

JOB GROUP ANALYSIS

Job Group	Job Titles	Grand Total	Total Male	Total Female	Total Minority	Male				Female				
						HW	CK	PH	JP	HW	CK	PH	JP	
ADMINISTRATIVE SUPPORT														
Administrative Support	Abstractor VI	5	1	4	4				1	1	1	1		
	Abstractor VII	1		1	1					1				
	Abstractor X	1	1		1									
	Account Clerk II	8		8	8					2		3	1	
	Account Clerk III	7		7	6					1	1	2	2	
	Account Clerk IV	6		6	6							3	2	
	Account Clerk V	4	1	3								1	2	
	Airport Info Operator I	7	6	1	7	4			1				1	
	Administrative Support	Airport Info Operator II	5	2	3	4				1	2			
Airport Info Unit Supvr		1		1	1					1				
Business Services Supvr I		3		3	3							2	1	
Business Services Supvr II		8	2	6	7				1	2		3	1	
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	
Administrative Support		Contracts Assistant I	5	1	4	5	1				1			3
		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	1			2	14	3	9	13	
	Office Assistant IV	13		13	11					1	2		5	
	Administrative Support	Office Services Supervisor	1	1										
		OMPO Fiscal Assistant	1		1	1						1		
		OMPO Secy-Office Coordinator	1		1	1						1		
Personnel Clerk III		6		6	4					2			2	
Personnel Clerk IV		5	1	4	5		1			1			3	
Personnel Clerk V		5	1	4	5		1			1	1		2	

JOB GROUP ANALYSIS

Job Group	Job Titles	Grand Total	Total Male	Total Female	Total Minority	Male				Female			
						HW	CK	PH	JP	HW	CK	PH	JP
Administrative Support	Personnel Technician VI	2		2	2								2
(Continued)	Pre Audit Clerk I	6	4	2	6			3	1	1			1
	Pre Audit Clerk II	2		2	2								2
	Private Secretary II	4		4	4					1			2
	Private Secretary III	1		1	1								1
	Purchasing Technician I	4	2	2	4		1		1	1			1
	Purchasing Technician II	1	1		1				1				
	Secretary I	5		5	5					1			4
Administrative Support	Secretary II	13		13	12						2		7
	Secretary III	15		15	15					1		3	10
	Secretary IV	2		2	2							1	1
	Storekeeper I	2	2		2								2
	Tunnel Systems Operator II	9	5	4	8				3	2			2
	Tunnel Systems Operator III	5	1	4	5				1	3		1	
Total		231	41	190	213	7	2	5	14	40	12	33	77
SKILLED CRAFT WORKERS													
Skilled Craft	Air Conditioning Mech Supvr	1	1		1				1				
	Air Conditioning Mechanic I	6	6		6	1		2	1				
	Airport Mtnce & Repair Supvr	1	1										
	Airport Mtnce Repairer II	2	2		1	1							
	Automated Sys'ts Equip tech I	4	4		4			1	2				
	Automated Sys'ts Equip tech II	3	3		3				3				
	Automated Sys'ts Equipment Tech	3	3		3	1	1		1				
	Automotive Mechanic I	7	7		6	2		1	3				
Skilled Craft	Automotive Mechanic II	1	1		1				1				
	Automotive Mechanic Supvr I	2	2		1			1					
	Automotive Mechanic Supvr II	2	2		2	1			1				
	Automotive Technician I	8	8		8			2	5				
	Automotive Technician II	2	2		2				2				
	Bldg Constr & Mtnce Supvr II	1	1		1	1							
	Bridge Maintenance Supvr I	2	2		1				1				
	Bridge Maintenance Supvr II	2	2		2			1	1				

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Job Group	Job Titles	Grand Total	Total Male	Total Female	Total Minority	Male				Female			
						HW	CK	PH	JP	HW	CK	PH	JP
Skilled Craft	Bridge Maintenance Worker I	16	16		14	7		4	2				
(Continued)	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	1	3	7				
	Building Maintenance Worker II	9	9		6	2	1		1				
	Carpenter I	5	5		5			2	3				
	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	1		2					
	Electrician I	12	12		10	1		7	1				
	Electrician II	6	6		6		1	3	2				
	Electrician Supervisor II	1	1		1			1					
	Gen constr & Mtnce Supvr II	5	5		4	2			1				
	Heavy Equipment Operator	10	10		8	5		2	1				
Skilled Craft	Heavy Ven/Constr Equip Mech I	8	8		7	3			3				
	Heavy Ven/Constr Equip Mech II	1	1		1				1				
	Highway Lighting Worker I	6	6		6	1			4				
	Highway Lighting Worker II	4	4		4			2	2				
	Hwy Constr & Mtnce Supvr II	9	9		7	3		2	1				
	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	3		6	2				
	Maintenance Mechanic II	3	3		2	1			1				
	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	3		2	3				

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Job Group	Job Titles	Grand Total	Total Male	Total Female	Total Minority	Male				Female			
						HW	CK	PH	JP	HW	CK	PH	JP
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	1	1		2				
	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	5		2	1			1	
Skilled Craft	Traffic Signal & Hwy Ltg Supvr	1	1		1	1							
	Traffic Signs & mrking Supvr	3	3		3		1		1				
	Welder I	3	3		3			1	2				
	Wharf Maintenance Supvr	1	1		1								
	Wharf Maintenance Worker	2	2		2			1					
Total		254	252	2	216	59	7	49	74	0	0	1	0
SERVICE AND MAINTENANCE WORKERS													
Service/Maintenance	Airport Baggage Attendant I	3	2	1	2			1			1		
	Airport Baggage Attendant II	2	2		2	1		1					
	Airport General Mtnc Supvr	1	1		1	1							
	Airport Operations Contr I	1	1		1	1							
	Airport Operations Contr II	15	11	4	11	2			4	1			
	Airport Operations Contr III	5	4	1	4	1			2				1
	Airport Optns & Mtnc Wkr I	16	16		15	6		3	1				
	Airport Optns & Mtnc Wkr II	1	1		1	1							
	Airport Optns & Mtnc Wkr III	6	6		5	2		2	1				
Service/Maintenance	Airport Optns Cont Ut Supvr I	2	2		2	1		1					
	Automotive Mechanic Helper	8	8		8	3		3	2				
	Automotive Service Utility Wkr	1	1		1			1					
	Building Maintenance Helper	15	15		14	7		2	1				
	Carpet Cleaner I	30	26	4	27	6		4	7	3			1
	Carpet Cleaner II	4	3	1	3	1			2				
	Carpet Cleaner Supervisor	1	1		1								
	Electrician Helper	3	3		2	1			1				

