

WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Airports

Organizational Unit: Oahu District

AIR-O

			All Employees			MINORITY EMPLOYEES												Total M/F Min
Job Title	EEO-4 Category	Pay Rate				MALES						FEMALES						
			Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI	AS	O	Total	
Power Mower Operator I	serv/main	34,164	1		1				1		1							1
Airport Operations Control III	serv/main	35,064	4	3	1				2		2				1		1	3
Groundskeeper II	serv/main	35,544	5	4	1				4		4				1		1	5
Janitor III	serv/main	35,544	19	8	10				7	1	8		1		9		10	18
Carpet Cleaner I	serv/main	35,544	27	24	3		1		17	3	21				3		3	24
Tractor Operator	serv/main	35,554	2	2					2		2							2
Warehouse Worker	serv/main	35,554	2	2					1	1	2							2
General Laborer III	serv/main	36,576	1	1			1				1							1
Automotive Mechanic Helper	serv/main	36,960	2	2					2		2							2
Building Maintenance Helper	serv/main	36,960	2	2					2		2							2
Electrician Helper	serv/main	36,960	1	1					1		1							1
Nursery Worker I	serv/main	36,960	1	1					1		1							1
Sprinkler System Repairer	serv/main	36,960	1	1					1		1							1
General Laborer Supervisor	serv/main	37,836	1	1						1	1							1
Business Services Supvr II	admin supp	37,968	1	1														0
Carpet Cleaner II	serv/main	38,052	3	2	1				2		2							2
Janitor Supervisor II	serv/main	39,036	9	7	2				1		1				6		6	7
Carpet Cleaner Supervisor	serv/main	39,372	1	1						1	1							1
Building Construction Inspector II	technician	39,480	3	3					3		3							3
Total			86	66	19	0	2	0	47	7	56	0	1	0	20	0	21	77

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

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WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Airports

Organizational Unit: Oahu District

AIR-O

			All Employees			MINORITY EMPLOYEES												Total M/F Min	
						MALES						FEMALES							
			Job Title	EEO-4 Category	Pay Rate	Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI		AS
Nursery Worker II	serv/main	39,576	1	1					1		1								1
Airport Operation & Main Wrkr I	serv/main	39,972	4	4					2	2	4								4
Heavy Truck Driver	serv/main	39,972	3	3					3		3								3
Ground Maintenance Supvr II	serv/main	40,284	1		1				1		1								1
Building Construction Inspector III	technician	42,684	1	1						1	1								1
School Cust Services Supt	serv/main	42,684	1		1											1		1	1
airport Operation & Main Wrkr III	serv/main	44,232	2	2					2		2								2
Building Main Worker I	skilled crafts	44,544	7	6	1				5	1	6						1	1	7
Carpenter I	skilled crafts	44,544	5	5					5		5								5
Equipment Operator III	serv/main	44,544	1		1											1		1	1
Maintenance Mechanic I	skilled crafts	44,544	9	9					7	1	8								8
Painter I	skilled crafts	44,544	6	6					5	1	6								6
Street Sweeper Operator	skilled crafts	44,544	5	5					4		4								4
Assistant Airport Supt IV	professional	45,576	5	4	1	1			3		4								4
Engineer III	professional	45,576	1	1					1		1								1
Airport Firefighter	prot serv	46,020	19	19					16		16								16
Air Conditioning Mechanic I	skilled crafts	46,236	5	5					3	2	5								5
Electrician I	skilled crafts	46,236	6	6					4		4								4
Plumber I	skilled crafts	46,236	3	3					3		3								3
Total			85	80	5	1	0	0	65	8	74	0	0	0	2	1	3		77

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

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WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Airports

Organizational Unit: Oahu District
AIR-O

			All Employees			MINORITY EMPLOYEES												
Job Title	EEO-4 Category	Pay Rate	Total	M	F	MALES						FEMALES						Total M/F Min
						B	HS	AI	AS	O	Total	B	HS	AI	AS	O	Total	
Building Maintenance Wrkr II	skilled crafts	47,268	4	4					1	1	2							2
Painter II	skilled crafts	47,268	2	2					2		2							2
Automotive Technician I	skilled crafts	47,928	5	5					4	1	5							5
crash/fire equipment mechanic	skilled crafts	47,928	2	2					2		2							2
Construction & Main Supt V	skilled crafts	48,048	1	1					1		1							1
Maintenance Repair Supv I	skilled crafts	48,552	1	1					1		1							1
Air Conditioning Mech Supvr	skilled crafts	50,520	1	1					1		1							1
Plumber Supervisor	skilled crafts	50,520	1	1					1		1							1
Automotive Technician II	skilled crafts	50,856	1	1					1		1							1
Carpenter Supervisor II	skilled crafts	51,768	1	1					1		1							1
Maintenance Repair Supv II	skilled crafts	51,768	1	1					1		1							1
Painter Supervisor II	skilled crafts	51,768	1	1					1		1							1
Automated Systems Equip Tech	skilled crafts	53,532	3	3					3		3							3
Automotive Mechanic Supvr II	skilled crafts	53,760	1	1					1		1							1
Electrician Supervisor II	skilled crafts	53,760	1	1					1		1							1
Gen Const & Maint Supvr II	skilled crafts	53,760	1	1					1		1							1
Airport Fire Equipment Operator	prot serv	53,820	23	22	1		1		16	5	22				1		1	23
Automated Systems Equip Tech II	skilled crafts	56,748	1	1					1		1							1
Building Const Main Supvr	skilled crafts	57,264	1	1														0
Total			52	51	1	0	1	0	40	7	48	0	0	0	1	0	1	49

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

↓ CONTINUED ON NEXT PAGE ↓

WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Airports

Organizational Unit: Oahu District

AIR-O

			All Employees			MINORITY EMPLOYEES												Total M/F Min
						MALES						FEMALES						
Job Title	EEO-4 Category	Pay Rate	Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI	AS	O	Total	
Airport Fire Lieutenant	prot serv	58,212	14	14					8	4	12							12
Airport Fire Commander	prot serv	58,212	3	3					1		1							1
Airport Fire Commander	official	68,328	1	1					1		1							1
Airports District Manager III	official	71,104	1	1														0
Airports Const & Maint Supt	official	71,760	1	1					1		1							1
Airports District Manager II	official	71,760	1	1					1		1							1
Airport Fire Captain	prot serv		3	3					2	1	3							3
Airport Operations Duty Manager	professional		5	5					4	1	5							5
Engineer (Civil) V	professional	55,500	1	1					1		1							1
Secretary III	admin serv		1		1										1		1	1
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Legend:

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WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Airports

Organizational Unit: Staff Services Office
AIR-A

			All Employees			MINORITY EMPLOYEES												
Job Title	EEO-4 Category	Pay Rate				MALES						FEMALES						Total M/F Min
			Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI	AS	O	Total	
Office Assistant III	admin supp	25,668	2		2										2		2	2
Pre Audit Clerk I	admin supp	32,212	1		1										1		1	1
Account Clerk IV	admin supp	31,212	2		2				2		2				2		2	4
Contracts Assistant I	admin supp	31,212	1		1										1		1	1
Pre Audit Clerk II	admin supp	31,212	1		1										1		1	1
Account Clerk V	admin supp	33,756	1		1										1		1	1
Contracts Assistant II	admin supp	33,756	1		1										1		1	1
Property Manager II	professional	38,998	1		1										1		1	1
Accountant III	professional	42,132	1		1										1		1	1
Auditor III	professional	42,132	1	1					1		1				1		1	2
Procurement & Suply Spclst III	professional	42,132	1		1										1		1	1
Program Budget Analyst III	professional	42,132	1		1				1		1							1
Accountant IV	professional	45,576	5	1	4				1		1				4		4	5
Auditor IV	professional	45,576	1	1						1	1							1
Land Agent IV	professional	45,576	1		1										1		1	1
Management Analyst IV	professional	45,576	1	1					1		1							1
Procurement & Suply Spclst IV	professional	45,576	1	1					1		1							1
Program Budget Analyst IV	professional	45,576	1		1										1		1	1
Property Manager IV	professional	45,576	4	1	3				1		1				3		3	4
Total			28	6	22	0	0	0	8	1	9	0	0	0	22	0	22	31

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

↓ CONTINUED ON NEXT PAGE ↓

WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Airports

Organizational Unit: Staff Services Office
AIR-A

			All Employees			MINORITY EMPLOYEES												Total M/F Min
						MALES						FEMALES						
Job Title	EEO-4 Category	Pay Rate	Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI	AS	O	Total	
Accountant V	professional	51,312	2	1	1				1		1				1		1	2
Civil Rights Specialist V	professional	51,312	1		1										1		1	1
Land Agent V	professional	51,312	1	1														0
Property Manager V	professional	51,312	2		2										2		2	2
Auditor IV	professional	55,500	1	1					1		1							1
Fiscal Management Officer	official	65,068	1	1					1		1							1
Administrative Svcs Officer II	Official	71,104	1	1					1		1							1
Office Assistant IV	admin supp	27,756	1		1										1		1	1
personnel clerk III	admin supp		1		1													0
personnel clerk IV	admin supp		1	1					1		1							1
personnel management spclst III	professional		1		1										1		1	1
personnel management spclst IV	professional		1		1										1		1	1
personnel Technician VI	admin supp		1		1										1		1	1
property manager VI	professional		1	1														0
Secretary II	admin supp	32,424	1		1										1		1	1
																		0
																		0
																		0
																		0
																		0
Total			17	7	10	0	0	0	5	0	5	0	0	0	9	0	9	14
GRAND TOTAL			45	13	32	0	0	0	13	1	14	0	0	0	31	0	31	45

