45	-6	5	0	-2	2	-131	4	-118	-11	0	1	-2	-5	
Technicians	**Workforce #**	68	20	45	2	0	1	0	0	28	6	20	0	1	0	1	0	96
	Workforce %	70.8%	20.8%	46.9%	2.1%	0.0%	0.0%	0.0%	0.0%	29.2%	6.3%	20.8%	0.0%	1.0%	0.0%	1.0%	0.0%	
	CLS #	9105	3720	4225	700	215	10	70	75	10284	4255	4365	1255	250	0	10	95	
	CLS %	47.0%	19.2%	21.8%	3.6%	1.1%	0.1%	0.4%	0.4%	53.0%	21.9%	22.5%	6.5%	1.3%	0.0%	0.1%	0.5%	
	Utilization %	23.8%	1.6%	25.1%	-1.5%	-1.1%	-0.1%	-0.4%	-0.4%	-23.8%	-15.7%	-1.7%	-6.5%	-0.3%	0.0%	0.9%	-0.5%	
	100% Model	45	18	21	3	1	0	0	0	51	21	22	6	1	0	0	0	
	80% Model	36	15	17	3	1	0	0	0	41	17	17	5	1	0	0	0	
	Needed to meet 80%	-32	-5	-28	1	1	-1	0	0	13	11	-3	5	0	0	-1	0	

***Table 3**, Bexar County Employee Utilization Analysis, Continued*

		Male								Female								
Job Categories		**Total Males**	**White**	**Hispanic**	**Black**	**Asian**	**NH or OPI**	**AI or AN**	**Two or more races**	**Total Females**	**White**	**Hispanic**	**Black**	**Asian**	**NH or OPI**	**AI or AH**	**Two or more races**	**Grand Total**
Protective Services - Sworn	**Workforce #**	1303	358	818	102	7	1	4	13	299	68	188	37	1	0	1	4	1602
	Workforce %	81.3%	22.3%	51.1%	6.4%	0.4%	0.0%	0.2%	0.0%	18.7%	4.2%	11.7%	2.3%	0.1%	0.0%	0.1%	0.0%	
	CLS #	10285	4725	4575	740	65	0	30	80	2007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	-2.3%	-16.1%	13.9%	0.4%	-0.1%	0.0%	0.0%	-0.7%	2.4%	-2.3%	4.1%	0.4%	0.1%	0.0%	0.1%	0.0%	
	100% Model	1339	615	596	96	8	0	3	11	261	104	122	30	0	0	0	0	
	80% Model	1071	492	477	77	6	0	3	9	209	83	97	24	0	0	0	0	
	Needed to meet 80%	-232	134	-341	-25	-1	-1	-1	-4	-90	15	-91	-13	-1	0	-1	-4	
Protective Services - Non-Sworn	**Workforce #**	331	59	182	78	2	0	4	6	219	29	141	42	2	0	2	3	550
	Workforce %	60.2%	10.7%	33.1%	14.2%	0.4%	0.0%	0.7%	0.0%	39.8%	5.3%	25.6%	7.6%	0.4%	0.0%	0.4%	0.0%	
	CLS #	305	105	155	45	0	0	0	0	460	205	230	25	0	0	0	0	
	CLS %	40.1%	13.8%	20.4%	5.9%	0.0%	0.0%	0.0%	0.0%	60.5%	27.0%	30.3%	3.3%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	20.1%	-3.1%	12.7%	8.3%	0.4%	0.0%	0.7%	0.0%	-20.7%	-21.7%	-4.7%	4.3%	0.4%	0.0%	0.4%	0.0%	
	100% Model	221	76	112	32	0	0	0	0	333	149	167	18	0	0	0	0	
	80% Model	176	61	90	26	0	0	0	0	266	119	133	15	0	0	0	0	
	Needed to meet 80%	-155	2	-92	-52	-2	0	-4	-6	47	90	-8	-27	-2	0	-2	-3	
Administrative Support	**Workforce #**	291	47	215	23	3	0	1	2	964	134	758	52	3	1	8	8	1255
	Workforce %	23.2%	3.7%	17.1%	1.8%	0.2%	0.0%	0.1%	0.0%	76.8%	10.7%	60.4%	4.1%	0.2%	0.0%	0.6%	0.0%	
	CLS #	67460	29625	31940	4090	775	80	180	360	133420	54855	66625	8340	1460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-10.4%	-11.0%	1.2%	-0.2%	-0.2%	0.0%	0.0%	-0.2%		-16.6%	27.2%	-0.1%	-0.5%	0.0%	0.4%	-0.4%	
	100% Model	422	184	200	25	5	0	1	3	833	343	417	53	9	0	3	5	
	80% Model	337	148	160	20	4	0	1	2	667	274	333	42	7	0	2	4	
	Needed to meet 80%	46	101	-55	-3	1	0	0	0	-297	140	-425	-10	4	-1	-6	-4	

***Table 3**, Bexar County Employee Utilization Analysis, Continued*

		Male								Female								
Job Categories		**Total Males**	**White**	**Hispanic**	**Black**	**Asian**	**NH or OPI**	**AI or AN**	**Two or more races**	**Total Females**	**White**	**Hispanic**	**Black**	**Asian**	**NH or OPI**	**AI or AH**	**Two or more races**	**Grand Total**
Skilled Craft	**Workforce #**	190	39	143	7	0	0	0	1	4	1	3	0	0	0	0	0	194
	Workforce %	97.9%	20.1%	73.7%	3.6%	0.0%	0.0%	0.0%	0.0%	2.1%	0.5%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	70939	25445	42000	2060	320	25	195	395	4685	1785	2450	210	190	0	25	15	
	CLS %	93.8%	33.6%	55.5%	2.7%	0.4%	0.0%	0.3%	0.5%	6.2%	2.4%	3.2%	0.3%	0.3%	0.0%	0.0%	0.0%	
	Utilization %	4.1%	-13.5%	18.2%	0.9%	-0.4%	0.0%	-0.3%	-0.5%	-4.1%	-1.9%	-1.7%	-0.3%	-0.3%	0.0%	0.0%	0.0%	
	100% Model	182	65	108	5	1	0	1	1	12	5	6	1	1	0	0	0	
	80% Model	146	52	86	4	1	0	0	1	10	4	5	0	0	0	0	0	
	Needed to meet 80%	-44	13	-57	-3	1	0	0	0	6	3	2	0	0	0	0	0	
Service / Maintenance	**Workforce #**	100	14	72	11	1	0	2	0	13	2	10	1	0	0	0	0	113
	Workforce %	88.5%	12.4%	63.7%	9.7%	0.9%	0.0%	1.8%	0.0%	11.5%	1.8%	8.8%	0.9%	0.0%	0.0%	0.0%	0.0%	
	CLS #	107955	29720	67745	7515	1525	35	255	605	79165	20275	50170	5490	2000	80	180	480	
	CLS %	57.7%	15.9%	36.2%	4.0%	0.8%	0.0%	0.1%	0.3%	42.3%	10.8%	26.8%	2.9%	1.1%	0.0%	0.1%	0.3%	
	Utilization %	30.8%	-3.5%	27.5%	5.7%	0.1%	0.0%	1.7%	-0.3%	-30.8%	-9.0%	-18.0%	-2.0%	-1.1%	0.0%	-0.1%	-0.3%	
	100% Model	65	18	41	5	1	0	0	0	48	12	30	3	1	0	0	0	
	80% Model	52	14	33	4	1	0	0	0	38	10	24	3	1	0	0	0	
	Needed to meet 80%	-48	0	-39	-7	0	0	-2	0	25	8	14	2	1	0	0	0	

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

		Male								Female								
Job Categories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	76	39	31	4	0	0	1	1	71	33	34	3	0	0	0	1	147
	Workforce %	51.7%	26.5%	21.1%	2.7%	0.0%	0.0%	0.7%	0.0%	48.3%	22.4%	23.1%	2.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-8.1%	-10.8%	3.2%	0.0%	-0.9%	0.0%	0.5%	-0.4%	8.1%	1.1%	8.1%	-0.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	88	55	26	4	1	0	0	1	59	31	22	4	1	0	0	0	
	80% Model	70	44	21	3	1	0	0	0	47	25	18	3	1	0	0	0	
	Needed to meet 80%	-6	5	-10	-1	1	0	-1	-1	-24	-8	-16	0	1	0	0	-1	
Professionals	Workforce #	267	130	112	19	3	0	3	0	443	181	215	30	7	0	3	7	710
	Workforce %	37.6%	18.3%	15.8%	2.7%	0.4%	0.0%	0.4%	0.0%	62.4%	25.5%	30.3%	4.2%	1.0%	0.0%	0.4%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-7.4%	-10.5%	4.0%	0.4%	-1.0%	0.0%	0.2%	-0.3%	7.4%	-7.0%	13.3%	0.9%	-0.3%	-0.1%	0.2%	-0.3%	
	100% Model	320	204	84	16	10	0	1	2	391	231	121	23	9	1	1	2	
	80% Model	256	164	67	13	8	0	1	2	312	185	97	19	7	1	1	2	
	Needed to meet 80%	-11	34	-45	-6	5	0	-2	2	-131	4	-118	-11	0	1	-2	-5	
Technicians	Workforce #	68	20	45	2	0	1	0	0	29	6	21	0	1	0	1	0	97
	Workforce %	70.1%	20.6%	46.4%	2.1%	0.0%	0.0%	0.0%	0.0%	29.9%	6.2%	21.6%	0.0%	1.0%	0.0%	1.0%	0.0%	
	CLS #	9,105	3,720	4,225	700	215	10	70	75	10,284	4,255	4,365	1,255	250	0	10	95	
	CLS %	47.0%	19.2%	21.8%	3.6%	1.1%	0.1%	0.4%	0.4%	53.0%	21.9%	22.5%	6.5%	1.3%	0.0%	0.1%	0.5%	
	Utilization %	23.1%	1.4%	24.6%	-1.5%	-1.1%	-0.1%	-0.4%	-0.4%	-23.1%	-15.7%	-0.9%	-6.5%	-0.3%	0.0%	0.9%	-0.5%	
	100% Model	46	19	21	3	1	0	0	0	51	21	22	6	1	0	0	0	
	80% Model	36	15	17	3	1	0	0	0	41	17	17	5	1	0	0	0	
	Needed to meet 80%	-32	-5	-28	1	1	-1	0	0	12	11	-4	5	0	0	-1	0	
Protective Services - Sworn	Workforce #	1303	358	818	102	7	1	4	13	299	68	188	37	1	0	1	4	1602
	Workforce %	81.3%	22.3%	51.1%	6.4%	0.4%	0.0%	0.2%	0.0%	18.7%	4.2%	11.7%	2.3%	0.1%	0.0%	0.1%	0.0%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	-2.3%	-16.1%	13.9%	0.4%	-0.1%	0.0%	0.0%	-0.7%	2.4%	-2.3%	4.1%	0.4%	0.1%	0.0%	0.1%	0.0%	
	100% Model	1339	615	596	96	8	0	3	11	261	104	122	30	0	0	0	0	
	80% Model	1071	492	477	77	6	0	3	9	209	83	97	24	0	0	0	0	
	Needed to meet 80%	-232	134	-341	-25	-1	-1	-1	-4	-90	15	-91	-13	-1	0	-1	-4	

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

		Male								Female								
Job Categories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Protective Services - Non-Sworn	Workforce #	331	59	182	78	2	0	4	6	219	29	141	42	2	0	2	3	550
	Workforce %	60.2%	10.7%	33.1%	14.2%	0.4%	0.0%	0.7%	0.0%	39.8%	5.3%	25.6%	7.6%	0.4%	0.0%	0.4%	0.0%	
	CLS #	305	105	155	45	0	0	0	0	460	205	230	25	0	0	0	0	
	CLS %	40.1%	13.8%	20.4%	5.9%	0.0%	0.0%	0.0%	0.0%	60.5%	27.0%	30.3%	3.3%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	20.1%	-3.1%	12.7%	8.3%	0.4%	0.0%	0.7%	0.0%	-20.7%	-21.7%	-4.7%	4.3%	0.4%	0.0%	0.4%	0.0%	
	100% Model	221	76	112	32	0	0	0	0	333	149	167	18	0	0	0	0	
	80% Model	176	61	90	26	0	0	0	0	266	119	133	15	0	0	0	0	
	Needed to meet 80%	-155	2	-92	-52	-2	0	-4	-6	47	90	-8	-27	-2	0	-2	-3	
Administrative Support	Workforce #	291	47	215	23	3	0	1	2	964	134	758	52	3	1	8	8	1255
	Workforce %	23.2%	3.7%	17.1%	1.8%	0.2%	0.0%	0.1%	0.0%	76.8%	10.7%	60.4%	4.1%	0.2%	0.0%	0.6%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-10.4%	-11.0%	1.2%	-0.2%	-0.2%	0.0%	0.0%	-0.2%		-16.6%	27.2%	-0.1%	-0.5%	0.0%	0.4%	-0.4%	
	100% Model	422	184	200	25	5	0	1	3	833	343	417	53	9	0	3	5	
	80% Model	337	148	160	20	4	0	1	2	667	274	333	42	7	0	2	4	
	Needed to meet 80%	46	101	-55	-3	1	0	0	0	-297	140	-425	-10	4	-1	-6	-4	
Skilled Craft	Workforce #	190	39	143	7	0	0	0	1	3	1	2	0	0	0	0	0	193
	Workforce %	98.4%	20.2%	74.1%	3.6%	0.0%	0.0%	0.0%	0.0%	1.6%	0.5%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	70,939	25,445	42,000	2,060	320	25	195	395	4,685	1,785	2,450	210	190	0	25	15	
	CLS %	93.8%	33.6%	55.5%	2.7%	0.4%	0.0%	0.3%	0.5%	6.2%	2.4%	3.2%	0.3%	0.3%	0.0%	0.0%	0.0%	
	Utilization %	4.6%	-13.4%	18.6%	0.9%	-0.4%	0.0%	-0.3%	-0.5%	-4.6%	-1.9%	-2.2%	-0.3%	-0.3%	0.0%	0.0%	0.0%	
	100% Model	181	65	107	5	1	0	1	1	12	5	6	1	1	0	0	0	
	80% Model	145	52	86	4	1	0	0	1	10	4	5	0	0	0	0	0	
	Needed to meet 80%	-45	13	-57	-3	1	0	0	0	7	3	3	0	0	0	0	0	
Service / Maintenance	Workforce #	100	14	72	11	1	0	2	0	13	2	10	1	0	0	0	0	113
	Workforce %	88.5%	12.4%	63.7%	9.7%	0.9%	0.0%	1.8%	0.0%	11.5%	1.8%	8.8%	0.9%	0.0%	0.0%	0.0%	0.0%	
	CLS #	107,955	29,720	67,745	7,515	1,525	35	255	605	79,165	20,275	50,170	5,490	2,000	80	180	480	
	CLS %	57.7%	15.9%	36.2%	4.0%	0.8%	0.0%	0.1%	0.3%	42.3%	10.8%	26.8%	2.9%	1.1%	0.0%	0.1%	0.3%	
	Utilization %	30.8%	-3.5%	27.5%	5.7%	0.1%	0.0%	1.7%	-0.3%	-30.8%	-9.0%	-18.0%	-2.0%	-1.1%	0.0%	-0.1%	-0.3%	
	100% Model	65	18	41	5	1	0	0	0	48	12	30	3	1	0	0	0	
	80% Model	52	14	33	4	1	0	0	0	38	10	24	3	1	0	0	0	
	Needed to meet 80%	-48	0	-39	-7	0	0	-2	0	25	8	14	2	1	0	0	0	
																		4667