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Job Group	Job Titles	Grand Total	Total Male	Total Female	Total Minority	Male				Female			
						HW	CK	PH	JP	HW	CK	PH	JP
Service/Maintenance	Equipment Operator I	33	29	4	27	12		4	4	2			1
(Continued)	Equipment Operator II	10	10		10	3		2	3				
	Equipment Operator III	25	24	1	20	10		4	3	1			
	General Labor Supervisor	1	1		1								
	General Laborer I	54	50	4	53	34	1	10	1	2		1	
	General Laborer II	68	66	2	58	29	1	12	7	1			1
	General Laborer III	6	4	2	6	5	1			1		1	
	Grounds & Gen Svcs Supvr II	1	1										
	Grounds Maintenance Supvr I	1	1		1				1				
	Grounds Maintenance Supvr II	2	1	1	1					1			
Service/Maintenance	Groundskeeper I	48	40	8	46	13	2	15	5	1	2	2	
	Groundskeeper II	9	8	1	9	1		4	2	1			
	Harbor Agent III	3	3		2	2							
	Harbor Agent IV	1	1		1				1				
	Harbor Traffic Controller I	4	2	2	4	1					1		1
	Harbor Traffic Controller II	1	1		1				1				
	Heavy Truck Driver	22	22		21	10		1	2				
	Highway District Mtnce Supvr	1	1		1	1							
	Highway Maintenance Supvr I	9	9		8	6		2					
	Highway Maintenance Supvr II	3	3		3	1							
Service/Maintenance	Highways Special Svcs Supvr	1	1		1	1							
	Janitor II	236	110	126	221	26	2	43	17	39	10	49	6
	Janitor III	37	16	21	33	2	1	3	5	9		7	
	Janitor Supervisor I	5	3	2	3			1		2			
	Janitor Supervisor II	9	2	7	7	1				5		1	
	Light Truck Driver	5	5		5	3		1	1				
	Marine Cargo Specialist	7	6	1	6	1	1		1	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	1			2				

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Job Group	Job Titles	Grand Total	Total Male	Total Female	Total Minority	Male				Female			
						HW	CK	PH	JP	HW	CK	PH	JP
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			1	1	1			
	Tk Tractor Semi-Trailor Optr	2	2		1	1							
	Tractor Operator	4	4		4	2			2				
Service/Maintenance	Traffic Striping Mach Optr II	4	4		4	1			1				
	Truck Driver	8	8		8	4		3	1				
	Truck Driver Laborer	15	15		13	8		2	1				
	Visitor Inf Prgm Asst I	27	7	20	24	2		1	2	6	1	1	8
	Visitor Inf Prgm Asst II	32	8	24	31		3	1	4	2	6	1	11
	Visitor Inf Prgm Asst III	10	3	7	10				3	2	2	1	5
	Warehouse Worker	2	2		2	1							
	Water Service Worker II	1	1		1	1							
Total		840	593	247	763	219	12	128	95	83	23	64	35
Grand Total		2116	1518	599	1902	388	82	279	414	130	70	110	199

Legend:

HW - Hawaiian/Part Hawaiian

CK - Korean and Chinese

PH - Filipino

JP - Japanese

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

EOCU
 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.)

	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.
XX	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.	airports	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.)		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	ANNUAL SALARY (In thousands 000)	Total Columns (B-K)	MALE					FEMALE				
			WHITE	HAWAIIAN AND PART HAWAIIAN	KOREAN AND CHINESE	FILIPINO	JAPANESE	WHITE	HAWAIIAN AND PART HAWAIIAN	KOREAN AND CHINESE	FILIPINO	JAPANESE
			A	B	C	D	E	F	G	H	I	J
OFFICIALS ADMINISTRATORS	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	9	2	5		1						1
	8. 70.0 PLUS	2	2									
PROFESSIONALS	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	22	2	1	1	4	1	1		1	6	5
	14. 43.0-54.9	238	21	4	23	39	80	6	5	22	5	33
	15. 55.0-69.9	138	12	11	21	8	59			8	1	18
	16. 70.0 PLUS	0										
TECHNICIANS	17. \$0.1-15.9											
	18. 16.0-19.9											
	19. 20.0-24.9											
	20. 25.0-32.9	11		5	1	1	2	1			1	
	21. 33.0-42.9	99	13	11	10	19	33			6		7
	22. 43.0-54.9	15	1		1	3	8				1	1
	23. 55.0-69.9					2						
	24. 70.0 PLUS											
PROTECTIVE SERVICES	25. \$0.1-15.9											
	26. 16.0-19.9											
	27. 20.0-24.9											
	28. 25.0-32.9	1	1									
	29. 33.0-42.9	0										
	30. 43.0-54.9	13	13									
	31. 55.0-69.9	3	3									
	32. 70.0 PLUS											
PARA-PROFESSIONALS	33. \$0.1-15.9											
	34. 16.0-19.9											
	35. 20.0-24.9	0										
	36. 25.0-32.9	0										
	37. 33.0-42.9											
	38. 43.0-54.9											
	39. 55.0-69.9											
	40. 70.0 PLUS											
ADMINISTRATIVE SUPPORT	41. \$0.1-15.9											
	42. 16.0-19.9											
	43. 20.0-24.9	0										
	44. 25.0-32.9	12	4					8				
	45. 33.0-42.9	2	1					1				
	46. 43.0-54.9	0										
	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					
			WHITE	HAWAIIAN AND PART HAWAIIAN	KOREAN AND CHINESE	FILIPINO	JAPANESE	WHITE	HAWAIIAN AND PART HAWAIIAN	KOREAN AND CHINESE	FILIPINO	JAPANESE
			A	B	C	D	E	F	G	H	I	J
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	215	35	57	8	46	68		1			
	55. 55.0-69.9	9	1	2	1	1	4					
	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	91	4	9	3	3	15	6	11	12	3	25
	61. 33.0-42.9	598	42	189	11	119	72	14	69	12	61	9
	62. 43.0-54.9	36	7	18		6	4		1			
	63. 55.0-69.9											
	64. 70.0 PLUS											
65. TOTAL FULL TIME (LINES 1 - 64)		1514	164	312	80	252	346	37	87	61	78	99
2. OTHER THAN FULL-TIME EMPLOYEES (Including temporary employees)												
66. OFFICIALS/ADMIN												
67. PROFESSIONALS												
68. TECHNICIANS												
69. PROTECTIVE SERVICE												
70. PARA-PROFESSIONAL												
71. ADMIN. SUPPORT												
72. SKILLED CRAFT												
73. SERVICE/MAINTENANCE												
74. TOTAL OTHER THAN FULL TIME (LINES 66 - 73)		0	0	0	0	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	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:
Clifton Niles Hilton Harty