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Harbors

Organizational Unit: Engineering Branch
HAR-E, EC, ED, EE, EM, EP

			All Employees			MINORITY EMPLOYEES												Total M/F Min
						MALES						FEMALES						
Job Title	EEO-4 Category	Pay Rate	Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI	AS	O	Total	
Drafting Technician V	technician	33,756	1	1					1		1							1
Secretary III	admin supp	35,064	1		1										1		1	1
Drafting Technician VI	technician	36,516	2	2					1		1							1
General Construction Inspector III	technician	39,480	3	3					1	2	3							3
Research Statistician IV	professional	45,576	1		1				1		1							1
Planner IV	professional	45,576	1		1													0
Engineer III	professional	45,576	1	1					1		1							1
Environmental Health Spclst IV	professional	45,576	1	1					1		1							1
Engineer IV	professional	51,312	3	2	1				2		2				1		1	3
Engineer V	professional	55,500	6	6					6		6							6
Planner VI	professional	55,500	1	1					1		1							1
Engineering Program Manager	official	71,104	1	1					1		1							1
Engineer VI	professional	64,424	2	2					2		2							2
																		0
																		0
																		0
																		0
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																		0
Total			24	20	4	0	0	0	18	2	20	0	0	0	2	0	2	22

Legend: NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

Date: March 7, 2011

Date: March 7, 2011

**Organizational Unit: Hawaii District
HAR-H**

Legend: B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Harbors

Organizational Unit: Kauai District
HAR-K

			All Employees			MINORITY EMPLOYEES												Total M/F Min
						MALES						FEMALES						
Job Title	EEO-4 Category	Pay Rate	Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI	AS	O	Total	
Account Clerk II	admin supp	25,668	1		1										1		1	1
Security Officer I	prot serv	32,424	1	1					1		1							1
Harbor Agent III	serv/main	32,424	1	1					1		1							1
General Laborer II	serv/main	34,164	2	2					1		1							1
Business Services Supvr I	admin supp	35,064	1		1										1		1	1
Marine Cargo Specialist	serv/main	36,516	1	1					1		1							1
Building Maintenance Helper	serv/main	36,960	2	2					1	1	2							2
Building Maintenance Worker I	skilled crafts	44,544	2	2					2		2							2
Building Maintenance Supvr I	skilled crafts	48,552	1	1														0
Harbor District Manager I	official	65,068	1	1					1		1							1
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Legend: NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision
B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

Date: March 7, 2011

Organizational Unit: Maui District

All Employees

MALES

FEMALES

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Harbors

Organizational Unit: Oahu District
HAR-O

			All Employees			MINORITY EMPLOYEES													Total M/F Min
						MALES						FEMALES							
Job Title	EEO-4 Category	Pay Rate	Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI	AS	O	Total		
Office Assistant III	admin supp	25,668	4	1	3				1		1				3		3	4	
Account Clerk III	admin supp	28,836	2		2										2		2	2	
Storekeeper I	admin supp	28,836	1	1					1		1							1	
Account Clerk IV	admin supp	31,212	1		1										1		1	1	
Harbor Traffic Controller I	serv/main	31,212	4	2	2				1	1	2				2		2	4	
Harbor Agent III	serv/main	32,424	1	1					1		1							1	
Janitor II	serv/main	33,228	10	8	2				8		8				2		2	10	
Harbor Traffic Controller II	serv/main	33,756	1	1					1		1							1	
General Laborer II	serv/main	34,164	12	11	1				8	2	10				1		1	11	
Harbor Agent IV	serv/main	35,064	1	1					1		1							1	
Janitor III	serv/main	35,544	1	1						1	1							1	
Marine Cargo Specialist	serv/main	36,516	4	3	1					2	2				1		1	3	
Building Maintenance Helper	serv/main	36,960	1	1					1		1							1	
Electrician Helper	serv/main	36,960	1	1					1		1							1	
Plumber Helper	serv/main	36,960	1	1					1		1							1	
Refuse Collector	serv/main	36,960	1	1														0	
Business Services Supvr II	admin supp	37,968	1		1										1		1	1	
Harbor Enforcement Officer II	prot serv	37,968	13	13					9	4	13							13	
Water Service Worker II	serv/main	39,576	1	1					1		1							1	
Total			61	48	13	0	0	0	35	10	45	0	0	0	13	0	13	58	

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

↓ CONTINUED ON NEXT PAGE ↓

WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Harbors

Organizational Unit: Oahu District
HAR-O

			All Employees			MINORITY EMPLOYEES												Total M/F Min	
						MALES						FEMALES							
			Job Title	EEO-4 Category	Pay Rate	Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI		AS
Heavy Truck Driver	serv/main	39,972	3	3					2		2								2
Harbor Enforcement Officer III	prot serv	41,040	3	3					2	1	3								3
Harbor Enforcement Officer IV	prot serv	44,412	1	1															0
Building Maintenance Wrkr I	skilled crafts	55,455	3	3					3		3								3
Equipment Operator III	serv/main	44,544	2	2					1	1	2								2
Maintenance Mechanic I	skilled crafts	44,544	1	1					1		1								1
Painter I	skilled crafts	44,544	2	2					2		2								2
Parking Meter Mechanic	skilled crafts	44,544	1	1					1		1								1
Street Sweeper Operator	skilled crafts	44,544	3	2	1				2		2				1			1	3
Wharf Maintenance Worker	skilled crafts	44,544	2	2					1	1	2								2
Air Conditioning Mechanic I	skilled crafts	46,236	1	1					1		1								1
Welder I	skilled crafts	46,236	1	1					1		1								1
Building Maintenance Wrkr II	skilled crafts	47,268	2	2					2		2								2
Maintenance Mechanic II	skilled crafts	47,268	1	1					1		1								1
Painter II	skilled crafts	47,268	1	1															0
Maintenance Repair Supvr I	skilled crafts	48,552	1	1					1		1								1
Automotive Mechanic II	skilled crafts	48,960	1	1					1		1								1
Electrician II	skilled crafts	48,960	1	1					1		1								1
Plumber II	skilled crafts	48,960	1	1					1		1								1
Total			31	30	1	0	0	0	24	3	27	0	0	0	1	0	1		28

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

↓ CONTINUED ON NEXT PAGE ↓

Date: March 7, 2011

**Organizational Unit: Oahu District
HAR-O**

Legend: B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

WORKFORCE ANALYSIS

Date: March 7, 2011

Department: Harbors

Organizational Unit: Staff Services

HAR-S, SM, SI, SF, SP

			All Employees			MINORITY EMPLOYEES												Total M/F Min	
						MALES						FEMALES							
			Job Title	EEO-4 Category	Pay Rate	Total	M	F	B	HS	AI	AS	O	Total	B	HS	AI		AS
Account Clerk II	admin supp	25,668	1		1											1		1	1
Cashier Clerk	admin supp	25,668	1	1					1		1								1
Office Assistant III	admin supp	25,668	2		2											2		2	2
Clerk Stenographer II	admin supp	26,700	1		1											1		1	1
Account Clerk III	admin supp	28,836	1		1											1		1	1
Account Clerk IV	admin supp	31,212	1		1											1		1	1
Contracts Assistant I	admin supp	31,212	1	1					1		1								1
Account Clerk V	admin supp	33,756	2		2											2		2	2
Accountant III	professional	42,132	1		1											1		1	1
Accountant IV	professional	45,576	1		1											1		1	1
Information Tech Spclst IV	professional	45,576	1	1					1		1								1
Program Budge Analyst IV	professional	45,576	1	1					1		1								1
Property Manager IV	professional	45,576	2	1	1				1		1					1		1	2
Accountant V	professional	51,312	2		2											2		2	2
Information Tech Spclst V	professional	51,312	1	1					1		1								1
Admin Services Officer II	official	71,104	1		1											1		1	1
Fiscal Officer I	professional		1	1					1		1								1
Personnel Clerk IV	admin supp		1		1											1		1	1
Personnel Management Splst IV	professional		1		1											1		1	1
Total			23	7	16	0	0	0	7	0	7	0	0	0	0	16	0	16	23

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

↓ CONTINUED ON NEXT PAGE ↓

Date: March 7, 2011

Date: March 7, 2011

Organizational Unit: Staff Services

HAR-S, SM, SI, SF, SP

Legend:

NOTE: Jobs listed from lowest paid to highest paid within work unit including supervision

B-African American or Black, HS-Hispanic, AI-American Indian or Alaskan Native, AS-Asian or Pacific Islander, O-Other