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area*
Commissioner's Court

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	1	0	1	0	0	0	0	0	2	2	0	0	0	0	0	0	3
	Workforce %	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-26.5%	-37.3%	15.4%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	26.5%	45.4%	-15.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	
	80% Model	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
	Needed to meet 80%	0	1	-1	0	0	0	0	0	-1	-1	0	0	0	0	0	0	
Professionals	Workforce #	7	1	6	0	0	0	0	0	9	3	6	0	0	0	0	0	16
	Workforce %	43.8%	6.3%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	56.3%	18.8%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-1.3%	-22.6%	25.7%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	1.3%	-13.8%	20.5%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	7	5	2	0	0	0	0	0	9	5	3	1	0	0	0	0	
	80% Model	6	4	2	0	0	0	0	0	7	4	2	0	0	0	0	0	
	Needed to meet 80%	-1	3	-4	0	0	0	0	0	-2	1	-4	0	0	0	0	0	
Protective Services - Sworn	Workforce #	12	7	4	0	0	0	1	0	1	0	1	0	0	0	0	0	13
	Workforce %	92.3%	53.8%	30.8%	0.0%	0.0%	0.0%	7.7%	0.0%	7.7%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	8.7%	15.4%	-6.4%	-6.0%	-0.5%	0.0%	7.5%	-0.7%	-8.6%	-6.5%	0.1%	-1.9%	0.0%	0.0%	0.0%	0.0%	
	100% Model	11	5	5	1	0	0	0	0	2	1	1	0	0	0	0	0	
	80% Model	9	4	4	1	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	-3	-3	0	1	0	0	-1	0	1	1	0	0	0	0	0	0	
Protective Services - Non-Sworn	Workforce #	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3
	Workforce %	100.0%	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%	
	CLS #	305	105	155	45	0	0	0	0	460	205	230	25	0	0	0	0	
	CLS %	40.1%	13.8%	20.4%	5.9%	0.0%	0.0%	0.0%	0.0%	60.5%	27.0%	30.3%	3.3%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	59.9%	52.9%	12.9%	-5.9%	0.0%	0.0%	0.0%	0.0%	-60.5%	-27.0%	-30.3%	-3.3%	0.0%	0.0%	0.0%	0.0%	
	100% Model	1	0	1	0	0	0	0	0	2	1	1	0	0	0	0	0	
	80% Model	1	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	
	Needed to meet 80%	-2	-2	-1	0	0	0	0	0	1	1	1	0	0	0	0	0	
Administrative Support	Workforce #	5	0	3	2	0	0	0	0	13	5	6	1	0	0	1	0	18
	Workforce %	27.8%	0.0%	16.7%	11.1%	0.0%	0.0%	0.0%	0.0%	72.2%	27.8%	33.3%	5.6%	0.0%	0.0%	5.6%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-5.8%	-14.7%	0.8%	9.1%	-0.4%	0.0%	-0.1%	-0.2%		0.5%	0.1%	1.4%	-0.7%	0.0%	5.4%	-0.4%	
	100% Model	6	3	3	0	0	0	0	0	12	5	6	1	0	0	0	0	
	80% Model	5	2	2	0	0	0	0	0	10	4	5	1	0	0	0	0	
	Needed to meet 80%	0	2	-1	-2	0	0	0	0	-3	-1	-1	0	0	0	-1	0	
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* Does not include elected officials

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Constable - Precinct 1

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Administrative Support	Workforce #	0	0	0	0	0	0	0	0	4	0	4	0	0	0	0	0	4
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-33.6%	-14.7%	-15.9%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		-27.3%	66.8%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	1	1	1	0	0	0	0	0	3	1	1	0	0	0	0	0	
	80% Model	1	0	1	0	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	1	0	1	0	0	0	0	0	-2	1	-3	0	0	0	0	0	
Protective Services - Sworn	Workforce #	16	1	15	0	0	0	0	0	3	0	3	0	0	0	0	0	19
	Workforce %	84.2%	5.3%	78.9%	0.0%	0.0%	0.0%	0.0%	0.0%	15.8%	0.0%	15.8%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	0.6%	-33.1%	41.7%	-6.0%	-0.5%	0.0%	-0.2%	-0.7%	-0.5%	-6.5%	8.2%	-1.9%	0.0%	0.0%	0.0%	0.0%	
	100% Model	16	7	7	1	0	0	0	0	3	1	1	0	0	0	0	0	
	80% Model	13	6	6	1	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	-3	5	-9	1	0	0	0	0	-1	1	-2	0	0	0	0	0	
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Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Constable - Precinct 2

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Administrative Support	Workforce #	1	0	1	0	0	0	0	0	4	3	1	0	0	0	0	0	5
	Workforce %	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-13.6%	-14.7%	4.1%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		32.7%	-13.2%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	2	1	1	0	0	0	0	0	3	1	2	0	0	0	0	0	
	80% Model	1	1	1	0	0	0	0	0	3	1	1	0	0	0	0	0	
	Needed to meet 80%	0	1	0	0	0	0	0	0	-1	-2	0	0	0	0	0	0	
Protective Services - Sworn	Workforce #	22	12	9	0	0	0	0	1	0	0	0	0	0	0	0	0	22
	Workforce %	100.0%	54.5%	40.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	16.4%	16.1%	3.7%	-6.0%	-0.5%	0.0%	-0.2%	-0.7%	-16.3%	-6.5%	-7.6%	-1.9%	0.0%	0.0%	0.0%	0.0%	
	100% Model	18	8	8	1	0	0	0	0	4	1	2	0	0	0	0	0	
	80% Model	15	7	7	1	0	0	0	0	3	1	1	0	0	0	0	0	
	Needed to meet 80%	-7	-5	-2	1	0	0	0	-1	3	1	1	0	0	0	0	0	
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Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Constable - Precinct 3

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Administrative Support	Workforce #	0	0	0	0	0	0	0	0	3	0	2	0	0	0	1	0	3
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%	0.0%	0.0%	33.3%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-33.6%	-14.7%	-15.9%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		-27.3%	33.5%	-4.2%	-0.7%	0.0%	33.1%	-0.4%	
	100% Model	1	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	
	80% Model	1	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	1	0	0	0	0	0	0	0	-1	1	-1	0	0	0	-1	0	
Protective Services - Sworn	Workforce #	15	10	5	0	0	0	0	0	1	1	0	0	0	0	0	0	16
	Workforce %	93.8%	62.5%	31.3%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	10.2%	24.1%	-6.0%	-6.0%	-0.5%	0.0%	-0.2%	-0.7%	-10.1%	-0.3%	-7.6%	-1.9%	0.0%	0.0%	0.0%	0.0%	
	100% Model	13	6	6	1	0	0	0	0	3	1	1	0	0	0	0	0	
	80% Model	11	5	5	1	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	-4	-5	0	1	0	0	0	0	1	0	1	0	0	0	0	0	
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Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Constable - Precinct 4

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Administrative Support	Workforce #	1	0	0	0	0	0	1	0	3	1	2	0	0	0	0	0	4
	Workforce %	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	75.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-8.6%	-14.7%	-15.9%	-2.0%	-0.4%	0.0%	24.9%	-0.2%		-2.3%	16.8%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	1	1	1	0	0	0	0	0	3	1	1	0	0	0	0	0	
	80% Model	1	0	1	0	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	0	0	1	0	0	0	-1	0	-1	0	-1	0	0	0	0	0	
Protective Services - Sworn	Workforce #	14	7	4	3	0	0	0	0	0	0	0	0	0	0	0	0	14
	Workforce %	100.0%	50.0%	28.6%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	10285	4725	4575	740	65	0	30	80	2007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	16.4%	11.6%	-8.6%	15.4%	-0.5%	0.0%	-0.2%	-0.7%	-16.3%	-6.5%	-7.6%	-1.9%	0.0%	0.0%	0.0%	0.0%	
	100% Model	12	5	5	1	0	0	0	0	2	1	1	0	0	0	0	0	
	80% Model	9	4	4	1	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	-5	-3	0	-2	0	0	0	0	2	1	1	0	0	0	0	0	
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Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area
County Auditor

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	5	5	0	0	0	0	0	0	3	1	1	1	0	0	0	0	8
	Workforce %	62.5%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%	12.5%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	2.7%	25.2%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	-2.7%	-8.8%	-2.5%	10.1%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	5	3	1	0	0	0	0	0	3	2	1	0	0	0	0	0	
	80% Model	4	2	1	0	0	0	0	0	3	1	1	0	0	0	0	0	
	Needed to meet 80%	-1	-3	1	0	0	0	0	0	0	0	0	-1	0	0	0	0	
Professionals	Workforce #	12	5	6	1	0	0	0	0	24	10	9	3	2	0	0	0	36
	Workforce %	33.3%	13.9%	16.7%	2.8%	0.0%	0.0%	0.0%	0.0%	66.7%	27.8%	25.0%	8.3%	5.6%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-11.7%	-14.9%	4.9%	0.5%	-1.4%	0.0%	-0.2%	-0.3%	11.7%	-4.7%	8.0%	5.0%	4.3%	-0.1%	-0.2%	-0.3%	
	100% Model	16	10	4	1	1	0	0	0	20	12	6	1	0	0	0	0	
	80% Model	13	8	3	1	0	0	0	0	16	9	5	1	0	0	0	0	
	Needed to meet 80%	1	3	-3	0	0	0	0	0	-8	-1	-4	-2	-2	0	0	0	
Administrative Support	Workforce #	3	0	2	1	0	0	0	0	11	1	8	1	1	0	0	0	14
	Workforce %	21.4%	0.0%	14.3%	7.1%	0.0%	0.0%	0.0%	0.0%	78.6%	7.1%	57.1%	7.1%	7.1%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-12.2%	-14.7%	-1.6%	5.1%	-0.4%	0.0%	-0.1%	-0.2%		-20.2%	23.9%	2.9%	6.4%	0.0%	-0.2%	-0.4%	
	100% Model	5	2	2	0	0	0	0	0	9	4	5	1	0	0	0	0	
	80% Model	4	2	2	0	0	0	0	0	7	3	4	0	0	0	0	0	
	Needed to meet 80%	1	2	0	-1	0	0	0	0	-4	2	-4	-1	-1	0	0	0	
																		58

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

County Clerk

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	4
	Workforce %	50.0%	0.0%	50.0%	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%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-9.8%	-37.3%	32.1%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	9.8%	-21.3%	35.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	2	1	1	0	0	0	0	0	2	1	1	0	0	0	0	0	
	80% Model	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	
	Needed to meet 80%	0	1	-1	0	0	0	0	0	-1	1	-2	0	0	0	0	0	
Professionals	Workforce #	3	2	1	1	0	0	0	0	2	0	1	0	0	0	0	1	5
	Workforce %	60.0%	40.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	15.0%	11.2%	8.2%	17.7%	-1.4%	0.0%	-0.2%	-0.3%	-15.0%	-32.5%	3.0%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	2	1	1	0	0	0	0	0	3	2	1	0	0	0	0	0	
	80% Model	2	1	0	0	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	-1	-1	-1	-1	0	0	0	0	0	1	0	0	0	0	0	-1	
Administrative Support	Workforce #	25	1	21	2	1	0	0	0	106	11	88	4	1	0	1	0	131
	Workforce %	19.1%	0.8%	16.0%	1.5%	0.8%	0.0%	0.0%	0.0%	80.9%	8.4%	67.2%	3.1%	0.8%	0.0%	0.8%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-14.5%	-13.9%	0.1%	-0.5%	0.4%	0.0%	-0.1%	-0.2%		-18.9%	34.0%	-1.1%	0.1%	0.0%	0.6%	-0.4%	
	100% Model	44	19	21	3	1	0	0	0	87	36	43	6	1	0	0	1	
	80% Model	35	15	17	2	0	0	0	0	70	29	35	4	1	0	0	0	
	Needed to meet 80%	10	14	-4	0	-1	0	0	0	-36	18	-53	0	0	0	-1	0	
																		140