TITLE: Civil Rights EEO Specialist

ADDRESS (Number and Street, City, State, Zip Code)
869 Punchbowl St., Honolulu, HI 96813

TELEPHONE NUMBER: (808) 587-2135

Extension: 2135

Fax Number: (808) 587-2025

Date:

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL:

SIGNATURE:

E-Mail:

UTILIZATION ANALYSIS REPORT (HONOLULU COUNTY)

Job Category	Total Workforce	Race					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	
Official Administrators							
Current # Workforce	34	3	4	3	2	20	6
% in Category		8.82%	11.76%	8.82%	5.88%	58.82%	17.65%
% of Avial			13.2%	9.7%	8.4%	30.4%	37.9%
% Utilization			-1.4%	-0.9%	-2.5%	28.4%	-20.3%
Under-utilized (Yes/No)			Y	Y	Y	N	Y
# Needed to Reach Parity			0	0	1	0	7
Professional							
Current # Workforce	390	36	17	75	53	189	128
% in Category		9.23%	4.36%	19.23%	13.59%	48.46%	32.82%
% of Avial			11.3%	10.1%	12.9%	25.3%	48.3%
Utilization			-6.9%	9.1%	0.7%	23.2%	-15.5%
Under-utilized (Yes/No)			Y	N	N	N	Y
# Needed to Reach Parity			27	0	0	0	60
Technicians							
Current # Workforce	118	8	12	18	20	45	16
% in Category		6.78%	10.17%	15.25%	16.95%	38.14%	13.56%
% of Avial			14.6%	7.7%	18.8%	32.5%	35.2%
Utilization			-4.4%	7.6%	-1.9%	5.6%	-21.6%
Under-utilized (Yes/No)			N	N	Y	N	Y
# Needed to Reach Parity			5	0	2	0	25
Protective Service							
Current # Workforce	79	8	22	2	6	22	1
% in Category		10.13%	27.85%	2.53%	7.59%	27.85%	1.27%
% of Avial			29.40%	3.20%	13.20%	18.40%	17.10%
Utilization			-1.55%	-0.67%	-5.61%	9.45%	-15.83%
Under-utilized (Yes/No)			Y	Y	Y	N	Y
# Needed to Reach Parity			1	1	4	0	13
Para-Professionals							
Current # Workforce	11	0	1	0	0	7	3
% in Category		0.00%	9.09%	0.00%	0.00%	63.64%	27.27%
% of Avial			ND	ND	ND	ND	62.6
Utilization			ND	ND	ND	ND	-35.33%
Under-utilized (Yes/No)			N	N	N	N	Y
# Needed to Reach Parity			-	-	-	-	4
Administrative Support							
Current # Workforce	190	12	35	13	31	78	150
% in Category		6.32%	18.42%	6.84%	16.32%	41.05%	78.95%
% of Avial			19.50%	6.60%	15.50%	27.20%	72.50%
Utilization			-1.08%	0.24%	0.82%	13.85%	6.45%
Under-utilized (Yes/No)			Y	N	N	N	N
# Needed to Reach Parity			2	0	0	0	0
Skilled Craft							
Current # Workforce	155	10	30	8	39	53	2
% in Category		6.45%	19.35%	5.16%	25.16%	34.19%	1.29%
% of Avial			17.80%	4.10%	16.00%	18.50%	11.90%
Utilization			1.55%	1.06%	9.16%	15.69%	-10.61%
Under-utilized (Yes/No)			N	N	N	N	Y
# Needed to Reach Parity			0	0	0	0	16
Service/Maintenance							
Current # Workforce	481	34	160	33	102	84	167
% in Category		7.07%	33.26%	6.86%	21.21%	17.46%	34.72%
% of Avial			22.80%	7.40%	23.40%	13.80%	38.20%
Utilization			10.46%	-0.54%	-2.19%	3.66%	-3.48%
Under-utilized (Yes/No)			N	Y	Y	N	Y
# Needed to Reach Parity			0	3	11	0	17

STA 5 Year Projected Goals (HONOLULU COUNTY)

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2012						1
Professional		5					12
Technicians		1			1		5
Protective Service					1		3
Para-Professionals							1
Administrative Support							
Skilled Craft							3
Service/Maintenance				1	2		3

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2013						2
Professional		6					12
Technicians		1					5
Protective Service					1		2
Para-Professionals							
Administrative Support		1					
Skilled Craft							3
Service/Maintenance					2		3

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2014				1		1
Professional		5					12
Technicians		1					5
Protective Service				1	1		3
Para-Professionals							1
Administrative Support							
Skilled Craft							3
Service/Maintenance				1	2		4

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2015						2
Professional		6					12
Technicians		1			1		5
Protective Service							2
Para-Professionals							1
Administrative Support		1					
Skilled Craft							3
Service/Maintenance					2		3

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2016						1
Professional		5					12
Technicians		1					5
Protective Service		1			1		3
Para-Professionals							1
Administrative Support							
Skilled Craft							4
Service/Maintenance				1	3		4

UTILIZATION ANALYSIS REPORT (HAWAII COUNTY)