WORKFORCE AGENCYWIDE ANALYSIS

Department/Unit: Highways

Employment Data - 2010-2011

EEO-4 Category	White Female	Hisp. Female	Black Female	Asian Female	AI/AN Female	Other Female	White Male	Hisp. Male	Black Male	Asian Male	AI/AN Male	Other Male	Total
Officials/ Administrators				1			1			12			14
%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	7.14%	0.00%	0.00%	85.71%	0.00%	0.00%	1.70%
Professionals	4			50		6	19			159		11	249
%	1.61%	0.00%	0.00%	20.08%	0.00%	2.41%	7.63%	0.00%	0.00%	63.86%	0.00%	4.42%	30.22%
Technicians	1			15			15	1		95		13	140
%	0.71%	0.00%	0.00%	10.71%	0.00%	0.00%	10.71%	0.71%	0.00%	67.86%	0.00%	9.29%	16.99%
Protective Service													0
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Paraprofessionals				5						6		4	15
%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	26.67%	1.82%
Admin Support	2			63		9	1	1		12		2	90
%	2.22%	0.00%	0.00%	70.00%	0.00%	10.00%	1.11%	1.11%	0.00%	13.33%	0.00%	2.22%	10.92%
Skilled Craft Works							12			85		10	107
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.21%	0.00%	0.00%	79.44%	0.00%	9.35%	12.99%
Service/Maintenace	1			7		3	8			170		20	209
%	0.48%	0.00%	0.00%	3.35%	0.00%	1.44%	3.83%	0.00%	0.00%	81.34%	0.00%	9.57%	25.36%
Total	8	0	0	141	0	18	56	2	0	539	0	60	824

Hisp = Hispanic

Black = African American and Black

Asian = Asian, Hawaiian, and Pacific Islander

AI/AN = American Indian or Alaskan Native.

WORKFORCE AGENCYWIDE ANALYSIS

Department/Unit: Airports

Employment Data - 2010-2011

EEO-4 Category	White Female	Hisp. Female	Black Female	Asian Female	AI/AN Female	Other Female	White Male	Hisp. Male	Black Male	Asian Male	AI/AN Male	Other Male	Total
Officials/ Administrators							2	1	1	9			13
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	15.38%	7.69%	7.69%	69.23%	0.00%	0.00%	1.44%
Professionals	1			32		1	2		1	41		11	89
%	1.12%	0.00%	0.00%	35.96%	0.00%	1.12%	2.25%	0.00%	1.12%	46.07%	0.00%	12.36%	9.86%
Technicians										1			1
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.11%
Protective Service				1			7	2	1	109		21	141
%	0.00%	0.00%	0.00%	0.71%	0.00%	0.00%	4.96%	1.42%	0.71%	77.30%	0.00%	14.89%	0.00%
Paraprofessionals													0
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Admin Support	7	2		54		4	2			10			79
%	8.86%	2.53%	0.00%	68.35%	0.00%	5.06%	2.53%	0.00%	0.00%	12.66%	0.00%	0.00%	8.75%
Skilled Craft Works						1	20			80		10	111
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.90%	18.02%	0.00%	0.00%	72.07%	0.00%	9.01%	12.29%
Service/Maintenace		2		149		10	27	4	2	239		36	469
%	0.00%	0.43%	0.00%	31.77%	0.00%	2.13%	5.76%	0.85%	0.43%	50.96%	0.00%	7.68%	51.94%
Total	8	4	0	236	0	16	60	7	5	489	0	78	903

Hisp = Hispanic

Black = African American and Black

Asian = Asian, Hawaiian, and Pacific Islander

AI/AN = American Indian or Alaskan Native.

WORKFORCE AGENCYWIDE ANALYSIS

Department/Unit: Harbors

Employment Data - 2010-2011

EEO-4 Category	White Female	Hisp. Female	Black Female	Asian Female	AI/AN Female	Other Female	White Male	Hisp. Male	Black Male	Asian Male	AI/AN Male	Other Male	Total
Officials/ Administrators							1			4			5
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	80.00%	0.00%	0.00%	2.65%
Professionals	1			8			1			19			29
%	3.45%	0.00%	0.00%	27.59%	0.00%	0.00%	3.45%	0.00%	0.00%	65.52%	0.00%	0.00%	15.34%
Technicians										1		2	3
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	66.67%	1.59%
Protective Service				1			2			13		5	21
%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	9.52%	0.00%	0.00%	61.90%	0.00%	23.81%	0.00%
Paraprofessionals													0
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Admin Support				27						4			31
%	0.00%	0.00%	0.00%	87.10%	0.00%	0.00%	0.00%	0.00%	0.00%	12.90%	0.00%	0.00%	16.40%
Skilled Craft Works				1			4	1		25		4	35
%	0.00%	0.00%	0.00%	2.86%	0.00%	0.00%	11.43%	2.86%	0.00%	71.43%	0.00%	11.43%	18.52%
Service/Maintenance				6			8			41		10	65
%	0.00%	0.00%	0.00%	9.23%	0.00%	0.00%	12.31%	0.00%	0.00%	63.08%	0.00%	15.38%	34.39%
Total	1	0	0	43	0	0	16	1	0	107	0	21	189

Hisp = Hispanic

Black = African American and Black

Asian = Asian, Hawaiian, and Pacific Islander

AI/AN = American Indian or Alaskan Native.

WORKFORCE AGENCYWIDE ANALYSIS

Department/Unit: Administration

Employment Data - 2010-2011

EEO-4 Category	White Female	Hisp. Female	Black Female	Asian Female	AI/AN Female	Other Female	White Male	Hisp. Male	Black Male	Asian Male	AI/AN Male	Other Male	Total
Officials/ Administrators				3		1	2			5			11
%	0.00%	0.00%	0.00%	27.27%	0.00%	9.09%	18.18%	0.00%	0.00%	45.45%	0.00%	0.00%	6.47%
Professionals	1			27		1	5			25			59
%	1.69%	0.00%	0.00%	45.76%	0.00%	1.69%	8.47%	0.00%	0.00%	42.37%	0.00%	0.00%	34.71%
Technicians				1						1			2
%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	1.18%
Protective Service													0
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Paraprofessionals													0
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Admin Support				18		1	2			6		1	28
%	0.00%	0.00%	0.00%	64.29%	0.00%	3.57%	7.14%	0.00%	0.00%	21.43%	0.00%	3.57%	16.47%
Skilled Craft Works										1			1
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.59%
Service/Maintenace	3			45		2	1			16		2	69
%	4.35%	0.00%	0.00%	65.22%	0.00%	2.90%	1.45%	0.00%	0.00%	23.19%	0.00%	2.90%	40.59%
Total	4	0	0	94	0	5	10	0	0	54	0	3	170

**Entire Department
Totals**

White Female	Hisp. Female	Black Female	Asian Female	AI/AN Female	Other Female	White Male	Hisp. Male	Black Male	Asian Male	AI/AN Male	Other Male	Total
21	4	0	514	0	39	142	10	5	1189	0	162	2086
1.01%	0.19%	0.00%	24.64%	0.00%	1.87%	6.81%	0.48%	0.24%	57.00%	0.00%	7.77%	

White	Asian	Hisp.	Black	AI/AN	Other
163	1703	14	5	0	201
7.81%	81.64%	0.67%	0.24%	0.00%	9.64%

Hisp = Hispanic

Black = African American and Black

Asian = Asian, Hawaiian, and Pacific Islander

AI/AN = American Indian or Alaskan Native.

PERSONNEL ACTIVITIES													
NEW HIRES AGENCYWIDE ANALYSIS													
EEO-4 Job Category	Female						Male						Grand Total
	W	B	HS	AS	AI	Total Female	W	B	HS	AS	AI	Total Male	
Officials/ Administrators						0	1			1		2	2
Professionals	1			1		2	1			9		10	12
Technicians						0				1		1	1
Protective Service						0				11		11	11
Paraprofessionals						0						0	0
Administrative Support						0				3		3	3
Skilled Craft						0				1		1	1
Service/Maintenance						0				5		5	5
Total	1	0	0	1	0	2	2	0	0	31	0	33	35

PROMOTIONS AGENCYWIDE ANALYSIS													
EEO-4 Job Category	Female						Male						Grand Total
	W	B	HS	AS	AI	Total Female	W	B	HS	AS	AI	Total Male	
Officials/ Administrators						0	1			3		4	4
Professionals				17		17	1			2		3	20
Technicians				1		1				2		2	3
Protective Service						0				5		5	5
Paraprofessionals						0						0	0
Administrative Support						0						0	0
Skilled Craft						0	2					2	2
Service/Maintenance						0						0	0
Total	0	0	0	18	0	18	4	0	0	12	0	16	34

TERMINATIONS AGENCYWIDE ANALYSIS													
EEO-4 Job Category	Female						Male						Grand Total
	W	B	HS	AS	AI	Total Female	W	B	HS	AS	AI	Total Male	
Officials/ Administrators						0						0	0
Professionals	1			4		5				4		4	9
Technicians						0				3		3	3
Protective Service						0						0	0
Paraprofessionals						0						0	0
Administrative Support	1			3		4						0	4
Skilled Craft						0	1					1	1
Service/Maintenace				2		2				3		3	5
Total	2	0	0	9	0	11	1	0	0	10	0	11	22

DEMOTIONS AGENCYWIDE ANALYSIS													
EEO-4 Job Category	Female						Male						Grand Total
	W	B	HS	AS	AI	Total Female	W	B	HS	AS	AI	Total Male	
Officials/ Administrators						0						0	0
Professionals				1		1	1			1		2	3
Technicians						0				1		1	1
Protective Service						0						0	0
Paraprofessionals				1		1						0	1
Administrative Support				1		1						0	1
Skilled Craft						0						0	0
Service/Maintenace				1		1	2			4		6	7
Total	0	0	0	4	0	4	3	0	0	6	0	9	13

LAYOFF/RECALLS AGENCYWIDE ANALYSIS													
EEO-4 Job Category	Female						Male						Grand Total
	W	B	HS	AS	AI	Total Female	W	B	HS	AS	AI	Total Male	
Officials/ Administrators						0				2		2	2
Professionals				11		11	11			19		30	41
Technicians						0				8		8	8
Protective Service						0				2		2	2
Paraprofessionals						0				2		2	2
Administrative Support				19		19				2		2	21
Skilled Craft						0						0	0
Service/Maintenace				3		3	1			18		19	22
Total	0	0	0	33	0	33	12	0	0	53	0	65	98

NET CHANGES IN EMPLOYMENT

AGENCY WIDE

Report Period: July 1, 2010 to June 30, 2010

NOTE: Data represents IDENTIFIED Ethnic groups and females representing Permanent Full-Time Employees.