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

County Courts at Law

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	2
	Workforce %	50.0%	50.0%	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%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-9.8%	12.7%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	9.8%	-21.3%	35.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	80% Model	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	0	0	-1	0	0	0	0	0	
Professionals	Workforce #	4	2	2	0	0	0	0	0	25	6	18	1	0	0	0	0	29
	Workforce %	13.8%	6.9%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%	86.2%	20.7%	62.1%	3.4%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-31.2%	-21.9%	-4.9%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	31.2%	-11.8%	45.1%	0.1%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	13	8	3	1	0	0	0	0	16	9	5	1	0	0	0	0	
	80% Model	10	7	3	1	0	0	0	0	13	8	4	1	0	0	0	0	
	Needed to meet 80%	6	5	1	1	0	0	0	0	-12	2	-14	0	0	0	0	0	
Administrative Support	Workforce #	2	0	1	1	0	0	0	0	2	0	1	1	0	0	0	0	4
	Workforce %	50.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	16.4%	-14.7%	9.1%	23.0%	-0.4%	0.0%	-0.1%	-0.2%		-27.3%	-8.2%	20.8%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	1	1	1	0	0	0	0	0	3	1	1	0	0	0	0	0	
	80% Model	1	0	1	0	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	-1	0	0	-1	0	0	0	0	0	1	0	-1	0	0	0	0	
																		35

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Criminal District Attorney

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	4	3	1	0	0	0	0	0	6	4	2	0	0	0	0	0	10
	Workforce %	40.0%	30.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-19.8%	-7.3%	-7.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	19.8%	18.7%	5.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	6	4	2	0	0	0	0	0	4	2	2	0	0	0	0	0	
	80% Model	5	3	1	0	0	0	0	0	3	2	1	0	0	0	0	0	
	Needed to meet 80%	1	0	0	0	0	0	0	0	-3	-2	-1	0	0	0	0	0	
Professionals	Workforce #	75	50	20	3	0	0	2	0	122	71	40	6	1	0	2	2	197
	Workforce %	38.1%	25.4%	10.2%	1.5%	0.0%	0.0%	1.0%	0.0%	61.9%	36.0%	20.3%	3.0%	0.5%	0.0%	1.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-6.9%	-3.4%	-1.6%	-0.8%	-1.4%	0.0%	0.8%	-0.3%	6.9%	3.5%	3.3%	-0.3%	-0.8%	-0.1%	0.8%	-0.3%	
	100% Model	89	57	23	5	3	0	0	1	108	64	33	7	3	0	0	1	
	80% Model	71	45	19	4	2	0	0	0	87	51	27	5	2	0	0	0	
	Needed to meet 80%	-4	-5	-1	1	2	0	-2	0	-35	-20	-13	-1	1	0	-2	-2	
Technicians	Workforce #	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	2
	Workforce %	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	9,105	3,720	4,225	700	215	10	70	75	10,284	4,255	4,365	1,255	250	0	10	95	
	CLS %	47.0%	19.2%	21.8%	3.6%	1.1%	0.1%	0.4%	0.4%	53.0%	21.9%	22.5%	6.5%	1.3%	0.0%	0.1%	0.5%	
	Utilization %	3.0%	-19.2%	28.2%	-3.6%	-1.1%	-0.1%	-0.4%	-0.4%	-3.0%	28.1%	-22.5%	-6.5%	-1.3%	0.0%	-0.1%	-0.5%	
	100% Model	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	80% Model	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	-1	0	0	0	0	0	0	-1	0	0	0	0	0	0	
Protective Services - Sworn	Workforce #	41	23	15	1	0	0	0	2	5	1	4	0	0	0	0	0	46
	Workforce %	89.1%	50.0%	32.6%	2.2%	0.0%	0.0%	0.0%	0.0%	10.9%	2.2%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	5.5%	11.6%	-4.6%	-3.8%	-0.5%	0.0%	-0.2%	-0.7%	-5.4%	-4.3%	1.1%	-1.9%	0.0%	0.0%	0.0%	0.0%	
	100% Model	38	18	17	3	0	0	0	0	7	3	3	1	0	0	0	0	
	80% Model	31	14	14	2	0	0	0	0	6	2	3	1	0	0	0	0	
	Needed to meet 80%	-10	-9	-1	1	0	0	0	-2	1	1	-1	1	0	0	0	0	
Administrative Support	Workforce #	28	10	14	3	0	0	0	1	92	18	70	4	0	0	0	0	120
	Workforce %	23.3%	8.3%	11.7%	2.5%	0.0%	0.0%	0.0%	0.0%	76.7%	15.0%	58.3%	3.3%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-10.3%	-6.4%	-4.2%	0.5%	-0.4%	0.0%	-0.1%	-0.2%		-12.3%	25.1%	-0.9%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	40	18	19	2	0	0	0	0	80	33	40	5	1	0	0	0	
	80% Model	32	14	15	2	0	0	0	0	64	26	32	4	1	0	0	0	
	Needed to meet 80%	4	4	1	-1	0	0	0	-1	-28	8	-38	0	1	0	0	0	
																		375

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Criminal Justice Planning and Coordination

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	7	4	2	1	0	0	0	0	5	4	1	0	0	0	0	0	12
	Workforce %	58.3%	33.3%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%	41.7%	33.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-1.5%	-4.0%	-1.2%	5.6%	-0.9%	0.0%	-0.2%	-0.4%	1.5%	12.0%	-6.7%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	7	4	2	0	0	0	0	0	5	3	2	0	0	0	0	0	
	80% Model	6	4	2	0	0	0	0	0	4	2	1	0	0	0	0	0	
	Needed to meet 80%	-1	0	0	-1	0	0	0	0	-1	-2	0	0	0	0	0	0	
Professionals	Workforce #	32	12	16	2	1	0	1	0	48	16	29	1	1	0	0	1	80
	Workforce %	40.0%	15.0%	20.0%	2.5%	1.3%	0.0%	1.3%	0.0%	60.0%	20.0%	36.3%	1.3%	1.3%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-5.0%	-13.8%	8.2%	0.2%	-0.2%	0.0%	1.1%	-0.3%	5.0%	-12.5%	19.3%	-2.1%	0.0%	-0.1%	-0.2%	-0.3%	
	100% Model	36	23	9	2	1	0	0	0	44	26	14	3	1	0	0	0	
	80% Model	29	18	8	1	1	0	0	0	35	21	11	2	1	0	0	0	
	Needed to meet 80%	-3	6	-8	-1	0	0	-1	0	-13	5	-18	1	0	0	0	-1	
Technicians	Workforce #	5	2	3	0	0	0	0	0	1	1	0	0	0	0	0	0	6
	Workforce %	83.3%	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	9,105	3,720	4,225	700	215	10	70	75	10,284	4,255	4,365	1,255	250	0	10	95	
	CLS %	47.0%	19.2%	21.8%	3.6%	1.1%	0.1%	0.4%	0.4%	53.0%	21.9%	22.5%	6.5%	1.3%	0.0%	0.1%	0.5%	
	Utilization %	36.3%	14.1%	28.2%	-3.6%	-1.1%	-0.1%	-0.4%	-0.4%	-36.3%	-5.2%	-22.5%	-6.5%	-1.3%	0.0%	-0.1%	-0.5%	
	100% Model	3	1	1	0	0	0	0	0	3	1	1	0	0	0	0	0	
	80% Model	2	1	1	0	0	0	0	0	3	1	1	0	0	0	0	0	
	Needed to meet 80%	-3	-1	-2	0	0	0	0	0	2	0	1	0	0	0	0	0	
Protective Services - Sworn	Workforce #	4	1	3	0	0	0	0	0	7	3	4	0	0	0	0	0	11
	Workforce %	36.4%	9.1%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	63.6%	27.3%	36.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	-47.2%	-29.3%	-9.9%	-6.0%	-0.5%	0.0%	-0.2%	-0.7%	47.3%	20.8%	28.8%	-1.9%	0.0%	0.0%	0.0%	0.0%	
	100% Model	9	4	4	1	0	0	0	0	2	1	1	0	0	0	0	0	
	80% Model	7	3	3	1	0	0	0	0	1	1	1	0	0	0	0	0	
	Needed to meet 80%	3	2	0	1	0	0	0	0	-6	-2	-3	0	0	0	0	0	
Administrative Support	Workforce #	11	4	6	1	0	0	0	0	46	8	33	3	0	1	0	1	57
	Workforce %	19.3%	7.0%	10.5%	1.8%	0.0%	0.0%	0.0%	0.0%	80.7%	14.0%	57.9%	5.3%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-14.3%	-7.7%	-5.4%	-0.2%	-0.4%	0.0%	-0.1%	-0.2%		-13.3%	24.7%	1.1%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	19	8	9	1	0	0	0	0	38	16	19	2	0	0	0	0	
	80% Model	15	7	7	1	0	0	0	0	30	12	15	2	0	0	0	0	
	Needed to meet 80%	4	3	1	0	0	0	0	0	-16	4	-18	-1	0	-1	0	-1	
																		166

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

District Clerk

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	3	1	2	0	0	0	0	0	3	0	3	0	0	0	0	0	6
	Workforce %	50.0%	16.7%	33.3%	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%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-9.8%	-20.6%	15.4%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	9.8%	-21.3%	35.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	4	2	1	0	0	0	0	0	2	1	1	0	0	0	0	0	
	80% Model	3	2	1	0	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	0	1	-1	0	0	0	0	0	-1	1	-2	0	0	0	0	0	
Professionals	Workforce #	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0	2
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-45.0%	-28.8%	-11.8%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	45.0%	-32.5%	83.0%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
	80% Model	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
	Needed to meet 80%	1	0	0	0	0	0	0	0	-1	1	-2	0	0	0	0	0	
Administrative Support	Workforce #	52	6	44	2	0	0	0	0	125	15	102	5	0	0	1	2	177
	Workforce %	29.4%	3.4%	24.9%	1.1%	0.0%	0.0%	0.0%	0.0%	70.6%	8.5%	57.6%	2.8%	0.0%	0.0%	0.6%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-4.2%	-11.3%	9.0%	-0.9%	-0.4%	0.0%	-0.1%	-0.2%		-18.8%	24.4%	-1.4%	-0.7%	0.0%	0.4%	-0.4%	
	100% Model	59	26	28	4	1	0	0	0	118	48	59	7	1	0	0	1	
	80% Model	48	21	23	3	1	0	0	0	94	39	47	6	1	0	0	1	
	Needed to meet 80%	-4	15	-21	1	1	0	0	0	-31	24	-55	1	1	0	-1	-1	
																		185

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

District Courts - Civil

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Workforce %	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%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	40.2%	62.7%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	-40.2%	-21.3%	-15.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	80% Model	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Needed to meet 80%	-1	-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	Workforce #	6	4	2	0	0	0	0	0	19	12	6	1	0	0	0	0	25
	Workforce %	24.0%	16.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	76.0%	48.0%	24.0%	4.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-21.0%	-12.8%	-3.8%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	21.0%	15.5%	7.0%	0.7%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	11	7	3	1	0	0	0	0	14	8	4	1	0	0	0	0	
	80% Model	9	6	2	0	0	0	0	0	11	7	3	1	0	0	0	0	
	Needed to meet 80%	3	2	0	0	0	0	0	0	-8	-6	-3	0	0	0	0	0	
Administrative Support	Workforce #	3	2	0	1	0	0	0	0	5	0	3	1	0	0	1	0	8
	Workforce %	37.5%	25.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	62.5%	0.0%	37.5%	12.5%	0.0%	0.0%	12.5%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	3.9%	10.3%	-15.9%	10.5%	-0.4%	0.0%	-0.1%	-0.2%		-27.3%	4.3%	8.3%	-0.7%	0.0%	12.3%	-0.4%	
	100% Model	3	1	1	0	0	0	0	0	5	2	3	0	0	0	0	0	
	80% Model	2	1	1	0	0	0	0	0	4	2	2	0	0	0	0	0	
	Needed to meet 80%	-1	-1	1	-1	0	0	0	0	-1	2	-1	-1	0	0	-1	0	
																		34

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

District Courts - Criminal

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
	Workforce %	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%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-59.8%	-37.3%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	59.8%	-21.3%	-15.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	80% Model	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	-1	0	0	0	0	0	0	0	
Professionals	Workforce #	6	3	3	0	0	0	0	0	28	11	14	2	1	0	0	0	34
	Workforce %	17.6%	8.8%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%	82.4%	32.4%	41.2%	5.9%	2.9%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-27.4%	-20.0%	-3.0%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	27.4%	-0.1%	24.2%	2.6%	1.6%	-0.1%	-0.2%	-0.3%	
	100% Model	15	10	4	1	0	0	0	0	19	11	6	1	0	0	0	0	
	80% Model	12	8	3	1	0	0	0	0	15	9	5	1	0	0	0	0	
	Needed to meet 80%	6	5	0	1	0	0	0	0	-13	-2	-9	-1	-1	0	0	0	
Administrative Support	Workforce #	1	1	0	0	0	0	0	0	7	4	3	0	0	0	0	0	8
	Workforce %	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	50.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-21.1%	-2.2%	-15.9%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		22.7%	4.3%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	3	1	1	0	0	0	0	0	5	2	3	0	0	0	0	0	
	80% Model	2	1	1	0	0	0	0	0	4	2	2	0	0	0	0	0	
	Needed to meet 80%	1	0	1	0	0	0	0	0	-3	-2	-1	0	0	0	0	0	
																		43