Job Category	Total Workforce	Race					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	
Official Administrators							
Current # Workforce	4	1	1	0	1	0	0
% in Category		25.00%	25.00%	0.00%	25.00%	0.00%	0.00%
% of Avial			16.3%	6.5%	6.8%	27.6%	36.7%
% Utilization			8.7%	-6.5%	18.2%	-27.6%	-36.7%
Under-utilized (Yes/No)			N	Y	N	Y	Y
# Needed to Reach Parity			0	0	0	1	1
Professional							
Current # Workforce	12	1	3	1	2	5	0
% in Category		8.33%	25.00%	8.33%	16.67%	41.67%	0.00%
% of Avial			14.5%	7.0%	11.1%	22.4%	50.1%
Utilization			10.5%	1.3%	5.6%	19.3%	-50.1%
Under-utilized (Yes/No)			N	N	N	N	Y
# Needed to Reach Parity			0	0	0	0	6
Technicians							
Current # Workforce	2	0	1	0	0	0	0
% in Category		0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
% of Avial			24.0%	5.5%	16.3%	32.2%	35.6%
Utilization			26.0%	-5.5%	-16.3%	-32.2%	-35.6%
Under-utilized (Yes/No)			N	Y	Y	Y	Y
# Needed to Reach Parity			0	0	0	1	1
Protective Service							
Current # Workforce	39	4	18	0	3	8	0
% in Category		10.26%	46.15%	0.00%	7.69%	20.51%	0.00%
% of Avial			33.90%	1.40%	11.70%	17.90%	16.40%
Utilization			12.25%	-1.40%	-4.01%	2.61%	-16.40%
Under-utilized (Yes/No)			N	Y	Y	N	Y
# Needed to Reach Parity			0	1	2	0	6
Para-Professionals							
Current # Workforce	1	0	0	0	0	1	0
% in Category		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
% of Avial			ND	ND	ND	ND	64.2
Utilization			ND	ND	ND	ND	-64.20%
Under-utilized (Yes/No)			N	N	N	N	Y
# Needed to Reach Parity			0	0	0	0	1
Administrative Support							
Current # Workforce	17	0	8	1	2	4	17
% in Category		0.00%	47.06%	5.88%	11.76%	23.53%	100.00%
% of Avial			23.2	3.8	13.1	24.5	72.1
Utilization			23.86%	2.08%	-1.34%	-0.97%	27.90%
Under-utilized (Yes/No)			N	N	Y	Y	N
# Needed to Reach Parity			0	0	0	0	0
Skilled Craft							
Current # Workforce	36	5	13	0	5	11	0
% in Category		13.89%	36.11%	0.00%	13.89%	30.56%	0.00%
% of Avial			24.8	1.6	14.3	18	11.5
Utilization			11.30%	-1.60%	-0.41%	12.56%	-11.50%
Under-utilized (Yes/No)			N	Y	Y	N	Y
# Needed to Reach Parity			0	1	0	0	4
Service/Maintenance							
Current # Workforce	143	15	65	1	26	20	25
% in Category		10.49%	45.45%	0.70%	18.18%	13.99%	17.48%
% of Avial			28.20%	4.20%	19.50%	12.10%	38.60%
Utilization			17.25%	-3.50%	-1.32%	1.89%	-21.12%
Under-utilized (Yes/No)			N	Y	Y	N	Y
# Needed to Reach Parity			0	5	2	0	30

STA 5 Year Projected Goals (HAWAII COUNTY)

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2012						
Professional							1
Technicians							1
Protective Service					1		1
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				1			6

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2013						1
Professional							1
Technicians							1
Protective Service				1			
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				1	1		6

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2014					1	
Professional							2
Technicians							1
Protective Service							1
Para-Professionals							
Administrative Support							
Skilled Craft							
Service/Maintenance				1			6

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2015						
Professional							1
Technicians						1	1
Protective Service							1
Para-Professionals							1
Administrative Support							
Skilled Craft				1			1
Service/Maintenance				1	1		6

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2016						
Professional							1
Technicians							1
Protective Service					1		2
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance				1			

UTILIZATION ANALYSIS REPORT (MAUI COUNTY)							
Job Category	Total Workforce	Race					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	
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			19.8%	8.0%	11.2%	30.1%	37.5%
% Utilization			-19.8%	-8.0%	38.8%	-30.1%	-37.5%
Under-utilized (Yes/No)			Y	Y	N	Y	Y
# Needed to Reach Parity			0	0	0	1	1
Professional							
Current # Workforce	12	4	0	0	5	2	2
% in Category		33.33%	0.00%	0.00%	41.67%	16.67%	16.67%
% of Avial			12.8%	7.0%	12.5%	20.8%	45.7%
Utilization			-12.8%	-7.0%	29.2%	-4.1%	-29.0%
Under-utilized (Yes/No)			Y	Y	N	Y	Y
# Needed to Reach Parity			2	1	0	0	3
Technicians							
Current # Workforce	11	4	2	0	4	1	0
% in Category		36.36%	18.18%	0.00%	36.36%	9.09%	0.00%
% of Avial			18.2%	4.7%	19.3%	27.4%	35.9%
Utilization			0.0%	-4.7%	17.1%	-18.3%	-35.9%
Under-utilized (Yes/No)			N	Y	N	Y	Y
# Needed to Reach Parity			0	1	0	2	4
Protective Service							
Current # Workforce	28	5	18	0	2	3	0
% in Category		17.86%	64.29%	0.00%	7.14%	10.71%	0.00%
% of Avial			31.40%	1.30%	13.10%	15.30%	15.70%
Utilization			32.89%	-1.30%	-5.96%	-4.59%	-15.70%
Under-utilized (Yes/No)			N	Y	Y	Y	Y
# Needed to Reach Parity			0	0	2	1	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	0	0	0	0
Utilization			0	0	0	0	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	2	1	3	4	12
% in Category		7.69%	15.38%	7.69%	23.08%	30.77%	92.31%
% of Avial			22.20%	3.70%	15.20%	13.30%	73.50%
Utilization			-6.82%	3.99%	7.88%	17.47%	18.81%
Under-utilized (Yes/No)			Y	N	N	N	N
# Needed to Reach Parity			1	0	0	0	0
Skilled Craft							
Current # Workforce	40	13	9	0	4	7	0
% in Category		32.50%	22.50%	0.00%	10.00%	17.50%	0.00%
% of Avial			19.50%	1.50%	15.40%	16.90%	11.36%
Utilization			3.00%	-1.50%	-5.40%	0.60%	-11.36%
Under-utilized (Yes/No)			N	N	N	N	N
# Needed to Reach Parity			0	1	2	0	5
Service/Maintenance							
Current # Workforce	141	12	48	3	40	19	39
% in Category		8.51%	34.04%	2.13%	28.37%	13.48%	27.66%
% of Avial			24.40%	4.00%	23.30%	10.30%	37.80%
Utilization			9.64%	-1.87%	5.07%	3.18%	-10.14%
Under-utilized (Yes/No)			N	Y	N	N	Y
# Needed to Reach Parity			0	3	0	0	14