Ethnic Categories ↓	AFRI. AMER./BLACKS				AMER. IND./ALSKN. NAT.				ASIANS				HISPANIC/LATINOS				WHITES				FEMALES			
EEO	FY 2010	FY 2011	Net Diff.	%	FY 2010	FY 2011	Net Diff.	%	FY 2010	FY 2011	Net Diff.	%	FY 2010	FY 2011	Net Diff.	%	FY 2010	FY 2011	Net Diff.	%	FY 2010	FY 2011	Net Diff.	%
Job Categories ↓																								
Officials	1	1	0	0.0%	0	0	0	0.0%	36	34	0	0.0%	1	1	0	0.0%	6	6	0	0.0%	5	5	0	0.0%
Professionals	1	1	0	0.0%	0	0	0	0.0%	221	230	9	4.1%	0	0	0	#DIV/0!	50	43	-7	-14.0%	143	132	-11	-7.7%
Para-Professionals	0	0	0	0.0%	0	0	0	0.0%	5	11	6	120.0%	0	0	0	#DIV/0!	0	0	0	0.0%	2	5	3	150.0%
Technicians	0	0	0	0.0%	0	0	0	0.0%	130	112	-18	-13.8%	2	1	-1	-50.0%	18	15	-3	-16.7%	16	15	-1	-6.3%
Protective Services	1	1	0	0.0%	0	0	0	0.0%	122	124	2	1.6%	2	2	0	0.0%	21	19	-2	-9.5%	3	2	-1	-33.3%
Administrative Support	0	0	0	0.0%	0	0	0	0.0%	201	187	-14	-7.0%	3	3	0	0.0%	13	13	0	0.0%	210	188	-22	-10.5%
Skilled Craft Workers	0	0	0	0.0%	0	0	0	0.0%	239	226	-13	-5.4%	1	1	0	0.0%	43	36	-7	-16.3%	3	2	-1	-33.3%
Service and Maintenan	2	2	0	0.0%	0	0	0	0.0%	697	656	-41	-5.9%	7	6	-1	-14.3%	81	77	-4	-4.9%	267	245	-22	-8.2%
ALL EMPLOYEES	5	5	0	0.0%	0	0	0	0.0%	1651	1580	-71	-4.3%	16	14	-2	-12.5%	232	209	-23	-9.9%	649	594	-55	-8.5%

Employees who did not indicate a race/gender or listed as multi-racial were omitted from calculations

FY'2010 Perm FT Wrkfr.	2265
FY'2011 Perm FT Wrkfr.	2089
(+Gain / - Loss)	-176

	FY'10	FY'11	(+Gain / - Loss)
Minorities	1672	1599	-73
Non-Minorities	232	209	-23

	FY'10	FY'11	(+Gain / - Loss)
Females	630	569	-61

JOB GROUP ANALYSIS

Job Group	Job Group No.	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Official/Administrator		Director	1	1		1			1					
		Deputy Director	4	2	2	3			1				1	
		Administrative Svcs Offcr II	3	2	1	3			2				1	
		Airport Fire Commander (HIA)	1	1		1			1					
		Airports Constr & Mtnc Supt	1	1		1			1					
		Airports District Manager II	4	4		3		1	3					
		Airports District Manager III	1	1										
		Airports Firefigtg Staff Offcr	1	1		1	1							
		Airports Operations Officer	1	1		1			1					
		Business Management Offcr I	1		1	0							1	
		Civil Rights Coordinator (DOT)	1	1		1			1					
		Departmental Pers Officer IV	1		1	1							1	
		Engineering Program Mgr	12	11	1	11			10				1	
		Executive Director OMPO	1	1										
		Fiscal Management Officer	1	1		1			1					
		Harbor District Mgr I	1	1		1			1					
		Harbor District Mgr II	1	1										
		Harbors Administrator	1	1		1			1					
		Highways Administrator	1	1		1			1					
		Motor Vehicle Safety Admr	1	1		1			1					
		Planning Program Admr I	1	1		1			1					
		Right-of-way Manager	1	1		1			1					
		Visitor Info Prgm Offcr	1	1		1			1					
Total			42	36	6	35	1	1	29	0	0	0	5	0
Professionals		Accountant I	2		2	2							2	
		Accountant IV	15	2	13	15				2			13	
		Accountant V	8	4	4	6				2			4	
		Airport Operations Duty Mgr	5	5		5				1				

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Professionals:		Architect V	1		1	1							1	
(Continued)		Assistant Airport Supt IV	8	6	2	7	1		5					
		Assistant Airport Supt V	2	2		1			1					
		Auditor III	1	1										
		Auditor IV	4	3	1	4			3					
		Auditor V	1	1		1			1					
		Auditor VI	2	1	1	2			1				1	
		Chemist IV	1	1		1			1					
		Civil Rights Specialist III	1	1		1			1					
		Civil Rights Specialist V	5	3	2	4			3				1	
		Civil Rights Specialist VI	1		1	1							1	
Professionals:		Departmental Contracts Spclt	1		1	1							1	
		Engineer (Civil) V	1	1		1			1					
		Engineer I	6	4	2	6			3				1	
		Engineer II	2	1	1	2			46				4	
		Engineer III	68	61	7	59			18				5	
		Engineer IV	33	26	7	29			52				14	
		Engineer V	75	61	14	72			24				4	
		Engineer VI	33	29	4	33			3				1	
		Environmental Health Spclt IV	5	4	1	4			1					
		Environmental Health Spclt V	1	1		1			1					
		Environmental Health Spclt VI	1	1		1			1					
		Equal Employment Coordinator	1	1		1			2					
Professionals:		Fiscal Officer I	2	2		2								
		General Aviation Officer	1	1					1					
		Harbor Operations Supervisor	2	2		1			1					
		Hazardous Materials Spclt	1	1		1			1					
		Highway Safety Manager	2	1	1	2			1				1	
		Highway Safety Specialist	6	2	4	5			1				2	
		Horticulturist III	1	1		1			1					
		Information Specialist III	1	1										
		Information Specialist IV	1	1		1			1					
		Information Technol Spclt III	1	1		1			1					

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Professionals:		Information Technol Spclt IV	7	7		5			5					
(Continued)		Information Technol Spclt V	14	9	5	13			7				5	
		Information Technol Spclt VI	5	3	2	4			2				2	
		Information Technol Spclt VII	1		1	1							1	
		Land Agent IV	1		1	1							1	
		Land Agent V	1	1										
		Landscape Architect IV	1		1	1								
		Landscape Architect V	1	1										
		Management Analyst IV	3	2	1	3			2				1	
		Management Analyst V	1	1		1			1					
		OMPO Planner	1	1										
Professionals:		Personnel Mgmt Specialist III	3		3	3							3	
		Personnel Mgmt Specialist IV	6	1	5	6			1				1	
		Personnel Mgmt Specialist V	4	1	3	3							3	
		Planner IV	5	1	4	4			1				3	
		Planner V	4	2	2	3			2				1	
		Planner VI	1	1		1			1					
		Planner VII	1	1		1			1					
		Prgm Evaluation Analysis Mgr	1		1	1							1	
		Procurement & Supply Spclt III	2		2	2							2	
		Procurement & Supply Spclt IV	2	1	1	2			1				1	
		Program Budget Analyst IV	3	2	1	3			2				1	
		Program Budget Analyst V	1	1		1			1					
Professionals:		Program Evaluation Analyst V	2	2		1			1					
		Program Evaluation Analyst VII	1	1		1			1					
		Property Manager II	1		1	1			1					
		Property Manager IV	6	2	4	6			2				4	
		Property Manager V	2		2	2							2	
		Property Manager VI	1	1										
		Research Statistician III	4		4	4							4	
		Research Statistician IV	7	3	4	7			3				4	
		Research Statistician V	1	1		1			1					
		Right of Way Agent II	1	1		1			1					