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

District Courts - Juvenile

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-59.8%	-37.3%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	59.8%	78.7%	-15.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	80% Model	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	-1	-1	0	0	0	0	0	0	
Professionals	Workforce #	0	0	0	0	0	0	0	0	8	2	6	0	0	0	0	0	8
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-45.0%	-28.8%	-11.8%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	45.0%	-7.5%	58.0%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	4	2	1	0	0	0	0	0	4	3	1	0	0	0	0	0	
	80% Model	3	2	1	0	0	0	0	0	4	2	1	0	0	0	0	0	
	Needed to meet 80%	3	2	1	0	0	0	0	0	-4	0	-5	0	0	0	0	0	
Administrative Support	Workforce #	1	0	1	0	0	0	0	0	4	0	3	1	0	0	0	0	5
	Workforce %	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-13.6%	-14.7%	4.1%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		-27.3%	26.8%	15.8%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	2	1	1	0	0	0	0	0	3	1	2	0	0	0	0	0	
	80% Model	1	1	1	0	0	0	0	0	3	1	1	0	0	0	0	0	
	Needed to meet 80%	0	1	0	0	0	0	0	0	-1	1	-2	-1	0	0	0	0	
																		14

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Elections

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	2
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-59.8%	-37.3%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	59.8%	78.7%	-15.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	80% Model	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	Needed to meet 80%	1	1	0	0	0	0	0	0	-1	-2	0	0	0	0	0	0	
Professionals	Workforce #	2	1	0	1	0	0	0	0	3	0	3	0	0	0	0	0	5
	Workforce %	40.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-5.0%	-8.8%	-11.8%	17.7%	-1.4%	0.0%	-0.2%	-0.3%	5.0%	-32.5%	43.0%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	2	1	1	0	0	0	0	0	3	2	1	0	0	0	0	0	
	80% Model	2	1	0	0	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	0	0	0	-1	0	0	0	0	-1	1	-2	0	0	0	0	0	
Administrative Support	Workforce #	11	1	9	1	0	0	0	0	19	5	12	1	0	0	1	0	30
	Workforce %	36.7%	3.3%	30.0%	3.3%	0.0%	0.0%	0.0%	0.0%	63.3%	16.7%	40.0%	3.3%	0.0%	0.0%	3.3%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	3.1%	-11.4%	14.1%	1.3%	-0.4%	0.0%	-0.1%	-0.2%		-10.6%	6.8%	-0.9%	-0.7%	0.0%	3.1%	-0.4%	
	100% Model	10	4	5	1	0	0	0	0	20	8	10	1	0	0	0	0	
	80% Model	8	4	4	0	0	0	0	0	16	7	8	1	0	0	0	0	
	Needed to meet 80%	-3	3	-5	-1	0	0	0	0	-3	2	-4	0	0	0	-1	0	
Technicians	Workforce #	3	1	2	0	0	0	0	0	1	0	1	0	0	0	0	0	4
	Workforce %	75.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	9,105	3,720	4,225	700	215	10	70	75	10,284	4,255	4,365	1,255	250	0	10	95	
	CLS %	47.0%	19.2%	21.8%	3.6%	1.1%	0.1%	0.4%	0.4%	53.0%	21.9%	22.5%	6.5%	1.3%	0.0%	0.1%	0.5%	
	Utilization %	28.0%	5.8%	28.2%	-3.6%	-1.1%	-0.1%	-0.4%	-0.4%	-28.0%	-21.9%	2.5%	-6.5%	-1.3%	0.0%	-0.1%	-0.5%	
	100% Model	2	1	1	0	0	0	0	0	2	1	1	0	0	0	0	0	
	80% Model	2	1	1	0	0	0	0	0	2	1	1	0	0	0	0	0	
	Needed to meet 80%	-1	0	-1	0	0	0	0	0	1	1	0	0	0	0	0	0	
																		41

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Information Services

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	7	4	2	0	0	0	1	0	2	1	1	0	0	0	0	0	9
	Workforce %	77.8%	44.4%	22.2%	0.0%	0.0%	0.0%	11.1%	0.0%	22.2%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	18.0%	7.1%	4.3%	-2.7%	-0.9%	0.0%	10.9%	-0.4%	-18.0%	-10.2%	-3.9%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	5	3	2	0	0	0	0	0	4	2	1	0	0	0	0	0	
	80% Model	4	3	1	0	0	0	0	0	3	2	1	0	0	0	0	0	
	Needed to meet 80%	-3	-1	-1	0	0	0	-1	0	1	1	0	0	0	0	0	0	
Professionals	Workforce #	37	18	14	4	1	0	0	0	31	8	20	3	0	0	0	0	68
	Workforce %	54.4%	26.5%	20.6%	5.9%	1.5%	0.0%	0.0%	0.0%	45.6%	11.8%	29.4%	4.4%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	9.4%	-2.3%	8.8%	3.6%	0.1%	0.0%	-0.2%	-0.3%	-9.4%	-20.7%	12.4%	1.1%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	31	20	8	2	1	0	0	0	37	22	12	2	1	0	0	0	
	80% Model	24	16	6	1	1	0	0	0	30	18	9	2	1	0	0	0	
	Needed to meet 80%	-13	-2	-8	-3	0	0	0	0	-1	10	-11	-1	1	0	0	0	
Technicians	Workforce #	28	5	20	2	0	1	0	0	8	3	5	0	0	0	0	0	36
	Workforce %	77.8%	13.9%	55.6%	5.6%	0.0%	0.0%	0.0%	0.0%	22.2%	8.3%	13.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	9,105	3,720	4,225	700	215	10	70	75	10,284	4,255	4,365	1,255	250	0	10	95	
	CLS %	47.0%	19.2%	21.8%	3.6%	1.1%	0.1%	0.4%	0.4%	53.0%	21.9%	22.5%	6.5%	1.3%	0.0%	0.1%	0.5%	
	Utilization %	30.8%	-5.3%	33.8%	2.0%	-1.1%	-0.1%	-0.4%	-0.4%	-30.8%	-13.6%	-8.6%	-6.5%	-1.3%	0.0%	-0.1%	-0.5%	
	100% Model	17	7	8	1	0	0	0	0	19	8	8	2	0	0	0	0	
	80% Model	14	6	6	1	0	0	0	0	15	6	6	2	0	0	0	0	
	Needed to meet 80%	-14	1	-14	-1	0	-1	0	0	7	3	1	2	0	0	0	0	
Administrative Support	Workforce #	10	4	5	1	0	0	0	0	10	3	7	0	0	0	0	0	20
	Workforce %	50.0%	20.0%	25.0%	5.0%	0.0%	0.0%	0.0%	0.0%	50.0%	15.0%	35.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	16.4%	5.3%	9.1%	3.0%	-0.4%	0.0%	-0.1%	-0.2%		-12.3%	1.8%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	7	3	3	0	0	0	0	0	13	5	7	1	0	0	0	0	
	80% Model	5	2	3	0	0	0	0	0	11	4	5	1	0	0	0	0	
	Needed to meet 80%	-5	-2	-2	-1	0	0	0	0	1	1	-2	1	0	0	0	0	
																		133

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Infrastructure Services

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	7	3	4	0	0	0	0	0	3	1	2	0	0	0	0	0	10
	Workforce %	70.0%	30.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%	10.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	10.2%	-7.3%	22.1%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	-10.2%	-11.3%	5.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	6	4	2	0	0	0	0	0	4	2	2	0	0	0	0	0	
	80% Model	5	3	1	0	0	0	0	0	3	2	1	0	0	0	0	0	
	Needed to meet 80%	-2	0	-3	0	0	0	0	0	0	1	-1	0	0	0	0	0	
Professionals	Workforce #	19	8	10	1	0	0	0	0	10	6	2	1	1	0	0	0	29
	Workforce %	65.5%	27.6%	34.5%	3.4%	0.0%	0.0%	0.0%	0.0%	34.5%	20.7%	6.9%	3.4%	3.4%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	20.5%	-1.2%	22.7%	1.1%	-1.4%	0.0%	-0.2%	-0.3%	-20.5%	-11.8%	-10.1%	0.1%	2.1%	-0.1%	-0.2%	-0.3%	
	100% Model	13	8	3	1	0	0	0	0	16	9	5	1	0	0	0	0	
	80% Model	10	7	3	1	0	0	0	0	13	8	4	1	0	0	0	0	
	Needed to meet 80%	-9	-1	-7	0	0	0	0	0	3	2	2	0	-1	0	0	0	
Technicians	Workforce #	21	9	12	0	0	0	0	0	2	1	0	0	0	0	1	0	23
	Workforce %	91.3%	39.1%	52.2%	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%	4.3%	0.0%	0.0%	0.0%	0.0%	4.3%	0.0%	
	CLS #	9,105	3,720	4,225	700	215	10	70	75	10,284	4,255	4,365	1,255	250	0	10	95	
	CLS %	47.0%	19.2%	21.8%	3.6%	1.1%	0.1%	0.4%	0.4%	53.0%	21.9%	22.5%	6.5%	1.3%	0.0%	0.1%	0.5%	
	Utilization %	44.3%	19.9%	30.4%	-3.6%	-1.1%	-0.1%	-0.4%	-0.4%	-44.3%	-17.6%	-22.5%	-6.5%	-1.3%	0.0%	4.2%	-0.5%	
	100% Model	11	4	5	1	0	0	0	0	12	5	5	1	0	0	0	0	
	80% Model	9	4	4	1	0	0	0	0	10	4	4	1	0	0	0	0	
	Needed to meet 80%	-12	-5	-8	1	0	0	0	0	8	3	4	1	0	0	-1	0	
Administrative Support	Workforce #	5	1	3	1	0	0	0	0	18	2	16	0	0	0	0	0	23
	Workforce %	21.7%	4.3%	13.0%	4.3%	0.0%	0.0%	0.0%	0.0%	78.3%	8.7%	69.6%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-11.9%	-10.4%	-2.9%	2.3%	-0.4%	0.0%	-0.1%	-0.2%		-18.6%	36.4%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	8	3	4	0	0	0	0	0	15	6	8	1	0	0	0	0	
	80% Model	6	3	3	0	0	0	0	0	12	5	6	1	0	0	0	0	
	Needed to meet 80%	1	2	0	-1	0	0	0	0	-6	3	-10	1	0	0	0	0	

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Infrastructure Services

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Skilled Craft	Workforce #	174	36	130	7	0	0	0	1	3	1	2	0	0	0	0	0	177
	Workforce %	98.3%	20.3%	73.4%	4.0%	0.0%	0.0%	0.0%	0.0%	1.7%	0.6%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	70,939	25,445	42,000	2,060	320	25	195	395	4,685	1,785	2,450	210	190	0	25	15	
	CLS %	93.8%	33.6%	55.5%	2.7%	0.4%	0.0%	0.3%	0.5%	6.2%	2.4%	3.2%	0.3%	0.3%	0.0%	0.0%	0.0%	
	Utilization %	4.5%	-13.3%	17.9%	1.3%	-0.4%	0.0%	-0.3%	-0.5%	-4.5%	-1.8%	-2.1%	-0.3%	-0.3%	0.0%	0.0%	0.0%	
	100% Model	166	59	98	5	1	0	1	1	11	4	6	1	1	0	0	0	
	80% Model	133	48	79	4	1	0	0	1	9	3	5	0	0	0	0	0	
	Needed to meet 80%	-41	12	-51	-3	1	0	0	0	6	2	3	0	0	0	0	0	
Service / Maintenance	Workforce #	61	8	44	7	0	0	2	0	2	1	1	0	0	0	0	0	63
	Workforce %	96.8%	12.7%	69.8%	11.1%	0.0%	0.0%	3.2%	0.0%	3.2%	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	107,955	29,720	67,745	7,515	1,525	35	255	605	79,165	20,275	50,170	5,490	2,000	80	180	480	
	CLS %	57.7%	15.9%	36.2%	4.0%	0.8%	0.0%	0.1%	0.3%	42.3%	10.8%	26.8%	2.9%	1.1%	0.0%	0.1%	0.3%	
	Utilization %	39.1%	-3.2%	33.6%	7.1%	-0.8%	0.0%	3.1%	-0.3%	-39.1%	-9.2%	-25.2%	-2.9%	-1.1%	0.0%	-0.1%	-0.3%	
	100% Model	36	10	23	3	1	0	0	0	27	7	17	2	1	0	0	0	
	80% Model	29	8	18	2	0	0	0	0	21	5	14	1	1	0	0	0	
	Needed to meet 80%	-32	0	-26	-5	0	0	-2	0	19	4	13	1	1	0	0	0	
																		325

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Justice of the Peace - Precinct 1

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0	2
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-59.8%	-37.3%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	59.8%	-21.3%	85.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	80% Model	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	Needed to meet 80%	1	1	0	0	0	0	0	0	-1	0	-2	0	0	0	0	0	
Professionals	Workforce #	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0	2
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-45.0%	-28.8%	-11.8%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	45.0%	-32.5%	83.0%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
	80% Model	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
	Needed to meet 80%	1	0	0	0	0	0	0	0	-1	1	-2	0	0	0	0	0	
Administrative Support	Workforce #	3	0	3	0	0	0	0	0	23	1	22	0	0	0	0	0	26
	Workforce %	11.5%	0.0%	11.5%	0.0%	0.0%	0.0%	0.0%	0.0%	88.5%	3.8%	84.6%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-22.1%	-14.7%	-4.4%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		-23.5%	51.4%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	9	4	4	1	0	0	0	0	17	7	9	1	0	0	0	0	
	80% Model	7	3	3	0	0	0	0	0	14	6	7	1	0	0	0	0	
	Needed to meet 80%	4	3	0	0	0	0	0	0	-9	5	-15	1	0	0	0	0	
																		30