STA 5 Year Projected Goals (MAUI COUNTY)

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2012						
Professional							1
Technicians							1
Protective Service							
Para-Professionals							
Administrative Support					1		1
Skilled Craft							
Service/Maintenance				1			2

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2013						1
Professional		1					
Technicians							
Protective Service					1		1
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance							3

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2014					1	
Professional				1			1
Technicians							1
Protective Service							
Para-Professionals							
Administrative Support		1					
Skilled Craft							1
Service/Maintenance				1			3

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2015						
Professional		1					
Technicians				1			1
Protective Service					1		2
Para-Professionals							
Administrative Support							
Skilled Craft					1		1
Service/Maintenance							3

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2016						
Professional							1
Technicians							1
Protective Service						1	1
Para-Professionals							
Administrative Support							
Skilled Craft				1			1
Service/Maintenance				1			3

UTILIZATION ANALYSIS REPORT (KAUAI COUNTY)

Job Category	Total Workforce	Race					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	
Official Administrators							
Current # Workforce	3	1	2	0	0	0	0
% in Category		33.33%	66.67%	0.00%	0.00%	0.00%	0.00%
% of Avial			15.4%	5.9%	20.9%	27.2%	37.2%
% Utilization			51.3%	-5.9%	-20.9%	-27.2%	-37.2%
Under-utilized (Yes/No)			N	Y	Y	Y	Y
# Needed to Reach Parity			0	0	1	1	1
Professional							
Current # Workforce	11	2	1	0	4	3	1
% in Category		18.18%	9.09%	0.00%	36.36%	27.27%	9.09%
% of Avial			12.9%	6.7%	14.3%	23.0%	49.9%
Utilization			-3.8%	-6.7%	22.1%	4.3%	-40.8%
Under-utilized (Yes/No)			Y	Y	N	Y	Y
# Needed to Reach Parity			0	1	0	0	5
Technicians							
Current # Workforce	5	3	0	0	0	2	0
% in Category		60.00%	0.00%	0.00%	0.00%	40.00%	0.00%
% of Avial			12.9%	6.7%	14.3%	23.0%	33.9%
Utilization			-12.9%	-6.7%	-14.3%	17.0%	-33.9%
Under-utilized (Yes/No)			Y	Y	Y	N	Y
# Needed to Reach Parity			1	0	1	0	2
Protective Service							
Current # Workforce	21	2	9	0	5	4	0
% in Category		9.52%	42.86%	0.00%	23.81%	19.05%	0.00%
% of Avial			31.10%	1.00%	15.30%	19.50%	15.10%
Utilization			11.76%	-1.00%	8.51%	-0.45%	-15.10%
Under-utilized (Yes/No)			N	Y	Y	Y	Y
# Needed to Reach Parity			0	0	2	0	3
Para-Professionals							
Current # Workforce	3	0	1	0	0	0	1
% in Category		0.00%	33.33%	0.00%	0.00%	0.00%	33.33%
% of Avial			No Data	No Data	No Data	No Data	62.60%
Utilization			No Data	No Data	No Data	No Data	-29.27%
Under-utilized (Yes/No)			N	N	N	N	Y
# Needed to Reach Parity			0	0	0	0	1
Administrative Support							
Current # Workforce	11	1	1	0	4	4	11
% in Category		9.09%	9.09%	0.00%	36.36%	36.36%	100.00%
% of Avial			22.70%	3.40%	17.30%	23.20%	73.40%
Utilization			-13.61%	-3.40%	19.06%	13.16%	26.60%
Under-utilized (Yes/No)			Y	Y	N	N	N
# Needed to Reach Parity			1	0	0	0	0
Skilled Craft							
Current # Workforce	23	8	7	0	3	3	0
% in Category		34.78%	30.43%	0.00%	13.04%	13.04%	0.00%
% of Avial			19.20%	1.30%	16.90%	21.20%	10.70%
Utilization			11.23%	-1.30%	-3.86%	-8.16%	-10.70%
Under-utilized (Yes/No)			N	Y	Y	Y	Y
# Needed to Reach Parity			0	0	1	2	2
Service/Maintenance							
Current # Workforce	75	16	14	1	23	6	15
% in Category		21.33%	18.67%	1.33%	30.67%	8.00%	20.00%
% of Avial			25.50%	3.70%	25.10%	11.70%	37.20%
Utilization			-6.83%	-2.37%	5.57%	-3.70%	-17.20%
Under-utilized (Yes/No)			Y	Y	N	Y	Y
# Needed to Reach Parity			5	2	0	3	13

STA 5 Year Projected Goals (KAUAI COUNTY)

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2012						
Professional							1
Technicians					1		
Protective Service							1
Para-Professionals							
Administrative Support		1				1	
Skilled Craft							
Service/Maintenance		1				1	3

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2013				1		
Professional							1
Technicians		1					1
Protective Service					1		
Para-Professionals							
Administrative Support							
Skilled Craft							1
Service/Maintenance		1					2

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2014						1
Professional				1			1
Technicians							
Protective Service					1		1
Para-Professionals							
Administrative Support							
Skilled Craft						1	1
Service/Maintenance		1		1		1	3

Job Category	Numerical Goals	Males					Females
		White	Hawaiian	Chi/Kor	Filipino	Japanese	White
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	Hawaiian	Chi/Kor	Filipino	Japanese	White
Official Administrators	Goals FY 2016					1	
Professional							1
Technicians							
Protective Service							1
Para-Professionals							
Administrative Support							
Skilled Craft							
Service/Maintenance		1		1		1	3