JOB GROUP ANALYSIS

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Professionals:		Right of Way Agent III	2		2	1							1	
(Continued)		Right of Way Agent IV	8	7	1	8			7				1	
		Right of Way Agent V	4	2	2	4			2				2	
		Right of Way Agent VI	1	1		1			1					
		Transportation Planner	3		3	2							2	
		Visitor Inf Specialist IV	5	2	3	5			2				3	
Total			324	239	79	290	1	0	180	5	0	0	105	0
Technicians		Engineering Laboratory Tech	1	1		1			1					
		Engineering Technician V	5	5		5			5					
		Engineering Technician VI	7	7		6			7					
		Engineering Technician VII	4	4		4			4					
		General Const Inspector III	3	3		3			1					
		Highway Const Inspector I	2	2		2			2					
		Highway Const Inspector II	9	9		9			8					
Technicians		Highway Const Inspector III	3	3		3			3					
		Highway Const Inspector IV	25	25		22			19					
		Highway Const Inspector V	5	5		5			4					
		Illustrator-Photographer	1	1		1			1					
		Land Boundary Surveyor I	5	5		4			4					
		Land Boundary Surveyor II	3	3		2			2					
		Land Boundary Surveyor III	7	7		7			6					
		Land Boundary Surveyor V	1	1		1			1					
Technicians		Land Boundary Surveyor VI	1	1		1			1					
		Land Surveyor I	5	5		3			3					
		Land Surveyor II	3	3										
		Land Surveyor III	3	3		3			2					
		Motor Carrier Safety Offcr I	1	1		1								
		Motor Carrier Safety Offcr III	11	9	3	10			4				3	
		Motor Carrier Safety Offcr IV	3	3		3			3					

JOB GROUP ANALYSIS

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Technicians		Motor Carrier Safety Offcr VI	1		1	1							1	
(Continued)		Motorized Equip Supt/Saf Coord	1	1		1			1					
		Building Const Inspector II	4	4		4			4					
		Building Const Inspector III	1	1		1								
		Computer Operations Supvr I	1		1	1							1	
		Computer Operator II	1		1	1							1	
		Drafting Technician III	3	2	1	3		1					1	
		Drafting Technician V	3	2	1	3			2				1	
		Drafting Technician VI	12	5	7	11			5				5	
		Drafting Technician VII	4	1	3	4			1				3	
		Drafting Technician VIII	1		1	1			1					
		Electronic Traffic Signal Tech	3	3		2			2					
Total			143	125	19	129	0	1	97	0	0	0	16	0
Protective Services		Airport Fire Captain	15	15		14			11					
		Airport Fire Commander	6	6		5			4					
		Airport Fire Equipment Optr	57	56	1	54		2	40				1	
		Airport Fire Lieutenant	24	24		24			17					
		Airport Firefighter	48	48		36			15					
		Harbor Enforcement Officer II	13	13		13			9					
		Harbor Enforcement Officer III	3	3		3			2					
		Harbor Enforcement Officer IV	1	1										
		Security Officer I	4	3	1	3			2				1	
Total			171	169	2	152	0	2	100	0	0	0	2	0
Para-Professionals		Drafting Aid II	1		1	1							1	
		Engineering Aid I	4	3	1	4			1				1	
		Engineering Aid II	6	3	3	6			3				3	
		Engineering Aid III	3	3		3			2					
		Engineering Aid IV	1	1		1								
Total			15	10	5	15	0	0	6	0	0	0	5	0

JOB GROUP ANALYSIS

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Administrative Support		Abstractor VI	5	1	4	4			1				3	
		Abstractor VII	1		1	1			1					
		Abstractor X	1	1		1								
		Account Clerk II	8		8	8							6	
		Account Clerk III	7		7	6							6	
		Account Clerk IV	6		6	6							5	
		Account Clerk V	4	1	3								3	
		Airport Info Operator I	7	6	1	7			1				1	
Administrative Support		Airport Info Operator II	5	2	3	4			3					
		Airport Info Unit Supvr	1		1	1			1					
		Business Services Supvr I	3		3	3							3	
		Business Services Supvr II	8	2	6	7			3				4	
		Business Services Supvr III	1		1	1							1	
		Cashier Clerk	1	1		1			1					
		Cip Assistant	1	1		1			1					
		Clerk Stenographer II	5		5	5							3	
		Clerk Stenographer III	2		2	2							2	
		Contracts Assistant I	5	1	4	5			1				4	
Administrative Support		Contracts Assistant II	1		1	1							1	
		Data Entry Operator I	1		1	1								
		Data Processing Control Clk I												
			1		1	1							1	
		Office Assistant II	2	2		2			2					
		Office Assistant III	52	5	47	49			3			2	39	
		Office Assistant IV	13		13	11							8	
		Office Services Supervisor	1	1										
		OMPO Fiscal Assistant	1		1	1							1	
		OMPO Secy-Office Coordinator	1		1	1							1	
Administrative Support		Personnel Clerk III	6		6	4							4	
		Personnel Clerk IV	5	1	4	5			1				1	
		Personnel Clerk V	5	1	4	5			1				2	

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Administrative Support (Continued)		Personnel Technician VI	2		2	2							2	
		Pre Audit Clerk I	6	4	2	6			4				2	
		Pre Audit Clerk II	2		2	2								
		Private Secretary II	4		4	4							2	
		Private Secretary III	1		1	1							3	
		Purchasing Technician I	4	2	2	4			2				1	
		Purchasing Technician II	1	1		1			1				2	
		Secretary I	5		5	5								
Administrative Support		Secretary II	13		13	12							5	
		Secretary III	15		15	15							9	
		Secretary IV	2		2	2							14	
		Storekeeper I	2	2		2							2	
		Tunnel Systems Operator II	9	5	4	8			3				2	
		Tunnel Systems Operator III	5	1	4	5			1				4	
Total			231	41	190	213	0	0	31	0	0	2	4	0
Skilled Craft		Air Conditioning Mech Supvr	1	1		1			1					
		Air Conditioning Mechanic I	6	6		6			4					
		Airport Mtnc & Repair Supvr	1	1										
		Airport Mtnc Repairer II	2	2		1			1					
		Automated Sysrs Equip tech I	4	4		4			3					
		Automated Sysrs Equip tech II												
			3	3		3			3					
		Automated Sysrs Equipment Tech	3	3		3			3					
Skilled Craft		Automotive Mechanic I	7	7		6			6					
		Automotive Mechanic II	1	1		1			1					
		Automotive Mechanic Supvr I	2	2		1			1					
		Automotive Mechanic Supvr II	2	2		2			2					
		Automotive Technician I	8	8		8			7					
		Automotive Technician II	2	2		2			2					
		Bldg Constr & Mtnc Supvr II	1	1		1			1					
		Bridge Maintenance Supvr I	2	2		1			1					
		Bridge Maintenance Supvr II	2	2		2			2					

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Skilled Craft (Continued)		Bridge Maintenance Worker I	16	16		14			13					
		Bridge Maintenance Worker II	4	4		3			3					
		Building Const Mtnce Supvr	1	1										
		Building Maintenance Supvr I	4	4		2			2					
		Building Maintenance Worker I	21	20	1	18		1	12					
		Building Maintenance Worker II	9	9		6			4					
		Carpenter I	5	5		5			5					
		Carpenter Supervisor II	1	1		1			1					
Skilled Craft		Construction & Mtnce Supt V	2	2		2			2					
		Construction & Mtnce Supt VI	3	3		1			1					
		Crash/Fire Equipment Mechanic	5	5		2			3					
		Electrician I	12	12		10			9					
		Electrician II	6	6		6			6					
		Electrician Supervisor II	1	1		1			1					
		Gen constr & Mtnce Supvr II	5	5		4			3					
		Heavy Equipment Operator	10	10		8			8					
Skilled Craft		Heavy Ven/Constr Equip Mech I	8	8		7			6					
		Heavy Ven/Constr Equip Mech II	1	1		1			1					
		Highway Lighting Worker I	6	6		6			5					
		Highway Lighting Worker II	4	4		4			4					
		Hwy Constr & Mtnce Supvr II	9	9		7			6					
		Hwy constr & Mtnce Supvr III	1	1		1			1					
		Hwy constr & Mtnce Supvr IV	2	2		2			1					
		Maintenance & Repair Supvr II	2	2		2			2					
Skilled Craft		Maintenance Mechanic I	15	15		13			11					
		Maintenance Mechanic II	3	3		2			2					
		Maintenance Mechanic Supvr	1	1										
		Maintenance Repair Supvr I	2	2		2			2					
		Mason I	1	1		1			1					
		Mechanical Repair Worker	1	1		1			1					
		Offset Press Operator III	1	1		1			1					
		Painter I	11	11		10			8					