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Justice of the Peace - Precinct 2

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-59.8%	-37.3%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	59.8%	78.7%	-15.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	80% Model	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	-1	-1	0	0	0	0	0	0	
Professionals	Workforce #	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Workforce %	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%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	55.0%	-28.8%	88.2%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	-55.0%	-32.5%	-17.0%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
	80% Model	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
	Needed to meet 80%	-1	0	-2	0	0	0	0	0	1	1	0	0	0	0	0	0	
Administrative Support	Workforce #	5	1	3	0	1	0	0	0	15	3	11	1	0	0	0	0	20
	Workforce %	25.0%	5.0%	15.0%	0.0%	5.0%	0.0%	0.0%	0.0%	75.0%	15.0%	55.0%	5.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-8.6%	-9.7%	-0.9%	-2.0%	4.6%	0.0%	-0.1%	-0.2%		-12.3%	21.8%	0.8%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	7	3	3	0	0	0	0	0	13	5	7	1	0	0	0	0	
	80% Model	5	2	3	0	0	0	0	0	11	4	5	1	0	0	0	0	
	Needed to meet 80%	0	1	0	0	-1	0	0	0	-4	1	-6	0	0	0	0	0	
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Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Justice of the Peace - Precinct 3

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-59.8%	-37.3%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	59.8%	78.7%	-15.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	80% Model	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	-1	-1	0	0	0	0	0	0	
Professionals	Workforce #	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-45.0%	-28.8%	-11.8%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	45.0%	-32.5%	83.0%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	80% Model	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	-1	0	-1	0	0	0	0	0	
Administrative Support	Workforce #	3	1	2	0	0	0	0	0	12	1	11	0	0	0	0	0	15
	Workforce %	20.0%	6.7%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	6.7%	73.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-13.6%	-8.0%	-2.6%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		-20.6%	40.1%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	5	2	2	0	0	0	0	0	10	4	5	1	0	0	0	0	
	80% Model	4	2	2	0	0	0	0	0	8	3	4	1	0	0	0	0	
	Needed to meet 80%	1	1	0	0	0	0	0	0	-4	2	-7	1	0	0	0	0	
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Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Justice of the Peace - Precinct 4

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-59.8%	-37.3%	-17.9%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	59.8%	-21.3%	85.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	80% Model	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	-1	0	-1	0	0	0	0	0	
Professionals	Workforce #	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-45.0%	-28.8%	-11.8%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	45.0%	-32.5%	83.0%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	80% Model	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	-1	0	-1	0	0	0	0	0	
Administrative Support	Workforce #	2	1	1	0	0	0	0	0	7	1	5	0	0	0	0	1	9
	Workforce %	22.2%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	77.8%	11.1%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-11.4%	-3.6%	-4.8%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		-16.2%	22.4%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	3	1	1	0	0	0	0	0	6	2	3	0	0	0	0	0	
	80% Model	2	1	1	0	0	0	0	0	5	2	2	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	-2	1	-3	0	0	0	0	-1	
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Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Juvenile

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	7	4	2	1	0	0	0	0	6	4	0	1	0	0	0	1	13
	Workforce %	53.8%	30.8%	15.4%	7.7%	0.0%	0.0%	0.0%	0.0%	46.2%	30.8%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-6.0%	-6.5%	-2.5%	5.0%	-0.9%	0.0%	-0.2%	-0.4%	6.0%	9.5%	-15.0%	5.3%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	8	5	2	0	0	0	0	0	5	3	2	0	0	0	0	0	
	80% Model	6	4	2	0	0	0	0	0	4	2	2	0	0	0	0	0	
	Needed to meet 80%	-1	0	0	-1	0	0	0	0	-2	-2	2	-1	0	0	0	-1	
Professionals	Workforce #	27	10	12	5	0	0	0	0	35	14	15	4	1	0	0	1	62
	Workforce %	43.5%	16.1%	19.4%	8.1%	0.0%	0.0%	0.0%	0.0%	56.5%	22.6%	24.2%	6.5%	1.6%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-1.5%	-12.7%	7.6%	5.8%	-1.4%	0.0%	-0.2%	-0.3%	1.5%	-9.9%	7.2%	3.2%	0.3%	-0.1%	-0.2%	-0.3%	
	100% Model	28	18	7	1	1	0	0	0	34	20	11	2	1	0	0	0	
	80% Model	22	14	6	1	1	0	0	0	27	16	8	2	1	0	0	0	
	Needed to meet 80%	-5	4	-6	-4	1	0	0	0	-8	2	-7	-2	0	0	0	-1	
Technicians	Workforce #	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	2
	Workforce %	50.0%	50.0%	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%	
	CLS #	9,105	3,720	4,225	700	215	10	70	75	10,284	4,255	4,365	1,255	250	0	10	95	
	CLS %	47.0%	19.2%	21.8%	3.6%	1.1%	0.1%	0.4%	0.4%	53.0%	21.9%	22.5%	6.5%	1.3%	0.0%	0.1%	0.5%	
	Utilization %	3.0%	30.8%	-21.8%	-3.6%	-1.1%	-0.1%	-0.4%	-0.4%	-3.0%	-21.9%	27.5%	-6.5%	-1.3%	0.0%	-0.1%	-0.5%	
	100% Model	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	80% Model	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	Needed to meet 80%	0	-1	0	0	0	0	0	0	0	0	-1	0	0	0	0	0	
Protective Services - Sworn	Workforce #	3	1	2	0	0	0	0	0	1	0	0	1	0	0	0	0	4
	Workforce %	75.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	-8.6%	-13.4%	12.8%	-6.0%	-0.5%	0.0%	-0.2%	-0.7%	8.7%	-6.5%	-7.6%	23.1%	0.0%	0.0%	0.0%	0.0%	
	100% Model	3	2	1	0	0	0	0	0	1	0	0	0	0	0	0	0	
	80% Model	3	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	-1	0	0	0	0	0	0	0	0	-1	0	0	0	0	

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Juvenile

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Protective Services - Non-Sworn	Workforce #	299	50	165	73	2	0	4	5	207	24	134	42	2	0	2	3	506
	Workforce %	59.1%	9.9%	32.6%	14.4%	0.4%	0.0%	0.8%	0.0%	40.9%	4.7%	26.5%	8.3%	0.4%	0.0%	0.4%	0.0%	
	CLS #	305	105	155	45	0	0	0	0	460	205	230	25	0	0	0	0	
	CLS %	40.1%	13.8%	20.4%	5.9%	0.0%	0.0%	0.0%	0.0%	60.5%	27.0%	30.3%	3.3%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	19.0%	-3.9%	12.2%	8.5%	0.4%	0.0%	0.8%	0.0%	-19.6%	-22.3%	-3.8%	5.0%	0.4%	0.0%	0.4%	0.0%	
	100% Model	203	70	103	30	0	0	0	0	306	137	153	17	0	0	0	0	
	80% Model	162	56	83	24	0	0	0	0	245	109	123	13	0	0	0	0	
	Needed to meet 80%	-137	6	-82	-49	-2	0	-4	-5	38	85	-11	-29	-2	0	-2	-3	
Administrative Support	Workforce #	25	2	20	3	0	0	0	0	61	12	44	5	0	0	0	0	86
	Workforce %	29.1%	2.3%	23.3%	3.5%	0.0%	0.0%	0.0%	0.0%	70.9%	14.0%	51.2%	5.8%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-4.5%	-12.4%	7.4%	1.5%	-0.4%	0.0%	-0.1%	-0.2%		-13.3%	18.0%	1.6%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	29	13	14	2	0	0	0	0	57	23	29	4	1	0	0	0	
	80% Model	23	10	11	1	0	0	0	0	46	19	23	3	0	0	0	0	
	Needed to meet 80%	-2	8	-9	-2	0	0	0	0	-15	7	-21	-2	0	0	0	0	
Service / Maintenance	Workforce #	1	0	1	0	0	0	0	0	2	0	2	0	0	0	0	0	3
	Workforce %	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	107,955	29,720	67,745	7,515	1,525	35	255	605	79,165	20,275	50,170	5,490	2,000	80	180	480	
	CLS %	57.7%	15.9%	36.2%	4.0%	0.8%	0.0%	0.1%	0.3%	42.3%	10.8%	26.8%	2.9%	1.1%	0.0%	0.1%	0.3%	
	Utilization %	-24.4%	-15.9%	-2.9%	-4.0%	-0.8%	0.0%	-0.1%	-0.3%	24.4%	-10.8%	39.9%	-2.9%	-1.1%	0.0%	-0.1%	-0.3%	
	100% Model	2	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	
	80% Model	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	
	Needed to meet 80%	0	0	0	0	0	0	0	0	-1	0	-1	0	0	0	0	0	
																		676

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Planning and Resource Management

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	7	3	3	0	0	0	0	1	12	5	6	1	0	0	0	0	19
	Workforce %	36.8%	15.8%	15.8%	0.0%	0.0%	0.0%	0.0%	0.0%	63.2%	26.3%	31.6%	5.3%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-23.0%	-21.5%	-2.1%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	23.0%	5.0%	16.6%	2.9%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	11	7	3	1	0	0	0	0	8	4	3	0	0	0	0	0	
	80% Model	9	6	3	0	0	0	0	0	6	3	2	0	0	0	0	0	
	Needed to meet 80%	2	3	0	0	0	0	0	-1	-6	-2	-4	-1	0	0	0	0	
Professionals	Workforce #	7	4	2	1	0	0	0	0	13	5	5	3	0	0	0	0	20
	Workforce %	35.0%	20.0%	10.0%	5.0%	0.0%	0.0%	0.0%	0.0%	65.0%	25.0%	25.0%	15.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-10.0%	-8.8%	-1.8%	2.7%	-1.4%	0.0%	-0.2%	-0.3%	10.0%	-7.5%	8.0%	11.7%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	9	6	2	0	0	0	0	0	11	7	3	1	0	0	0	0	
	80% Model	7	5	2	0	0	0	0	0	9	5	3	1	0	0	0	0	
	Needed to meet 80%	0	1	0	-1	0	0	0	0	-4	0	-2	-2	0	0	0	0	
Administrative Support	Workforce #	8	0	8	0	0	0	0	0	18	5	11	2	0	0	0	0	26
	Workforce %	30.8%	0.0%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	69.2%	19.2%	42.3%	7.7%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-2.8%	-14.7%	14.9%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		-8.1%	9.1%	3.5%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	9	4	4	1	0	0	0	0	17	7	9	1	0	0	0	0	
	80% Model	7	3	3	0	0	0	0	0	14	6	7	1	0	0	0	0	
	Needed to meet 80%	-1	3	-5	0	0	0	0	0	-4	1	-4	-1	0	0	0	0	
																		65

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Purchasing

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	3
	Workforce %	66.7%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	6.9%	-4.0%	15.4%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	-6.9%	12.0%	-15.0%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	
	80% Model	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
	Needed to meet 80%	-1	0	-1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	Workforce #	3	0	3	0	0	0	0	0	6	1	4	0	0	0	0	1	9
	Workforce %	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	11.1%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-11.7%	-28.8%	21.5%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	11.7%	-21.4%	27.4%	-3.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	4	3	1	0	0	0	0	0	5	3	2	0	0	0	0	0	
	80% Model	3	2	1	0	0	0	0	0	4	2	1	0	0	0	0	0	
	Needed to meet 80%	0	2	-2	0	0	0	0	0	-2	1	-3	0	0	0	0	-1	
Administrative Support	Workforce #	1	0	1	0	0	0	0	0	5	0	5	0	0	0	0	0	6
	Workforce %	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-16.9%	-14.7%	0.8%	-2.0%	-0.4%	0.0%	-0.1%	-0.2%		-27.3%	50.1%	-4.2%	-0.7%	0.0%	-0.2%	-0.4%	
	100% Model	2	1	1	0	0	0	0	0	4	2	2	0	0	0	0	0	
	80% Model	2	1	1	0	0	0	0	0	3	1	2	0	0	0	0	0	
	Needed to meet 80%	1	1	0	0	0	0	0	0	-2	1	-3	0	0	0	0	0	
																		18