EEO COMPLAINT ANALYSIS REPORT

Period: 06/01/2010 to 06/01/2011

#	Issue	Race	Gender	Agency Filed With			Race	Gender (Sex)	Age	Disability	National Origin	Religion	Sex Harrassment	Color	Political	Retaliation	Status/Comments	Investigating Entity
				DOT	HCRC	EEOC												
				MMDDYY	MMDDYY	MMDDYY												
1	Retaliation	O	F			8/11/2010										xx	Pending	EEOC
2	Discrimination	W	M			11/14/2010	XX	XX									Dismissed	EEOC
3	Discrimination	B	M			4/8/2011			XX	XX							Pending	EEOC
4	Retaliation	W	M			5/13/2011										XX	Pending	EEOC
5																		
6																		
7																		
8																		
9																		
10																		
11																		
12																		
13																		
14																		
15																		
16																		
17																		
18																		
19																		

Legend

W = White
 B = Black
 HS = Hispanic
 AS = Asian
 O = Other/Unknown Race

PH = Filipino
 HW = Hawaiian or Part Hawaiian
 JP = Japanese
 C/K = Chinese or Korean.
 AI = American Indian or Alaskan Native

PERSONNEL ACTIVITY ANALYSIS

Job Category	Activity	TOTAL			MINORITIES							
		All Employees			Males				Females			
		Total	Males	Females	HW	CK	PH	JP	HW	CK	PH	JP
Officials/Managers	Applications											
	Job Offers											
	New Hires	2	2		1							
	Promotions	4	4		1	1		1				
	Transfers											
	Terminations	1	1					1				
	Training											
	Layoffs											
	Recalls	3	3		2			1				
	Total	10	10	0	4	1	0	3	0	0	0	0
	Applications											
Professionals	Job Offers											
	New Hires	14	10	4			6	3			1	
	Promotions	21	18	3	3	5	4	5		1		1
	Transfers	23	18	5	2	3	2	8		3		2
	Terminations	9	3	6		2		1	1		1	2
	Training											
	Layoffs											
	Recalls	39	25	14		3	3	13				
	Total	106	74	32	5	13	15	30	1	4	2	5
	Applications											
	Job Offers											
Technicians	New Hires	1	1				1					
	Promotions	5	4	1		1	1					1
	Transfers	6	6			1	4					1
	Terminations	2	2		1			1				
	Training											
	Layoffs											
	Recalls	10	10		4			4				
	Total	24	23	1	5	2	6	5	0	0	0	2
	Applications											
	Job Offers											
	New Hires	12	12		10		1					
Protective Services	Promotions	6	6		2		2	1				
	Transfers	6	5	1	1		3		1			
	Terminations											
	Training											
	Layoffs											
	Recalls	2	2					2				
	Total	106	25	1	13	0	6	3	1	0	0	0
	Applications											
	Job Offers											
	New Hires	3	1	2	1			2				
	Promotions	6		6							3	3
Administrative Support	Transfers	9		9					2		3	3
	Terminations	4		4					1			2
	Training											
	Layoffs											
	Recalls	22	2	20	1	1			4		2	13
	Total	44	3	41	2	1	0	2	7	0	8	21

TECHNICAL ASSISTANCE WORKSHEET
PERSONNEL ACTIVITY ANALYSIS continues

Job Category	Activity	TOTAL			MINORITIES							
		All Employees			Males				Females			
		Total	Males	Females	HW	CK	PH	JP	HW	CK	PH	JP
Skilled Craft Workers	Applications											
	Job Offers											
	New Hires	1	1					1				
	Promotions	9	9		3			2				
	Transfers	3	3		1			2				
	Terminations	1	1									
	Training											
	Layoffs											
	Recalls											
	Total	14	14	0	4	0	0	5	0	0	0	0
Service Maintenance	Applications											
	Job Offers											
	New Hires	10	6	4	1		4		2		1	1
	Promotions	12	9	3	3		2	3	2		1	
	Transfers	20	13	7	4	1	6	1	3	1		
	Terminations	9	5	4	3						1	1
	Training											
	Layoffs											
	Recalls	23	20	3	11	0	6	1	0	0	3	0
	Total	74	53	21	22	1	18	5	7	1	6	2
TOTALS	Applications	0	0	0	0	0	0	0	0	0	0	0
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	43	33	10	13	0	12	6	2	0	2	1
	Promotions	63	50	13	12	7	11	12	2	1	4	5
	Transfers	65	45	22	8	5	15	11	6	4	3	6
	Terminations	26	12	14	4	2	0	3	2	0	2	5
	Training	0	0	0	0	0	0	0	0	0	0	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	99	62	37	18	4	9	21	4	0	5	13

APPLICATION OF FOUR-FIFTH RULE ANALYSIS

NEW HIRES

Race Category	Total Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males					Y	
Hawaiian Males					Y	
Kor/Chi Males					Y	
Japanese Males					Y	
Filipino Males					Y	
White Females					Y	
Hawaiian Female					Y	
Kor/Chi Female					Y	
Japanese Female					Y	
Filipina Female					Y	
Total Males					Y	
Total Females					Y	

PROMOTIONS

Race Category	Total Workforce	Total Promotions	Promotion Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	171	4	2.34%	1.00	1.00>.80	N
Hawaiian Males	360	3	0.83%	0.36	.36<.80	Y
Kor/Chi Males	188	3	1.60%	0.68	.68<.80	Y
Japanese Males	419	3	0.72%	0.31	.31<.80	Y
Filipino Males	281	3	1.07%	0.46	.46<.80	Y
White Females	39	0	0.00%	0.00	0.00<.80	Y
Hawaiian Female	121	4	3.31%	0.48	.48<.80	Y
Kor/Chi Female	72	5	6.94%	1.00	1.00>.80	N
Japanese Female	193	4	2.07%	0.30	.30<.80	Y
Filipina Female	113	6	5.31%	0.76	.76<.80	Y
Total Males	1957	16	0.82%	0.23	.23<.80	Y
Total Females	538	19	3.53%	1.00	1.00>.80	N