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Skilled Craft		Painter II	3	3		2			2					
(Continued)		Painter Supervisor II	1	1		1			1					
		Parking Meter Mechanic	1	1		1			1					
		Plumber I	4	4		4			4					
		Plumber II	2	2		1			1					
		Plumber Supervisor	1	1		1			1					
		Sign Painter I	1	1		1			1					
		Street Sweeper Operator	11	10	1	10			8				1	
Skilled Craft		Traffic Signal & Hwy Ltg Supvr	1	1		1			1					
		Traffic Signs & mrking Supvr	3	3		3			2					
		Welder I	3	3		3			3					
		Wharf Maintenance Supvr	1	1		1								
		Wharf Maintenance Worker	2	2		2			1					
Total			254	252	2	216	0	1	189	0	0	0	1	0
Service/Maintenance		Airport Baggage Attendant I	3	2	1	2			1				1	
		Airport Baggage Attendant II	2	2		2			2					
		Airport General Mtnce Supvr	1	1		1			1					
		Airport Operations Contr I	1	1		1			1					
		Airport Operations Contr II	15	11	4	11	1		6				1	
		Airport Operations Contr III	5	4	1	4			3				1	
		Airport Optns & Mtnce Wkr I	16	16		15			10					
		Airport Optns & Mtnce Wkr II	1	1		1			1					
		Airport Optns & Mtnce Wkr III	6	6		5			5					
Service/Maintenance		Airport Optns Cont Ut Supvr I	2	2		2			2					
		Automotive Mechanic Helper	8	8		8			8					
		Automotive Service Utility Wkr	1	1		1			1					
		Building Maintenance Helper	15	15		14			3					
		Carpet Cleaner I	30	26	4	27		1	14				1	
		Carpet Cleaner II	4	3	1	3			2					
		Carpet Cleaner Supervisor	1	1		1								
		Electrician Helper	3	3		2			1					

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Service/Maintenance (Continued)		Equipment Operator I	33	29	4	27		1	20				3	
		Equipment Operator II	10	10		10			8					
		Equipment Operator III	25	24	1	20			17				1	
		General Labor Supervisor	1	1		1								
		General Laborer I	54	50	4	53		1	46				3	
		General Laborer II	68	66	2	58			49				2	
		General Laborer III	6	4	2	6		1	6				2	
		Grounds & Gen Svcs Supvr II	1	1										
		Grounds Maintenance Supvr I	1	1		1			1					
		Grounds Maintenance Supvr II	2	1	1	1							1	
		Groundskeeper I	48	40	8	46			35				5	
		Groundskeeper II	9	8	1	9			7				1	
Service/Maintenance		Harbor Agent III	3	3		2			2					
		Harbor Agent IV	1	1		1			1					
		Harbor Traffic Controller I	4	2	2	4			1				2	
		Harbor Traffic Controller II	1	1		1			1					
		Heavy Truck Driver	22	22		21		1	13					
		Highway District Mtnc Supvr	1	1		1			1					
		Highway Maintenance Supvr I	9	9		8			8					
		Highway Maintenance Supvr II	3	3		3			1					
		Highways Special Svcs Supvr	1	1		1			1					
		Janitor II	236	110	126	221	1	2	88			1	104	
		Janitor III	37	16	21	33			11			1	16	
		Janitor Supervisor I	5	3	2	3			1				2	
Service/Maintenance		Janitor Supervisor II	9	2	7	7			1				6	
		Light Truck Driver	5	5		5			5					
		Marine Cargo Specialist	7	6	1	6			3				1	
		Mason Helper	1	1		1			1					
		Nursery Worker I	1	1		1			1					
		Nursery Worker II	1	1		1			1					
		Painter Helper	1	1										
		Plumber Helper	3	3		3			3					

Job Group	Job Group	Job Titles	Total Employee	Total Male	Total Female	Total Minority	Male				Female			
							B	HS	AS	AI	B	HS	AS	AI
Service/Maintenance (Continued)		Power Mower Operator I	1		1	1							1	
		Refuse Collector	1	1										
		School custodial Services Supt	1		1	1							1	
		Sign Painter Helper	2	2		2			1					
		Sprinkler System Repairer	1	1		1			1					
		Storeroom Helper	6	5	1	5			2				1	
		Tk Tractor Semi-Trailer Optr	2	2		1			1					
		Tractor Operator	4	4		4			4					
Service/Maintenance		Traffic Striping Mach Optr II	4	4		4			2					
		Truck Driver	8	8		8			8					
		Truck Driver Laborer	15	15		13			11					
		Visitor Inf Prgm Asst I	27	7	20	24			5				16	
		Visitor Inf Prgm Asst II	32	8	24	31			4				20	
		Visitor Inf Prgm Asst III	10	3	7	10			3				10	
		Warehouse Worker	2	2		2			1					
		Water Service Worker II	1	1		1			1					
Total			840	593	247	763	2	7	438	0	0	2	202	0
Grand Total			2020	1465	550	1813	4	12	1070	5	0	4	340	0

NOTE: Total each Job Group. Show Grand Total on last page.

Legend:

B - African American and Black

HS - Hispanic

AS- Asian and Pacific Islander

AI - American Indian and Alaskan Native

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)
EXCLUDE SCHOOL SYSTEMS AND EDUCATION INSTITUTIONS
(Read attached instructions prior to completing this form)

APPROVED BY
 OMB
 3046-008

EXPIRES
 01/31/2004

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

MAIL COMPLETED
 FORM TO

State & Local Reporting Committee (EEO-4)
 P.O. Box 62229
 Virginia Beach, VA 23466-2229

A. TYPE OF GOVERNMENT (Check one box only)

- ☒ 1. State ☐ 2. County ☐ 3. City ☐ 4. Township ☐ 5. Special District
☐ 6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)

2. Address--Number and Street	CITY/TOWN	COUNTY	STATE/ZIP	EEOC ONLY A B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s) attach a list showing name and address of agencies whose data are not included.)

XX	1. Financial administration. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and	8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation services, etc.
	GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.
	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads highways and bridges.	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open-space, beautification, preservation.
	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (hospitals and sanatoriums should be reported as item 7.)	11. CORRECTIONS. Jail, reformatories, detention homes, half-way houses, prisons, parole and probation activities.
	4. POLICE PROTECTION. Duties of a police department sheriff's constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.
5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (report any forest fire protection activities as item 6.)	airports	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.
6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and parks and recreation. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums museums, marinas, zoos, etc.		14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY
7. HOSPITALS AND SANATORIUMS. Operation and Maintenance of Institutions for in patients medical care.		15. OTHER (specify on page four)

D. EMPLOYMENT DATA AS OF JUNE 30

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES

OFFICIALS ADMINISTRATORS

PROFESSIONALS

TECHNICIANS

PROTECTIVE SERVICES

PARA-PROFESSIONALS

ADMINISTRATIVE SUPPORT

ANNUAL SALARY (In thousands 000)	Total Columns (B-K)	MALE					FEMALE				
		NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		WHITE	BLACK				WHITE	BLACK			
A		B	C	D	E	F	G	H	I	J	K
1. \$0.1-15.9	0										
2. 16.0-19.9	0										
3. 20.0-24.9	0										
4. 25.0-32.9	0										
5. 33.0-42.9	0										
6. 43.0-54.9	0										
7. 55.0-69.9	12	2	1	1	7						1
8. 70.0 PLUS	25	2			20						3
9. \$0.1-15.9											
10. 16.0-19.9											
11. 20.0-24.9											
12. 25.0-32.9											
13. 33.0-42.9	28	2			9		1				16
14. 43.0-54.9	239	21			136		6				76
15. 55.0-69.9	139	12			98						29
16. 70.0 PLUS	1										1
17. \$0.1-15.9											
18. 16.0-19.9											
19. 20.0-24.9											
20. 25.0-32.9	13			1	11						1
21. 33.0-42.9	101	13			73		1				14
22. 43.0-54.9	16	1		1	14						
23. 55.0-69.9											
24. 70.0 PLUS											
25. \$0.1-15.9											
26. 16.0-19.9											
27. 20.0-24.9											
28. 25.0-32.9	4	1			2						1
29. 33.0-42.9	11				11						
30. 43.0-54.9	94	13	1	1	78						1
31. 55.0-69.9	36	3		1	32						
32. 70.0 PLUS											
33. \$0.1-15.9											
34. 16.0-19.9											
35. 20.0-24.9	2				1						1
36. 25.0-32.9	9				5						4
37. 33.0-42.9											
38. 43.0-54.9											
39. 55.0-69.9											
40. 70.0 PLUS											
41. \$0.1-15.9											
42. 16.0-19.9											
43. 20.0-24.9	2										2
44. 25.0-32.9	167	4			27		8		2		126
45. 33.0-42.9	52	1			3		1				47
46. 43.0-54.9	1			1							
47. 55.0-69.9											
48. 70.0 PLUS											

D. EMPLOYMENT DATA AS OF JUNE 30 (Cant.)

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

	ANNUAL SALARY (In thousands 000)	Total Columns (B-K)	MALE				FEMALE					
			NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK				WHITE	BLACK			
		A	B	C	D	E	F	G	H	I	J	K
SKILLED CRAFT	49. \$0.1-15.9											
	50. 16.0-19.9											
	51. 20.0-24.9											
	52. 25.0-32.9											
	53. 33.0-42.9											
	54. 43.0-54.9	220	35		1	183					1	
	55. 55.0-69.9	8	1			7						
	56. 70.0 PLUS											
SERVICE MAINTENANCE	57. \$0.1-15.9											
	58. 16.0-19.9											
	59. 20.0-24.9											
	60. 25.0-32.9	89	4	1		29		6			49	
	61. 33.0-42.9	609	42	1	4	393		14		2	153	
	62. 43.0-54.9	38	7			30					1	
	63. 55.0-69.9											
	64. 70.0 PLUS											
65. TOTAL FULL TIME (LINES 1 - 64)		1916	164	4	11	1169	0	37	0	4	527	0