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Sheriff's Office

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Officials / Administrators	Workforce #	9	3	6	0	0	0	0	0	3	2	1	0	0	0	0	0	12
	Workforce %	75.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	15.2%	-12.3%	32.1%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	-15.2%	-4.6%	-6.7%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	7	4	2	0	0	0	0	0	5	3	2	0	0	0	0	0	
	80% Model	6	4	2	0	0	0	0	0	4	2	1	0	0	0	0	0	
	Needed to meet 80%	-3	1	-4	0	0	0	0	0	1	0	0	0	0	0	0	0	
Professionals	Workforce #	0	0	0	0	0	0	0	0	8	3	3	2	0	0	0	0	8
	Workforce %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	37.5%	37.5%	25.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-45.0%	-28.8%	-11.8%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	45.0%	5.0%	20.5%	21.7%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	4	2	1	0	0	0	0	0	4	3	1	0	0	0	0	0	
	80% Model	3	2	1	0	0	0	0	0	4	2	1	0	0	0	0	0	
	Needed to meet 80%	3	2	1	0	0	0	0	0	-4	-1	-2	-2	0	0	0	0	
Technicians	Workforce #	5	1	4	0	0	0	0	0	11	0	11	0	0	0	0	0	16
	Workforce %	31.3%	6.3%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	68.8%	0.0%	68.8%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	9,105	3,720	4,225	700	215	10	70	75	10,284	4,255	4,365	1,255	250	0	10	95	
	CLS %	47.0%	19.2%	21.8%	3.6%	1.1%	0.1%	0.4%	0.4%	53.0%	21.9%	22.5%	6.5%	1.3%	0.0%	0.1%	0.5%	
	Utilization %	-15.8%	-13.0%	3.2%	-3.6%	-1.1%	-0.1%	-0.4%	-0.4%	15.8%	-21.9%	46.3%	-6.5%	-1.3%	0.0%	-0.1%	-0.5%	
	100% Model	8	3	3	1	0	0	0	0	8	4	4	1	0	0	0	0	
	80% Model	6	2	3	0	0	0	0	0	7	3	3	1	0	0	0	0	
	Needed to meet 80%	1	1	-1	0	0	0	0	0	-4	3	-8	1	0	0	0	0	
Protective Services - Sworn	Workforce #	457	165	266	25	0	0	1	0	54	14	34	3	1	0	0	2	511
	Workforce %	89.4%	32.3%	52.1%	4.9%	0.0%	0.0%	0.2%	0.0%	10.6%	2.7%	6.7%	0.6%	0.2%	0.0%	0.0%	0.0%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	5.8%	-6.1%	14.9%	-1.1%	-0.5%	0.0%	0.0%	-0.7%	-5.7%	-3.8%	-0.9%	-1.3%	0.2%	0.0%	0.0%	0.0%	
	100% Model	427	196	190	31	3	0	1	4	83	33	39	10	0	0	0	0	
	80% Model	342	157	152	25	2	0	1	3	67	27	31	8	0	0	0	0	
	Needed to meet 80%	-115	-8	-114	0	2	0	0	3	13	13	-3	5	-1	0	0	-2	

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area
Sheriff's Office

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Grand Total
Protective Services - Non-Sworn	Workforce #	27	6	16	4	0	0	0	1	11	4	7	0	0	0	0	0	38
	Workforce %	71.1%	15.8%	42.1%	10.5%	0.0%	0.0%	0.0%	0.0%	28.9%	10.5%	18.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	305	105	155	45	0	0	0	0	460	205	230	25	0	0	0	0	
	CLS %	40.1%	13.8%	20.4%	5.9%	0.0%	0.0%	0.0%	0.0%	60.5%	27.0%	30.3%	3.3%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	31.0%	2.0%	21.7%	4.6%	0.0%	0.0%	0.0%	0.0%	-31.6%	-16.5%	-11.9%	-3.3%	0.0%	0.0%	0.0%	0.0%	
	100% Model	15	5	8	2	0	0	0	0	23	10	12	1	0	0	0	0	
	80% Model	12	4	6	2	0	0	0	0	18	8	9	1	0	0	0	0	
	Needed to meet 80%	-15	-2	-10	-2	0	0	0	-1	7	4	2	1	0	0	0	0	
Administrative Support	Workforce #	25	6	18	1	0	0	0	0	106	10	84	9	0	0	1	2	131
	Workforce %	19.1%	4.6%	13.7%	0.8%	0.0%	0.0%	0.0%	0.0%	80.9%	7.6%	64.1%	6.9%	0.0%	0.0%	0.8%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-14.5%	-10.1%	-2.2%	-1.2%	-0.4%	0.0%	-0.1%	-0.2%		-19.7%	30.9%	2.7%	-0.7%	0.0%	0.6%	-0.4%	
	100% Model	44	19	21	3	1	0	0	0	87	36	43	6	1	0	0	1	
	80% Model	35	15	17	2	0	0	0	0	70	29	35	4	1	0	0	0	
	Needed to meet 80%	10	9	-1	1	0	0	0	0	-36	19	-49	-5	1	0	-1	-2	
																		716

Bexar County Workforce Utilization Analysis - 2008 County Workforce Compared to the 2000 San Antonio Metropolitan Statistica Area

Tax Assessor - Collector

		Male								Female								
Job Catagories		Total Males	White	Hispanic	Black	Asian	NH or OPI	AI or AN	Two or more races	Total Females	White	Hispanic	Black	Asian	NH or OPI	AI or AH	Two or more races	Grand Total
Officials / Administrators	Workforce #	3	1	2	0	0	0	0	0	5	2	3	0	0	0	0	0	8
	Workforce %	37.5%	12.5%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	25.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
	CLS #	59,545	37,165	17,870	2,660	910	20	150	405	40,010	21,190	14,950	2,430	825	0	140	205	
	CLS %	59.8%	37.3%	17.9%	2.7%	0.9%	0.0%	0.2%	0.4%	40.2%	21.3%	15.0%	2.4%	0.8%	0.0%	0.1%	0.2%	
	Utilization %	-22.3%	-24.8%	7.1%	-2.7%	-0.9%	0.0%	-0.2%	-0.4%	22.3%	3.7%	22.5%	-2.4%	-0.8%	0.0%	-0.1%	-0.2%	
	100% Model	5	3	1	0	0	0	0	0	3	2	1	0	0	0	0	0	
	80% Model	4	2	1	0	0	0	0	0	3	1	1	0	0	0	0	0	
	Needed to meet 80%	1	1	-1	0	0	0	0	0	-2	-1	-2	0	0	0	0	0	
Professionals	Workforce #	1	0	1	0	0	0	0	0	6	1	3	2	0	0	0	0	7
	Workforce %	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	14.3%	42.9%	28.6%	0.0%	0.0%	0.0%	0.0%	
	CLS #	57,285	36,655	14,970	2,905	1,725	20	220	420	70,050	41,320	21,630	4,185	1,635	65	215	405	
	CLS %	45.0%	28.8%	11.8%	2.3%	1.4%	0.0%	0.2%	0.3%	55.0%	32.5%	17.0%	3.3%	1.3%	0.1%	0.2%	0.3%	
	Utilization %	-30.7%	-28.8%	2.5%	-2.3%	-1.4%	0.0%	-0.2%	-0.3%	30.7%	-18.2%	25.9%	25.3%	-1.3%	-0.1%	-0.2%	-0.3%	
	100% Model	3	2	1	0	0	0	0	0	4	2	1	0	0	0	0	0	
	80% Model	3	2	1	0	0	0	0	0	3	2	1	0	0	0	0	0	
	Needed to meet 80%	2	2	0	0	0	0	0	0	-3	1	-2	-2	0	0	0	0	
Protective Services - Sworn	Workforce #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Workforce %	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%	
	CLS #	10,285	4,725	4,575	740	65	0	30	80	2,007	800	930	230	4	0	0	4	
	CLS %	83.6%	38.4%	37.2%	6.0%	0.5%	0.0%	0.2%	0.7%	16.3%	6.5%	7.6%	1.9%	0.0%	0.0%	0.0%	0.0%	
	Utilization %	16.4%	-38.4%	62.8%	-6.0%	-0.5%	0.0%	-0.2%	-0.7%	-16.3%	-6.5%	-7.6%	-1.9%	0.0%	0.0%	0.0%	0.0%	
	100% Model	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	80% Model	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Needed to meet 80%	0	0	-1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Administrative Support	Workforce #	39	4	34	1	0	0	0	0	149	10	125	11	1	0	1	1	188
	Workforce %	20.7%	2.1%	18.1%	0.5%	0.0%	0.0%	0.0%	0.0%	79.3%	5.3%	66.5%	5.9%	0.5%	0.0%	0.5%	0.0%	
	CLS #	67,460	29,625	31,940	4,090	775	80	180	360	133,420	54,855	66,625	8,340	1,460	50	315	760	
	CLS %	33.6%	14.7%	15.9%	2.0%	0.4%	0.0%	0.1%	0.2%	66.4%	27.3%	33.2%	4.2%	0.7%	0.0%	0.2%	0.4%	
	Utilization %	-12.9%	-12.6%	2.2%	-1.5%	-0.4%	0.0%	-0.1%	-0.2%		-22.0%	33.3%	1.7%	-0.2%	0.0%	0.3%	-0.4%	
	100% Model	63	28	30	4	1	0	0	0	125	51	62	8	1	0	0	1	
	80% Model	51	22	24	3	1	0	0	0	100	41	50	6	1	0	0	1	
	Needed to meet 80%	12	18	-10	2	1	0	0	0	-49	31	-75	-5	0	0	-1	0	
																		204

Census 2000 Special EEO Tabulation

Occupational Crosswalk To State and Local Government Job Categories

The Census 2000 Special EEO Tabulation occupational crosswalk began with 509 detailed categories from the Census 2000 classification system and was adjusted as follows: (a) categories with fewer than 10,000 coded nationwide were aggregated into larger categories, so that all occupational categories shown on the Special EEO Tabulation will be greater than 10,000; (b) four military specific occupations were excluded; and (c) one category was added for the unemployed with no work experience since 1995. This process resulted in the 472 occupational categories shown in the table below.

The 472 Census 2000 codes are matched to equivalent 2000 SOC codes and use the following notational rules for SOC codes. In general, when a census code matches a 2000 SOC detailed occupation, the detailed SOC code is cited, e.g., 11-1011, 11-9199, and 13-1022. However, if a census code combines all of several 2000 SOC detailed occupations within a broad occupation or minor group, the SOC broad occupation or minor group code is cited, e.g., 11-2020 and 25-1000. Furthermore, if the census code aggregates two or more SOC categories in a way that does not have a single SOC equivalent code, the SOC code on the Special EEO Tabulation contains alpha characters, e.g., 13-11XX and 47-50YY.

A list of codes and titles for eight State and Local Job Categories for the Census 2000 Special EEO Tabulation are presented below. These categories are similar, if not identical, to the job categories used by State and Local governments in reporting EEO-4 survey data.

State and Local Job Categories and Titles for the Census 2000 Special EEO File

State and Local Job Codes	State and Local Job Category Titles
01	Officials/Administrators
02	Professional
03	Technicians
04	Protective Service: Sworn
05	Protective Service: Non-sworn
06	Administrative Support
07	Skilled Craft
08	Service/Maintenance

Census 2000 Code	Census 2000 Category Title	2000 SOC Equivalent Code	St&Loc Job Catgy
001	Chief Executives	11-1011	1
002	General and Operations Managers	11-1021	1
003	Legislators	11-1031	1
004	Advertising and Promotions Managers	11-2011	1
005	Marketing and Sales Managers	11-2020	1
006	Public Relations Managers	11-2031	1
010	Administrative Services Managers	11-3011	1
011	Computer and Information Systems Managers	11-3021	1
012	Financial Managers	11-3031	1
013	Human Resources Managers	11-3040	1
014	Industrial Production Managers	11-3051	1
015	Purchasing Managers	11-3061	1
016	Transportation, Storage, and Distribution Managers	11-3071	1
020	Farm, Ranch, and Other Agricultural Managers	11-9011	1
021	Farmers and Ranchers	11-9012	1
022	Construction Managers	11-9021	1
023	Education Administrators	11-9030	1
030	Engineering Managers	11-9041	1
031	Food Service Managers	11-9051	1
032	Funeral Directors	11-9061	1
033	Gaming Managers	11-9071	1
034	Lodging Managers	11-9081	1
035	Medical and Health Services Managers	11-9111	1
036	Natural Sciences Managers	11-9121	1
040	Postmasters and Mail Superintendents	11-9131	1
041	Property, Real Estate, and Community Association Managers	11-9141	1
042	Social and Community Service Managers	11-9151	1
043	Managers, All Other	11-9199	1
050	Agents and Business Managers of Artists, Performers, and Athletes	13-1011	1
051	Purchasing Agents and Buyers, Farm Products	13-1021	1
052	Wholesale and Retail Buyers, Except Farm Products	13-1022	1
053	Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	1
054	Claims Adjusters, Appraisers, Examiners, and Investigators	13-1030	1
056	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	1
060	Cost Estimators	13-1051	1
062	Human Resources, Training, and Labor Relations Specialists	13-1070	2
070	Logisticians	13-1081	1
071	Management Analysts	13-1111	1
072	Meeting and Convention Planners	13-1121	1
073	Other Business Operations Specialists	13-11XX *Combines:* 13-1061 13-1199	1
080	Accountants and Auditors	13-2011	2
081	Appraisers and Assessors of Real Estate	13-2021	1
082	Budget Analysts	13-2031	1
083	Credit Analysts	13-2041	1
084	Financial Analysts	13-2051	1
085	Personal Financial Advisors	13-2052	1