TRAINING						
Race Category	Total Workforce	Total Participants	Training Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	No Data		No Data		No Data	N
Hawaiian Males		No Data		No Data		Y
Kor/Chi Males	No Data		No Data		No Data	Y
Japanese Males		No Data		No Data		Y
Filipino Males	No Data		No Data		No Data	Y
White Females		No Data		No Data		Y
Hawaiian Female	No Data		No Data		No Data	Y
Kor/Chi Female		No Data		No Data		Y
Japanese Female	No Data		No Data		No Data	Y
Filipina Female		No Data		No Data		Y
Total Males	No Data		No Data			Y
Total Females		No Data		No Data	No Data	Y

TERMINATIONS							
Race Category	Total Workforce	Total Terminations	Number Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	171	1	170	99.42%	0.99	.99>.80	N
Hawaiian Males	360	4	356	98.89%	0.99	.99>.80	N
Kor/Chi Males	188	4	184	97.87%	0.98	.98>.80	N
Japanese Males	419	0	419	100.00%	1.00	1.00>.80	N
Filipino Males	281	2	279	99.29%	0.99	.99>.80	N
White Females	39	2	37	94.87%	0.95	.95>.80	N
Hawaiian Female	121	2	119	98.35%	0.98	.98>.80	N
Kor/Chi Female	72	0	72	100.00%	1.00	1.00>.80	N
Japanese Female	193	2	191	98.96%	0.99	.99>.80	N
Filipina Female	113	5	108	95.58%	0.96	.96>.80	N
Total Males	1419	22	1408	99.22%	1.00	1.00>.80	N
Total Females	538	11	527	97.96%	0.99	.99>.80	N

DEMOTIONS							
Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	171	3	168	98.25%	0.98	.98>.80	N
Hawaiian Males	360	1	359	99.72%	1.00	1.00>.80	N
Kor/Chi Males	188	0	188	100.00%	1.00	1.00>.80	N
Japanese Males	419	2	417	99.52%	1.00	1.00>.80	N
Filipino Males	281	3	278	98.93%	0.99	.99>.80	N
White Females	39	0	39	100.00%	1.00	1.00>.80	N
Hawaiian Female	121	0	121	100.00%	1.00	1.00>.80	N
Kor/Chi Female	72	0	72	100.00%	1.00	1.00>.80	N
Japanese Female	193	1	192	99.48%	0.99	.99>.80	N
Filipina Female	113	3	110	97.35%	0.97	.97>.80	N
Total Males	1419	13	1410	99.37%	1.00	1.00>.80	N
Total Females	538	4	534	99.26%	1.00	1.00>.80	N

DISCIPLINARY ACTIONS							
Race Category	Total Workforce	Total Actions	Number Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	No Data		No Data		No Data		Y
Hawaiian Males		No Data		No Data		No Data	Y
Kor/Chi Males	No Data		No Data		No Data		Y
Japanese Males		No Data		No Data		No Data	Y
Filipino Males	No Data		No Data		No Data		Y
White Females		No Data		No Data		No Data	Y
Hawaiian Female	No Data		No Data		No Data		Y
Kor/Chi Female		No Data		No Data		No Data	Y
Japanese Female	No Data		No Data		No Data		Y
Filipina Female		No Data		No Data		No Data	Y
Total Males	No Data		No Data				Y
Total Females		No Data		No Data	No Data	No Data	Y

Promotions - Four-Fifth Rule Application by Job Category

Job Category: OFFICIALS/ADMINISTRATORS

Time Period: March 2010 to March 2011

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	37	6	6	0	7	0	3	0	4	0	14	5
Total Promotions	4	0	1	0	1	0	0	0	0	0	0	0
Selection Rate	10.81%	0.00%	16.67%		14.29%		0.00%		0.00%		0.00%	0.00%
Ratio to Highest Rate	1.00	0.00	1.00		0.86		0.00		0.00		0.00	0.00
4/5 Rule 80% of Base	1.0>.80	0.0<.80	1.0>.80		.86>.80		.00<.80		.00<.80		.00<.80	.00<.80
Adverse Impact (Yes/No)	N	Y	N	N	N	N	Y	N	Y	N	Y	Y

Job Category: PROFESSIONALS

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	292	131	26	7	16	5	46	30	52	12	129	69
Total Promotions	3	17	1	0	0	3	1	5	0	4	1	5
Selection Rate	1.03%	12.98%	3.85%	0.00%	0.00%	60.00%	2.17%	16.67%	0.00%	33.33%	0.78%	7.25%
Ratio to Highest Rate	0.08	1.00	0.06	0.00	0.00	1.00	0.04	0.28	0.00	0.56	0.01	0.12
4/5 Rule 80% of Base	.08<.80	1.0>.80	.06<.80	0.0<.80	0.0<.80	1.0>.80	.04<.80	.28<.80	0.0<.80	.56<.80	.01<.80	.12<.80
Adverse Impact (Yes/No)	Y	N	Y	Y	Y	N	Y	Y	Y	Y	Y	Y

Job Category: TECHNICIAN

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	128	16	2	1	15	0	11	6	26	1	34	8
Total Promotions	2	1	0	0	0	0	0	1	0	1	1	0
Selection Rate	1.56%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	100.00%	2.94%	0.00%
Ratio to Highest Rate	0.25	1.00	0.00	0.00	0.00	0.00	0.00	0.17	0.00	1.00	0.03	0.00
4/5 Rule 80% of Base	.25<.80	1.0>.80	0.0<.80	0.0<.80	0.0<.80	0.0<.80	0.0<.80	.17<.80	0.0<.80	1.0>.80	.03<.80	0.0<.80
Adverse Impact (Yes/No)	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y

Job Category: PROTECTIVE SERVICES

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	171	2	19	0	76	1	2	0	16	1	28	0
Total Promotions	5	1	0	0	2	1	0	0	2	0	1	0
Selection Rate	2.92%	50.00%	0.00%		2.63%	100.00%	0.00%		12.50%	0.00%	3.57%	
Ratio to Highest Rate	0.06	1.00	0.00		0.03	1.00	0.00		0.13	0.00	0.04	
4/5 Rule 80% of Base	.06<.80	1.0>.80	0.0<.80		.03<.80	1.0>.80	0.0<.80		.13<.80	0.0<.80	.04<.80	
Adverse Impact (Yes/No)	Y	N	Y	N	Y	N	Y	N	Y	Y	Y	N