2. OTHER THAN FULL-TIME EMPLOYEES (Including temporary employees)

66. OFFICIALS/ADMIN	1		1	0								
67. PROFESSIONALS	0											
68. TECHNICIANS	0											
69. PROTECTIVE SERVICE	0											
70. PARA-PROFESSIONAL	0											
71. ADMIN. SUPPORT	0											
72. SKILLED CRAFT	0											
73. SERVICE/MAINTENANCE	0											
74. TOTAL OTHER THAN FULL TIME (LINES 66 - 73)			1	0	1	0	0	0	0	0	0	0

3. NEW HIRES DURING FISCAL YEAR - Permanent full time only JULY 1 - JUNE 30

75. OFFICIALS/ADMIN												
76. PROFESSIONALS												
77. TECHNICIANS												
78. PROTECTIVE SERVICE												
79. PARA-PROFESSIONAL												
80. ADMIN. SUPPORT												
81. SKILLED CRAFT												
82. SERVICE/MAINTENANCE												
83. TOTAL NEW HIRES (LINES 75 - 82)			0	0	0	0	0	0	0	0	0	0

REMARKS: (List National Crime Information Center (NCIC) number assigned to any Criminal Justice Agencies whose data are included in this report)

LIST AGENCIES INCLUDED ON THIS FORM

Hawaii Department of Transportation

- Highways Division
- Airports Division
- Harbors Division
- Administration

Date:

NAME OF PERSON TO CONTACT REGARDING THIS FORM: TITLE: Civil Rights EEO Specialist
Clifton Niles Hilton Harty

ADDRESS (Number and Street, City, State, Zip Code) TELEPHONE NUMBER: (808) 587-2135
869 Punchbowl St., Honolulu, HI 96813

Extension: 2135

Fax Number: (808) 587-2025

Date:

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL:

SIGNATURE:

E-Mail:

UTILIZATION ANALYSIS REPORT (HAWAII COUNTY)

Job Category	Total Workforce	Race					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators							
Current # Workforce	4	1	0	1	2	0	0
% in Category		25.00%	0.00%	25.00%	50.00%	0.00%	0.00%
% of Avial			0.0%	7.0%	50.3%	0.0%	36.7%
% Utilization			0.0%	18.0%	-0.3%	0.0%	-36.7%
Under-utilized (Yes/No)			N	N	Y	N	Y
# Needed to Reach Parity			0	0	0	1	1
Professional							
Current # Workforce	12	1	0	0	11	0	0
% in Category		8.33%	0.00%	0.00%	91.67%	0.00%	0.00%
% of Avial			0.0%	4.7%	51.6%	0.0%	50.1%
Utilization			0.0%	-4.7%	40.1%	0.0%	-50.1%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	1	0	0	6
Technicians							
Current # Workforce	10	0	0	1	9	0	0
% in Category		0.00%	0.00%	10.00%	90.00%	0.00%	0.00%
% of Avial			0.0%	6.2%	52.3%	0.0%	35.6%
Utilization			0.0%	3.8%	37.7%	0.0%	-35.6%
Under-utilized (Yes/No)			N	N	N	N	Y
# Needed to Reach Parity			0	0	0	0	4
Protective Service							
Current # Workforce	39	4	0	0	29	0	0
% in Category		10.26%	0.00%	0.00%	74.36%	0.00%	0.00%
% of Avial			1.00%	7.10%	49.60%	0.00%	16.40%
Utilization			-1.00%	-7.10%	24.76%	0.00%	-16.40%
Under-utilized (Yes/No)			Y	Y	N	N	Y
# Needed to Reach Parity			0	3	0	0	6
Para-Professionals							
Current # Workforce	1	0	0	0	1	0	0
% in Category		0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
% of Avial			0.00%	5.60%	50.60%	0.00%	64.2
Utilization			0.00%	-5.60%	49.40%	0.00%	-64.20%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	0	0	0	1
Administrative Support							
Current # Workforce	17	0	0	0	15	0	17
% in Category		0.00%	0.00%	0.00%	88.24%	0.00%	100.00%
% of Avial			0.00%	6.00%	56.30%	0.00%	72.10%
Utilization			0.00%	-6.00%	31.94%	0.00%	27.90%
Under-utilized (Yes/No)			N	Y	N	N	N
# Needed to Reach Parity			0	1	0	0	0
Skilled Craft							
Current # Workforce	36	5	0	0	29	0	0
% in Category		13.89%	0.00%	0.00%	80.56%	0.00%	0.00%
% of Avial			0.00%	5.30%	51.20%	0.00%	11.50%
Utilization			0.00%	-5.30%	29.36%	0.00%	-11.50%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	2	0	0	4
Service/Maintenance							
Current # Workforce	143	15	0	1	112	0	25
% in Category		10.49%	0.00%	0.70%	78.32%	0.00%	17.48%
% of Avial			0.00%	7.20%	64.30%	0.00%	38.60%
Utilization			0.00%	-6.50%	14.02%	0.00%	-21.12%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	9	0	0	30

SIA 5 Year Projected Goals (HAWAII COUNTY)

Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2012						
Professional							1
Technicians							1
Protective Service				1			1
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				2			6

Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2013						1
Professional							1
Technicians							1
Protective Service							
Para-Professionals							
Administrative Support							
Skilled Craft				1			1
Service/Maintenance				2			6

Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2014					1	
Professional					1		2
Technicians				1			1
Protective Service							1
Para-Professionals							
Administrative Support				1			
Skilled Craft							
Service/Maintenance				1			6

Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2015						
Professional							1
Technicians							1
Protective Service							1
Para-Professionals							1
Administrative Support							
Skilled Craft				1			1
Service/Maintenance				2			6

Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2016						
Professional							1
Technicians							1
Protective Service				1			2
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				2			6

UTILIZATION ANALYSIS REPORT (HONOLULU COUNTY)

Job Category	Total Workforce	Race					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators							
Current # Workforce	34	3	1	0	29	0	6
% in Category		8.82%	2.94%	0.00%	85.29%	0.00%	17.65%
% of Avial			1.2%	4.7%	57.4%	0.0%	37.9%
% Utilization			1.7%	-4.7%	27.9%	0.0%	-20.3%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	2	0	0	7
Professional							
Current # Workforce	390	36	1	0	334	0	128
% in Category		9.23%	0.26%	0.00%	85.64%	0.00%	32.82%
% of Avial			1.4%	4.8%	59.6%	0.0%	48.3%
Utilization			-1.1%	-4.8%	26.0%	0.0%	-15.5%
Under-utilized (Yes/No)			Y	Y	N	N	Y
# Needed to Reach Parity			4	19	0	0	60
Technicians							
Current # Workforce	118	8	0	0	95	0	16
% in Category		6.78%	0.00%	0.00%	80.51%	0.00%	13.56%
% of Avial			1.2%	5.9%	60.9%	0.0%	35.2%
Utilization			-1.2%	-5.9%	19.6%	0.0%	-21.6%
Under-utilized (Yes/No)			Y	Y	N	N	Y
# Needed to Reach Parity			1	7	0	0	25
Protective Service							
Current # Workforce	79	8	0	2	52	0	1
% in Category		10.13%	0.00%	2.53%	65.82%	0.00%	1.27%
% of Avial			2.20%	7.20%	53.80%	0.00%	17.10%
Utilization			-2.20%	-4.67%	12.02%	0.00%	-15.83%
Under-utilized (Yes/No)			Y	Y	N	N	Y
# Needed to Reach Parity			2	4	0	0	13
Para-Professionals							
Current # Workforce	11	0	0	0	8	0	3
% in Category		0.00%	0.00%	0.00%	72.73%	0.00%	27.27%
% of Avial			1.40%	4.80%	59.60%	0.00%	62.6
Utilization			-1.40%	-4.80%	13.13%	0.00%	-35.33%
Under-utilized (Yes/No)			Y	Y	N	N	Y
# Needed to Reach Parity			0	1	0	0	4
Administrative Support							
Current # Workforce	190	12	0	1	157	0	150
% in Category		6.32%	0.00%	0.53%	82.63%	0.00%	78.95%
% of Avial			1.10%	6.10%	64.10%	0.00%	72.50%
Utilization			-1.10%	-5.57%	18.53%	0.00%	6.45%
Under-utilized (Yes/No)			Y	Y	N	N	N
# Needed to Reach Parity			2	11	0	0	0
Skilled Craft							
Current # Workforce	155	10	0	0	130	0	2
% in Category		6.45%	0.00%	0.00%	83.87%	0.00%	1.29%
% of Avial			0.00%	6.00%	59.80%	0.00%	11.90%
Utilization			0.00%	-6.00%	24.07%	0.00%	-10.61%
Under-utilized (Yes/No)			N	N	N	N	Y
# Needed to Reach Parity			0	9	0	0	16
Service/Maintenance							
Current # Workforce	481	34	1	8	379	0	167
% in Category		7.07%	0.21%	1.66%	78.79%	0.00%	34.72%
% of Avial			1.20%	6.60%	64.30%	0.00%	38.20%
Utilization			-0.99%	-4.94%	14.49%	0.00%	-3.48%
Under-utilized (Yes/No)			Y	Y	N	N	Y
# Needed to Reach Parity			5	24	0	0	17