086	Insurance Underwriters	13-2053	1
090	Financial Examiners	13-2061	1
091	Loan Counselors and Officers	13-2070	1
093	Tax Examiners, Collectors, and Revenue Agents	13-2081	1
094	Tax Preparers	13-2082	1
095	Financial Specialists, All Other	13-2099	1
100	Computer Scientists and Systems Analysts	15-10XX *Combines:* 15-1011 15-1051 15-1099	2
101	Computer Programmers	15-1021	2
102	Computer Software Engineers	15-1030	2
104	Computer Support Specialists	15-1041	2
106	Database Administrators	15-1061	2
110	Network and Computer Systems Administrators	15-1071	2
111	Network Systems and Data Communications Analysts	15-1081	2
120	Actuaries	15-2011	2
122	Operations Research Analysts	15-2031	2
124	Miscellaneous Mathematical Science Occupations, Including Mathematicians and Statisticians *Combines:* 121 - Mathematicians 123 - Statisticians 124 - Miscellaneous Mathematical Science Occupations	15-20XX *Combines:* 15-2021 15-2041 15-2090	2
130	Architects, Except Naval	17-1010	2
131	Surveyors, Cartographers, and Photogrammetrists	17-1020	2
132	Aerospace Engineers	17-2011	2
135	Chemical Engineers	17-2041	2
136	Civil Engineers	17-2051	2
140	Computer Hardware Engineers	17-2061	2
141	Electrical and Electronics Engineers	17-2070	2
142	Environmental Engineers	17-2081	2
143	Industrial Engineers, Including Health and Safety	17-2110	2
144	Marine Engineers and Naval Architects	17-2121	2
145	Materials Engineers	17-2131	2
146	Mechanical Engineers	17-2141	2
151	Nuclear Engineers	17-2161	2
152	Petroleum, Mining and Geological Engineers, Including Mining Safety Engineers *Combines:* 150 - Mining and Geological Engineers, Including Mining Safety Engineers 152 - Petroleum Engineers	17-21XX *Combines:* 17-2151 17-2171	2
153	Miscellaneous Engineers, Including Agricultural and Biomedical *Combines:* 133 - Agricultural Engineers 134 - Biomedical Engineers 153 - Engineers, All Other	17-2XXX *Combines:* 17-2021 17-2031 17-2199	2
154	Drafters	17-3010	3
155	Engineering Technicians, Except Drafters	17-3020	3
156	Surveying and Mapping Technicians	17-3031	3
160	Agricultural and Food Scientists	19-1010	2
161	Biological Scientists	19-1020	2
164	Conservation Scientists and Foresters	19-1030	2
165	Medical Scientists	19-1040	2

170	Astronomers and Physicists	19-2010	2
171	Atmospheric and Space Scientists	19-2021	2
172	Chemists and Materials Scientists	19-2030	2
174	Environmental Scientists and Geoscientists	19-2040	2
176	Physical Scientists, All Other	19-2099	2
180	Economists	19-3011	2
181	Market and Survey Researchers	19-3020	2
182	Psychologists	19-3030	2
184	Urban and Regional Planners	19-3051	2
186	Miscellaneous Social Scientists, Including Sociologists *Combines:* 183 - Sociologists 186 - Miscellaneous Social Scientists and Related Workers	19-30XX *Combines:* 19-3041 19-3090	2
190	Agricultural and Food Science Technicians	19-4011	3
191	Biological Technicians	19-4021	3
192	Chemical Technicians	19-4031	3
193	Geological and Petroleum Technicians	19-4041	3
196	Miscellaneous Life, Physical, and Social Science Technicians, Including Social Science Research Assistants & Nuclear Technicians *Combines:* 194 - Nuclear Technicians 196 - Other Life, Physical, and Social Science Technicians	19-40XX *Combines:* 19-4051 19-4061 19-4090	3
200	Counselors	21-1010	2
201	Social Workers	21-1020	2
202	Miscellaneous Community and Social Service Specialists	21-1090	2
204	Clergy	21-2011	2
205	Directors, Religious Activities and Education	21-2021	2
206	Religious Workers, All Other	21-2099	2
210	Lawyers	23-1011	2
211	Judges, Magistrates, and Other Judicial Workers	23-1020	2
214	Paralegals and Legal Assistants	23-2011	6
215	Miscellaneous Legal Support Workers	23-2090	6
220	Postsecondary Teachers	25-1000	2
230	Preschool and Kindergarten Teachers	25-2010	2
231	Elementary and Middle School Teachers	25-2020	2
232	Secondary School Teachers	25-2030	2
233	Special Education Teachers	25-2040	2
234	Other Teachers and Instructors	25-3000	2
240	Archivists, Curators, and Museum Technicians	25-4010	2
243	Librarians	25-4021	2
244	Library Technicians	25-4031	6
254	Teacher Assistants	25-9041	6
255	Other Education, Training, and Library Workers	25-90XX *Combines:* 25-9011 25-9021 25-9031 25-9099	2
260	Artists and Related Workers	27-1010	2
263	Designers	27-1020	2
270	Actors	27-2011	2
271	Producers and Directors	27-2012	2
272	Athletes, Coaches, Umpires, and Related Workers	27-2020	2
274	Dancers and Choreographers	27-2030	2

275	Musicians, Singers, and Related Workers	27-2040	2
276	Entertainers and Performers, Sports and Related Workers, All Other	27-2099	2
280	Announcers	27-3010	2
281	News Analysts, Reporters and Correspondents	27-3020	2
282	Public Relations Specialists	27-3031	2
283	Editors	27-3041	2
284	Technical Writers	27-3042	2
285	Writers and Authors	27-3043	2
286	Miscellaneous Media and Communication Workers	27-3090	2
290	Broadcast and Sound Engineering Technicians and Radio Operators and Other Media and Communication Equipment Workers *Combines:* 290 - Broadcast and Sound Engineering Technicians and Radio Operators 296 - Media and Communication Equipment Workers, All Other	27-40XX *Combines:* 27-4010 27-4099	3
291	Photographers	27-4021	2
292	Television, Video, and Motion Picture Camera Operators and Editors	27-4030	2
300	Chiropractors	29-1011	2
301	Dentists	29-1020	2
303	Dietitians and Nutritionists	29-1031	2
304	Optometrists	29-1041	2
305	Pharmacists	29-1051	2
306	Physicians and Surgeons	29-1060	2
311	Physician Assistants	29-1071	2
312	Podiatrists	29-1081	2
313	Registered Nurses	29-1111	2
314	Audiologists	29-1121	2
315	Occupational Therapists	29-1122	2
316	Physical Therapists	29-1123	2
320	Radiation Therapists	29-1124	2
321	Recreational Therapists	29-1125	2
322	Respiratory Therapists	29-1126	2
323	Speech-Language Pathologists	29-1127	2
324	Therapists, All Other	29-1129	2
325	Veterinarians	29-1131	2
326	Health Diagnosing and Treating Practitioners, All Other	29-1199	2
330	Clinical Laboratory Technologists and Technicians	29-2010	3
331	Dental Hygienists	29-2021	3
332	Diagnostic Related Technologists and Technicians	29-2030	3
340	Emergency Medical Technicians and Paramedics	29-2041	3
341	Health Diagnosing and Treating Practitioner Support Technicians	29-2050	3
350	Licensed Practical and Licensed Vocational Nurses	29-2061	3
351	Medical Records and Health Information Technicians	29-2071	3
352	Opticians, Dispensing	29-2081	3
353	Miscellaneous Health Technologists and Technicians	29-2090	3
354	Other Healthcare Practitioners and Technical Occupations	29-9000	3
360	Nursing, Psychiatric, and Home Health Aides	31-1010	8
361	Occupational Therapist Assistants and Aides	31-2010	8
362	Physical Therapist Assistants and Aides	31-2020	8
363	Massage Therapists	31-9011	8

364	Dental Assistants	31-9091	8
365	Medical Assistants and Other Healthcare Support Occupations	31-909X *Combines:* 31-9092 through 31-9099	8
370	First-Line Supervisors/Managers of Correctional Officers	33-1011	4
371	First-Line Supervisors/Managers of Police and Detectives	33-1012	4
372	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	33-1021	4
373	Supervisors, Protective Service Workers, All Other	33-1099	4
374	Fire Fighters	33-2011	4
375	Fire Inspectors	33-2020	4
380	Bailiffs, Correctional Officers, and Jailers	33-3010	4
382	Detectives and Criminal Investigators	33-3021	4
384	Miscellaneous Law Enforcement Workers *Combines:* 383 - Fish and Game Wardens 384 - Parking Enforcement Workers	33-30XX *Combines:* 33-3031 33-3041	4
385	Police Officers *Combines:* 385 - Police and Sheriff's Patrol Officers 386 - Transit and Railroad Police	33-3050 *Combines:* 33-3051 33-3052	4
390	Animal Control Workers	33-9011	5
391	Private Detectives and Investigators	33-9021	4
392	Security Guards and Gaming Surveillance Officers	33-9030	4
394	Crossing Guards	33-9091	5
395	Lifeguards and Other Protective Service Workers	33-909X *Combines:* 33-9092 33-9099	5
400	Chefs and Head Cooks	35-1011	8
401	First-Line Supervisors/Managers of Food Preparation and Serving Workers	35-1012	8
402	Cooks	35-2010	8
403	Food Preparation Workers	35-2021	8
404	Bartenders	35-3011	8
405	Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	8
406	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	8
411	Waiters and Waitresses	35-3031	8
412	Food Servers, Nonrestaurant	35-3041	8
413	Dining Room and Cafeteria Attendants, Bartender Helpers, and Miscellaneous Food Preparation and Serving Related Workers *Combines:* 413 - Dining Room and Cafeteria Attendants and Bartender Helpers 416 - Food Preparation and Serving Related Workers, All Other	35-90XX *Combines:* 35-9011 35-9099	8
414	Dishwashers	35-9021	8
415	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	8
420	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	37-1011	8
421	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	8
422	Janitors and Building Cleaners	37-201X *Combines:*	8

		37-2011 37-2019	
423	Maids and Housekeeping Cleaners	37-2012	8
424	Pest Control Workers	37-2021	8
425	Grounds Maintenance Workers	37-3010	8
430	First-Line Supervisors/Managers of Gaming Workers	39-1010	8
432	First-Line Supervisors/Managers of Personal Service Workers	39-1021	8
434	Animal Trainers	39-2011	2
435	Nonfarm Animal Caretakers	39-2021	8
440	Gaming Services Workers	39-3010	8
441	Motion Picture Projectionists	39-3021	8
442	Ushers, Lobby Attendants, and Ticket Takers	39-3031	8
443	Miscellaneous Entertainment Attendants and Related Workers	39-3090	8
446	Funeral Service Workers	39-4000	8
450	Barbers	39-5011	8
451	Hairdressers, Hairstylists, and Cosmetologists	39-5012	8
452	Miscellaneous Personal Appearance Workers	39-5090	8
453	Baggage Porters, Bellhops, and Concierges	39-6010	8
454	Tour and Travel Guides	39-6020	8
455	Transportation Attendants	39-6030	8
460	Child Care Workers	39-9011	8
461	Personal and Home Care Aides	39-9021	8
462	Recreation and Fitness Workers	39-9030	8
464	Residential Advisors	39-9041	8
465	Personal Care and Service Workers, All Other	39-9099	8
470	First-Line Supervisors/Managers of Retail Sales Workers	41-1011	1
471	First-Line Supervisors/Managers of Non-Retail Sales Workers	41-1012	1
472	Cashiers	41-2010	6
474	Counter and Rental Clerks	41-2021	6
475	Parts Salespersons	41-2022	6
476	Retail Salespersons	41-2031	6
480	Advertising Sales Agents	41-3011	6
481	Insurance Sales Agents	41-3021	6
482	Securities, Commodities, and Financial Services Sales Agents	41-3031	6
483	Travel Agents	41-3041	6
484	Sales Representatives, Services, All Other	41-3099	6
485	Sales Representatives, Wholesale and Manufacturing	41-4010	6
490	Models, Demonstrators, and Product Promoters	41-9010	6
492	Real Estate Brokers and Sales Agents	41-9020	6
493	Sales Engineers	41-9031	2
494	Telemarketers	41-9041	6
495	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	6
496	Sales and Related Workers, All Other	41-9099	6
500	First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	6
501	Switchboard Operators, Including Answering Service	43-2011	6
502	Telephone Operators	43-2021	6
503	Communications Equipment Operators, All Other	43-2099	6
510	Bill and Account Collectors	43-3011	6
511	Billing and Posting Clerks and Machine Operators	43-3021	6
512	Bookkeeping, Accounting, and Auditing Clerks	43-3031	6
513	Gaming Cage Workers	43-3041	6

514	Payroll and Timekeeping Clerks	43-3051	6
515	Procurement Clerks	43-3061	6
516	Tellers	43-3071	6
520	Brokerage Clerks	43-4011	6
522	Court, Municipal, and License Clerks	43-4031	6
523	Credit Authorizers, Checkers, and Clerks	43-4041	6
524	Customer Service Representatives	43-4051	6
525	Eligibility Interviewers, Government Programs	43-4061	6
526	File Clerks	43-4071	6
530	Hotel, Motel, and Resort Desk Clerks	43-4081	6
531	Interviewers, Except Eligibility and Loan	43-4111	6
532	Library Assistants, Clerical	43-4121	6
533	Loan Interviewers and Clerks	43-4131	6
534	New Accounts Clerks	43-4141	6
535	Correspondence Clerks and Order Clerks *Combines:* 521 - Correspondence Clerks 535 - Order Clerks	43-4XXX *Combines:* 43-4021 43-4151	6
536	Human Resources Assistants, Except Payroll and Timekeeping	43-4161	6
540	Receptionists and Information Clerks	43-4171	6
541	Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	6
542	Information and Record Clerks, All Other	43-4199	6
550	Cargo and Freight Agents	43-5011	6
551	Couriers and Messengers	43-5021	6
552	Dispatchers	43-5030	6
553	Meter Readers, Utilities	43-5041	6
554	Postal Service Clerks	43-5051	6
555	Postal Service Mail Carriers	43-5052	6
556	Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	6
560	Production, Planning, and Expediting Clerks	43-5061	6
561	Shipping, Receiving, and Traffic Clerks	43-5071	6
562	Stock Clerks and Order Fillers	43-5081	6
563	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	6
570	Secretaries and Administrative Assistants	43-6010	6
580	Computer Operators	43-9011	6
581	Data Entry Keyers	43-9021	6
582	Word Processors and Typists	43-9022	6
583	Desktop Publishers	43-9031	6
584	Insurance Claims and Policy Processing Clerks	43-9041	6
585	Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	6
586	Office Clerks, General	43-9061	6
590	Office Machine Operators, Except Computer	43-9071	6
591	Proofreaders and Copy Markers	43-9081	6
592	Statistical Assistants	43-9111	6
593	Office and Administrative Support Workers, All Other	43-9199	6
600	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	45-1010	8
601	Agricultural Inspectors	45-2011	1
604	Graders and Sorters, Agricultural Products	45-2041	8
605	Miscellaneous Agricultural Workers, Including Animal Breeders *Combines:*	45-20XX *Combines:* 45-2021	8