STA 5 Year Projected Goals (HONOLULU COUNTY)

Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2012						1
Professional		1	3				12
Technicians			1				5
Protective Service			1				3
Para-Professionals							1
Administrative Support			2				
Skilled Craft			2				3
Service/Maintenance		1	5				3
Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2013		1				2
Professional		1	4				12
Technicians			2				5
Protective Service		1	1				2
Para-Professionals							
Administrative Support			2				
Skilled Craft			2				3
Service/Maintenance		1	5				3
Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2014						1
Professional			4				12
Technicians		1	1				5
Protective Service			1				3
Para-Professionals							1
Administrative Support		1	2				
Skilled Craft			1				3
Service/Maintenance		1	4				4
Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2015						2
Professional		1	4				12
Technicians			1				5
Protective Service		1					2
Para-Professionals							1
Administrative Support		1	2				
Skilled Craft			2				3
Service/Maintenance		1	5				3
Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2016		1				1
Professional		1	4				12
Technicians		1	2				5
Protective Service			1				3
Para-Professionals			1				1
Administrative Support			3				
Skilled Craft			2				4
Service/Maintenance		1	5				4

UTILIZATION ANALYSIS REPORT (MAUI COUNTY)

Job Category	Total Workforce	Race					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators							
Current # Workforce	2	1	0	0	1	0	0
% in Category		50.00%	0.00%	0.00%	50.00%	0.00%	0.00%
% of Avial			0.0%	3.5%	48.3%	0.0%	37.5%
% Utilization			0.0%	-3.5%	1.7%	0.0%	-37.5%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	0	0	0	1
Professional							
Current # Workforce	12	4	0	0	7	0	2
% in Category		33.33%	0.00%	0.00%	58.33%	0.00%	16.67%
% of Avial			0.0%	3.5%	51.0%	0.0%	45.7%
Utilization			0.0%	-3.5%	7.3%	0.0%	-29.0%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	0	0	0	3
Technicians							
Current # Workforce	11	4	0	0	7	0	0
% in Category		36.36%	0.00%	0.00%	63.64%	0.00%	0.00%
% of Avial			0.0%	5.0%	54.2%	0.0%	35.9%
Utilization			0.0%	-5.0%	9.4%	0.0%	-35.9%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	1	0	0	4
Protective Service							
Current # Workforce	28	5	1	0	23	0	0
% in Category		17.86%	3.57%	0.00%	82.14%	0.00%	0.00%
% of Avial			1.10%	4.70%	48.60%	0.00%	15.70%
Utilization			2.47%	-4.70%	33.54%	0.00%	-15.70%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	1	0	0	4
Para-Professionals							
Current # Workforce	0	0	0	0	0	0	0
% in Category		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% of Avial			0.00%	5.90%	53.10%	0.00%	0.00%
Utilization			0.00%	0.00%	0.00%	0.00%	0.00%
Under-utilized (Yes/No)			N	N	N	N	N
# Needed to Reach Parity			0	0	0	0	0
Administrative Support							
Current # Workforce	13	1	0	1	10	0	12
% in Category		7.69%	0.00%	7.69%	76.92%	0.00%	92.31%
% of Avial			0.00%	5.40%	56.30%	0.00%	73.50%
Utilization			0.00%	2.29%	20.62%	0.00%	18.81%
Under-utilized (Yes/No)			N	N	N	N	N
# Needed to Reach Parity			0	0	0	0	0
Skilled Craft							
Current # Workforce	40	13	0	1	20	0	0
% in Category		32.50%	0.00%	2.50%	50.00%	0.00%	0.00%
% of Avial			0.00%	4.70%	52.80%	0.00%	11.36%
Utilization			0.00%	-2.20%	-2.80%	0.00%	-11.36%
Under-utilized (Yes/No)			N	Y	Y	N	N
# Needed to Reach Parity			0	1	1	0	5
Service/Maintenance							
Current # Workforce	141	12	1	0	110	0	39
% in Category		8.51%	0.71%	0.00%	78.01%	0.00%	27.66%
% of Avial			0.00%	5.80%	56.80%	0.00%	37.80%
Utilization			0.71%	-5.80%	21.21%	0.00%	-10.14%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	8	0	0	14

SIA 5 Year Projected Goals (MAUI COUNTY)

Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2012						
Professional							1
Technicians							1
Protective Service				1			
Para-Professionals							
Administrative Support							
Skilled Craft					1		1
Service/Maintenance				1			2
Job Category	Numerical Goals	White	Black	Hispanic	Asian	AI/AN	Females
Official Administrators	Goals FY 2013						1
Professional							
Technicians							
Protective Service							1
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				2			3
Job Category	Numerical Goals	White	Black	Hispanic	Asian	AI/AN	Females
Official Administrators	Goals FY 2014						
Professional							1
Technicians				1			1
Protective Service							
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				2			3
Job Category	Numerical Goals	White	Black	Hispanic	Asian	AI/AN	Females
Official Administrators	Goals FY 2015						
Professional							
Technicians							1
Protective Service							2
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				1			3
Job Category	Numerical Goals	White	Black	Hispanic	Asian	AI/AN	Females
Official Administrators	Goals FY 2016						
Professional							1
Technicians							1
Protective Service							1
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				2			3

UTILIZATION ANALYSIS REPORT (KAUAI COUNTY)

Job Category	Total Workforce	Race					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators							
Current # Workforce	3	0	0	0	3	0	0
% in Category		0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
% of Avial			0.0%	4.0%	50.5%	0.0%	37.2%
% Utilization			0.0%	-4.0%	49.5%	0.0%	-37.2%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	0	0	0	1
Professional							
Current # Workforce	11	2	0	0	8	0	1
% in Category		18.18%	0.00%	0.00%	72.73%	0.00%	9.09%
% of Avial			0.0%	3.9%	55.1%	0.0%	49.9%
Utilization			0.0%	-3.9%	17.6%	0.0%	-40.8%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	0	0	0	5
Technicians							
Current # Workforce	5	3	0	0	2	0	0
% in Category		60.00%	0.00%	0.00%	40.00%	0.00%	0.00%
% of Avial			0.0%	4.3%	58.1%	0.0%	33.9%
Utilization			0.0%	-4.3%	-18.1%	0.0%	-33.9%
Under-utilized (Yes/No)			N	Y	Y	N	Y
# Needed to Reach Parity			1	0	1	0	2
Protective Service							
Current # Workforce	21	2	0	0	18	0	0
% in Category		9.52%	0.00%	0.00%	85.71%	0.00%	0.00%
% of Avial			1.20%	6.60%	53.40%	0.00%	15.10%
Utilization			-1.20%	-6.60%	32.31%	0.00%	-15.10%
Under-utilized (Yes/No)			Y	Y	N	N	Y
# Needed to Reach Parity			0	1	0	0	3
Para-Professionals							
Current # Workforce	3	0	0	0	2	0	1
% in Category		0.00%	0.00%	0.00%	66.67%	0.00%	33.33%
% of Avial			0.00%	6.50%	53.60%	0.00%	62.60%
Utilization			0.00%	-6.50%	13.07%	0.00%	-29.27%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	0	0	0	1
Administrative Support							
Current # Workforce	11	1			9		11
% in Category		9.09%	0.00%	0.00%	81.82%	0.00%	100.00%
% of Avial			0.00%	5.60%	59.30%	0.00%	73.40%
Utilization			0.00%	-5.60%	22.52%	0.00%	26.60%
Under-utilized (Yes/No)			Y	Y	N	N	N
# Needed to Reach Parity			1	1	0	0	0
Skilled Craft							
Current # Workforce	23	8	0	0	13	0	0
% in Category		34.78%	0.00%	0.00%	56.52%	0.00%	0.00%
% of Avial			0.00%	5.40%	54.10%	0.00%	10.70%
Utilization			0.00%	-5.40%	2.42%	0.00%	-10.70%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	1	0	0	2
Service/Maintenance							
Current # Workforce	75	16	0	0	38	0	15
% in Category		21.33%	0.00%	0.00%	50.67%	0.00%	20.00%
% of Avial			0.00%	6.50%	58.90%	0.00%	37.20%
Utilization			0.00%	-6.50%	-8.23%	0.00%	-17.20%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	5	0	0	13

STA 5 Year Projected Goals (KAUAI COUNTY)

Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2012						
Professional							1
Technicians							
Protective Service				1			1
Para-Professionals							
Administrative Support							
Skilled Craft							
Service/Maintenance				1			3
Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2013						
Professional							1
Technicians			1				1
Protective Service							
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				1			2
Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2014						1
Professional							1
Technicians					1		
Protective Service							1
Para-Professionals							
Administrative Support				1			
Skilled Craft							1
Service/Maintenance				1			3
Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2015						
Professional							1
Technicians							1
Protective Service							
Para-Professionals							1
Administrative Support							
Skilled Craft				1			
Service/Maintenance				1			2
Job Category	Numerical Goals	Males					Females
		White	Black	Hispanic	Asian	AI/AN	
Official Administrators	Goals FY 2016						
Professional							1
Technicians							
Protective Service							1
Para-Professionals							
Administrative Support			1				
Skilled Craft							
Service/Maintenance				1			3