	602 - Animal Breeders 605 - Miscellaneous Agricultural Workers	45-2090	
610	Fishing and Hunting Workers *Combines:* 610 - Fishers and Related Fishing Workers 611 - Hunters and Trappers	45-3000 *Combines:* 45-3011 45-3021	8
612	Forest and Conservation Workers	45-4011	8
613	Logging Workers	45-4020	8
620	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	47-1011	7
621	Boilermakers	47-2011	7
622	Brickmasons, Blockmasons, and Stonemasons	47-2020	7
623	Carpenters	47-2031	7
624	Carpet, Floor, and Tile Installers and Finishers	47-2040	7
625	Cement Masons, Concrete Finishers, and Terrazzo Workers	47-2050	7
626	Construction Laborers	47-2061	8
630	Paving, Surfacing, and Tamping Equipment Operators	47-2071	7
632	Miscellaneous Construction Equipment Operators *Combines:* 631 - Pile-Driver Operators 632 - Operating Engineers & Other Construct Equip Operators	47-207X *Combines:* 47-2072 47-2073	7
633	Drywall Installers, Ceiling Tile Installers, and Tapers	47-2080	7
635	Electricians	47-2111	7
636	Glaziers	47-2121	7
640	Insulation Workers	47-2130	7
642	Painters, Construction and Maintenance	47-2141	7
643	Paperhangers	47-2142	7
644	Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-2150	7
646	Plasterers and Stucco Masons	47-2161	7
651	Roofers	47-2181	7
652	Sheet Metal Workers	47-2211	7
653	Iron and Steel Workers *Combines:* 650 - Reinforcing Iron and Rebar Workers 653 - Structural Iron and Steel Workers	47-2XXX *Combines:* 47-2171 47-2221	7
660	Helpers, Construction Trades	47-3010	8
666	Construction and Building Inspectors	47-4011	1
670	Elevator Installers and Repairers	47-4021	7
671	Fence Erectors	47-4031	7
672	Hazardous Materials Removal Workers	47-4041	7
673	Highway Maintenance Workers	47-4051	7
674	Rail-Track Laying and Maintenance Equipment Operators	47-4061	7
675	Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	8
676	Miscellaneous Construction and Related Workers	47-4090	7
680	Derrick, Rotary Drill, and Service Unit Operators, and Roustabouts, Oil, Gas, and Mining *Combines:* 680 - Derrick, Rotary Drill, and Service Unit Operators, Oil, Gas, and Mining 692 - Roustabouts, Oil and Gas	47-50YY *Combines:* 47-5010 47-5071	7
682	Earth Drillers, Except Oil and Gas	47-5021	7
683	Explosives Workers, Ordnance Handling Experts, and Blasters	47-5031	7
684	Mining Machine Operators	47-5040	7
694	Miscellaneous Extraction Workers, Including Roof Bolters and Helpers[1]	47-50XX *Combines:*	7

	Combines: 691 - Roof Bolters, Mining 693 - Helpers--Extraction Workers 694 - Other Extraction Workers	47-5051 47-5061 47-5081 47-5099	
700	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	49-1011	7
701	Computer, Automated Teller, and Office Machine Repairers	49-2011	7
702	Radio and Telecommunications Equipment Installers and Repairers	49-2020	7
703	Avionics Technicians	49-2091	7
704	Electric Motor, Power Tool, and Related Repairers	49-2092	7
710	Electrical and Electronics Repairers, Industrial, Utility, and Transportation Equipment *Combines:* 705 - Electrical and Electronics Installers and Repairers, Transportation Equipment 710 - Electrical and Electronics Repairers, Industrial and Utility	49-209X *Combines:* 49-2093 49-2094 49-2095	7
711	Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	7
712	Electronic Home Entertainment Equipment Installers and Repairers	49-2097	7
713	Security and Fire Alarm Systems Installers	49-2098	7
714	Aircraft Mechanics and Service Technicians	49-3011	7
715	Automotive Body and Related Repairers	49-3021	7
716	Automotive Glass Installers and Repairers	49-3022	7
720	Automotive Service Technicians and Mechanics	49-3023	7
721	Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	7
722	Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics	49-3040	7
724	Small Engine Mechanics	49-3050	7
726	Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	49-3090	7
730	Control and Valve Installers and Repairers	49-9010	7
731	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	7
732	Home Appliance Repairers	49-9031	7
733	Industrial and Refractory Machinery Mechanics	49-904X *Combines:* 49-9041 49-9045	7
734	Maintenance and Repair Workers, General	49-9042	7
735	Maintenance Workers, Machinery	49-9043	7
736	Millwrights	49-9044	7
741	Electrical Power-Line Installers and Repairers	49-9051	7
742	Telecommunications Line Installers and Repairers	49-9052	7
743	Precision Instrument and Equipment Repairers	49-9060	7
751	Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	7
754	Locksmiths and Safe Repairers	49-9094	7
755	Manufactured Building and Mobile Home Installers	49-9095	7
756	Riggers	49-9096	7
761	Helpers--Installation, Maintenance, and Repair Workers	49-9098	8
762	Other Installation, Maintenance, and Repair Workers, Including Commercial Divers and Signal and Track Switch Repairers *Combines:* 752 - Commercial Divers 760 - Signal and Track Switch Repairers 762 - Other Installation, Maintenance, and Repair Workers	49-909X *Combines:* 49-9092 49-9093 49-9097 49-9099	7
770	First-Line Supervisors/Managers of Production and Operating	51-1011	8

	Workers		
771	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-2011	7
772	Electrical, Electronics, and Electromechanical Assemblers	51-2020	7
773	Engine and Other Machine Assemblers	51-2031	7
774	Structural Metal Fabricators and Fitters	51-2041	7
775	Miscellaneous Assemblers and Fabricators	51-2090	8
780	Bakers	51-3011	8
781	Butchers and Other Meat, Poultry, and Fish Processing Workers	51-3020	8
783	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	8
784	Food Batchmakers	51-3092	8
785	Food Cooking Machine Operators and Tenders	51-3093	8
790	Computer Control Programmers and Operators	51-4010	8
792	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	8
793	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	8
794	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	8
795	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	8
796	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	8
800	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	8
801	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	8
803	Machinists	51-4041	7
804	Metal Furnace and Kiln Operators and Tenders	51-4050	8
806	Model Makers and Patternmakers, Metal and Plastic	51-4060	7
810	Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic	51-4070	8
813	Tool and Die Makers	51-4111	7
814	Welding, Soldering, and Brazing Workers	51-4120	8
815	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	8
816	Lay-Out Workers, Metal and Plastic	51-4192	7
820	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-4193	8
821	Tool Grinders, Filers, and Sharpeners	51-4194	8
822	Other Metalworkers and Plastic Workers, Including Milling, Planing, and Multiple Machine Tool Operators *Combines:* 802 - Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic 812 - Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic 822 - Metalworkers and Plastic Workers, All Other	51-4XXX *Combines:* 51-4035 51-4081 51-4199	8
823	Bookbinders and Bindery Workers	51-5010	7
824	Job Printers	51-5021	8
825	Prepress Technicians and Workers	51-5022	7
826	Printing Machine Operators	51-5023	8
830	Laundry and Dry-Cleaning Workers	51-6011	8
831	Pressers, Textile, Garment, and Related Materials	51-6021	8
832	Sewing Machine Operators	51-6031	8
833	Shoe and Leather Workers and Repairers	51-6041	7
834	Shoe Machine Operators and Tenders	51-6042	8

835	Tailors, Dressmakers, and Sewers	51-6050	7
836	Textile Bleaching and Dyeing Machine Operators and Tenders	51-6061	8
840	Textile Cutting Machine Setters, Operators, and Tenders	51-6062	8
841	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51-6063	8
842	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-6064	8
845	Upholsterers	51-6093	7
846	Miscellaneous Textile, Apparel, and Furnishings Workers, Except Upholsterers *Combines:* 843 - Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers 844 - Fabric and Apparel Patternmakers 846 - Textile, Apparel, and Furnishings Workers, All Other	51-609X *Combines:* 51-6091 51-6092 51-6099	8
850	Cabinetmakers and Bench Carpenters	51-7011	7
851	Furniture Finishers	51-7021	7
853	Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	8
854	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	8
855	Miscellaneous Woodworkers, Including Model Makers and Patternmakers *Combines:* 852 - Model Makers and Patternmakers, Wood 855 - Woodworkers, All Other	51-70XX *Combines:* 51-7030 51-7099	7
860	Power Plant Operators, Distributors, and Dispatchers	51-8010	7
861	Stationary Engineers and Boiler Operators	51-8021	7
862	Water and Liquid Waste Treatment Plant and System Operators	51-8031	7
863	Miscellaneous Plant and System Operators	51-8090	8
864	Chemical Processing Machine Setters, Operators, and Tenders	51-9010	8
865	Crushing, Grinding, Polishing, Mixing, and Blending Workers	51-9020	8
871	Cutting Workers	51-9030	8
872	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	8
873	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	8
874	Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	8
875	Jewelers and Precious Stone and Metal Workers	51-9071	7
876	Medical, Dental, and Ophthalmic Laboratory Technicians	51-9080	7
880	Packaging and Filling Machine Operators and Tenders	51-9111	8
881	Painting Workers	51-9120	8
883	Photographic Process Workers and Processing Machine Operators	51-9130	8
885	Cementing and Gluing Machine Operators and Tenders	51-9191	8
886	Cleaning, Washing, and Metal Pickling Equipment Operators & Tenders	51-9192	8
891	Etchers and Engravers	51-9194	7
892	Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	8
893	Paper Goods Machine Setters, Operators, and Tenders	51-9196	8
894	Tire Builders	51-9197	8
895	Helpers--Production Workers	51-9198	8
896	Other Production Workers, Including Semiconductor Processors and Cooling and Freezing Equipment Operators *Combines:* 884 - Semiconductor Processors 890 - Cooling and Freezing Equipment Operators and Tenders 896 - Production Workers, All Other	51-91XX *Combines:* 51-9141 51-9193 51-9199	8
900	Supervisors, Transportation and Material Moving Workers	53-1000	7
903	Aircraft Pilots and Flight Engineers	53-2010	2
904	Air Traffic Controllers and Airfield Operations Specialists	53-2020	3

912	Bus Drivers	53-3020	8
913	Driver/Sales Workers and Truck Drivers	53-3030	8
914	Taxi Drivers and Chauffeurs	53-3041	8
915	Miscellaneous Motor Vehicle Operators, Including Ambulance Drivers and Attendants *Combines:* 911 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians 915 - Motor Vehicle Operators, All Other	53-30XX *Combines:* 53-3011 53-3099	8
920	Locomotive Engineers and Operators	53-4010	8
923	Railroad Brake, Signal, and Switch Operators	53-4021	8
924	Railroad Conductors and Yardmasters	53-4031	8
926	Subway, Streetcar, and Other Rail Transportation Workers	53-40XX *Combines:* 53-4041 53-4099	8
930	Sailors and Marine Oilers	53-5011	8
931	Ship and Boat Captains and Operators	53-5020	1
933	Ship Engineers	53-5031	8
935	Parking Lot Attendants	53-6021	8
936	Service Station Attendants	53-6031	8
941	Transportation Inspectors	53-6051	8
942	Miscellaneous Transportation Workers, Including Bridge and Lock Tenders and Traffic Technicians *Combines:* 934 - Bridge and Lock Tenders 942 - Other Transportation Workers	53-60XX *Combines:* 53-6011 53-6041 53-6099	8
951	Crane and Tower Operators	53-7021	7
952	Dredge, Excavating, and Loading Machine Operators	53-7030	7
956	Hoist and Winch Operators	53-7041	8
960	Industrial Truck and Tractor Operators	53-7051	8
961	Cleaners of Vehicles and Equipment	53-7061	8
962	Laborers and Freight, Stock, and Material Movers, Hand	53-7062	8
963	Machine Feeders and Offbearers	53-7063	8
964	Packers and Packagers, Hand	53-7064	8
965	Pumping Station Operators	53-7070	8
972	Refuse and Recyclable Material Collectors	53-7081	8
975	Miscellaneous Material Moving Workers; Including Conveyor Operators & Tenders; Shuttle Car Operators; & Tank Car, Truck, & Ship Loaders *Combines:* 950 - Conveyor Operators and Tenders 973 - Shuttle Car Operators 974 - Tank Car, Truck, and Ship Loaders 975 - Material Moving Workers, All Other	53-7XXX *Combines:* 53-7011 53-7111 53-7121 53-7199	8
992 (2)	Unemployed, with no civilian work experience since 1995	none	-

1. Note: Helpers – Extraction Workers (693) and Other Extraction Workers (694) would normally not be combined in the same occupational category. In this instance, however, EEOC defers to the OMB requirement that census occupational categories must be consistent with the SOC minor group structure.

2. Note: Code 992 has been expanded to include people who are 16 years and older with civilian work experience who are unemployed and have not worked since 1995; who have never worked and are looking for work; and who have worked since 1995, but whose last job was in the military, and are looking for civilian work. Code 992 is not included in worksite/residence and worksite tables.