Job Category: PARAPROFESSIONALS

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	10	5	0	0	1	1	0	0	0	0	5	4
Total Promotions	0	0	0	0	0	0	0	0	0	0	0	0
Selection Rate	0	0	0	0	0	0	0	0	0	0	0	0
Ratio to Highest Rate	0	0	0	0	0	0	0	0	0	0	0	0
4/5 Rule 80% of Base	-	-	-	-	-	-	-	-	-	-	-	-
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: ADMINISTRATIVE SUPPORT

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	41	190	5	9	7	40	2	12	5	35	16	74
Total Promotions	0	0	0	0	0	0	0	0	0	0	0	0
Selection Rate	0	0	0	0	0	0	0	0	0	0	0	0
Ratio to Highest Rate	0	0	0	0	0	0	0	0	0	0	0	0
4/5 Rule 80% of Base	-	-	-	-	-	-	-	-	-	-	-	-
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: SKILLED CRAFT

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	152	2	36	0	59	1	8	0	50	0	74	0
Total Promotions	2	0	2	0	0	0	0	0	0	0	0	0
Selection Rate	1.32%	0.00%	5.56%		0.00%	0.00%	0.00%		0.00%		0.00%	
Ratio to Highest Rate	1.00	0.00	1.00		0.00	0.00	0.00		0.00		0.00	
4/5 Rule 80% of Base	1.0>.80	0.0<.80	1.0>.80		0.0<.80	0.0<.80	0.0<.80		0.0<.80		0.0<.80	
Adverse Impact (Yes/No)	N	Y	N	N	Y	Y	Y	N	Y	N	Y	N

Job Category: SERVICE MAINTENANCE

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	595	246	55	22	215	71	14	24	128	64	97	32
Total Promotions	0	0	0	0	0	0	0	0	0	0	0	0
Selection Rate	0	0	0	0	0	0	0	0	0	0	0	0
Ratio to Highest Rate	0	0	0	0	0	0	0	0	0	0	0	0
4/5 Rule 80% of Base	-	-	-	-	-	-	-	-	-	-	-	-
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Demotions - Four-Fifth Rule Application by Job Category

Job Category: OFFICIALS/ADMINISTRATORS

Time Period: March 2010 to March 2011

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	37	6	6	0	7	0	3	0	4	0	14	5
Total Actions	0	0	0	0	0	0	0	0	0	0	0	0
Number Remaining	37	6	6	0	7	0	3	0	4	0	14	5
Selection Rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
4/5 Rule 80% of Base	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: PROFESSIONALS

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	292	131	26	7	16	5	46	30	52	12	129	169
Total Actions	1	2	1	0	0	0	0	0	1	0	0	1
Number Remaining	291	129	25	7	16	5	46	30	51	12	129	168
Selection Rate	99.7%	98.5%	96.2%	100.0%	100.0%	100.0%	100.0%	100.0%	98.1%	100.0%	100.0%	99.4%
Ratio to Highest Rate	1.00	0.99	0.96	1.00	1.00	1.00	1.00	1.00	0.98	1.00	1.00	0.99
4/5 Rule 80% of Base	1.0>8.0	.99>8.0	.96>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	.98>8.0	1.0>8.0	1.0>8.0	.99>8.0
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: TECHNICIAN

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	128	16	2	1	15	0	11	6	26	1	34	8
Total Actions	1	0	0	0	0	0	0	0	0	0	1	0
Number Remaining	127	16	2	1	15	0	11	6	26	1	33	8
Selection Rate	99.2%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	97.1%	100.0%
Ratio to Highest Rate	0.99	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.97	1.00
4/5 Rule 80% of Base	.99>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	.97>8.0	1.0>8.0
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: PROTECTIVE SERVICES

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	171	2	19	0	76	1	2	0	16	1	28	0
Total Actions	0	0	0	0	0	0	0	0	0	0	0	0
Number Remaining	171	2	19	0	76	1	2	0	16	1	28	0
Selection Rate	100.0%	100.0%	100.0%	10000.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
4/5 Rule 80% of Base	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: PARAPROFESSIONALS

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	10	5	0	0	1	1	0	0	0	0	5	4
Total Actions	0	1	0	0	0	0	0	0	0	0	0	1
Number Remaining	10	4	0	0	1	1	0	0	0	0	5	3
Selection Rate	100.0%	80.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	75.0%
Ratio to Highest Rate	1.00	0.80	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.75
4/5 Rule 80% of Base	1.0>8.0	8.0=8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	.75<.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	Y

Job Category: ADMINISTRATIVE SUPPORT

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	41	190	5	9	7	40	2	12	5	35	16	74
Total Actions	0	1	0	0	0	0	0	0	0	0	0	1
Number Remaining	41	189	5	9	7	40	2	12	5	35	16	73
Selection Rate	100.0%	99.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	98.6%
Ratio to Highest Rate	1.00	0.99	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.99
4/5 Rule 80% of Base	1.0>8.0	.99>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	.99<.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: SKILLED CRAFT

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	152	2	36	0	59	1	8	0	50	0	74	0
Total Actions	0	0	0	0	0	0	0	0	0	0	0	0
Number Remaining	152	2	36	0	59	1	8	0	50	0	74	0
Selection Rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
4/5 Rule 80% of Base	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: SERVICE MAINTENANCE

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	595	246	55	22	215	71	14	24	128	64	97	32
Total Actions	6	1	2	0	1	0	0	0	1	1	2	0
Number Remaining	589	245	53	22	214	71	14	24	127	63	95	32
Selection Rate	99.0%	99.6%	96.4%	100.0%	99.5%	100.0%	100.0%	100.0%	99.2%	98.4%	97.9%	100.0%
Ratio to Highest Rate	0.99	1.00	0.96	1.00	1.00	1.00	1.00	1.00	0.99	0.98	0.98	1.00
4/5 Rule 80% of Base	.99>8.0	1.0>8.0	.96>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	1.0>8.0	.99>8.0	.98>8.0	.98>8.0	1.0>8.0
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Promotions - Four-Fifth Rule Application by Job Category

Job Category: OFFICIALS/ADMINISTRATORS

Time Period: March 2010 to March 2011

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	37	6	6	0	7	0	3	0	4	0	14	5
Total Termination	0	0	0	0	0	0	0	0	0	0	0	0
Number Remaining	37	6	6	0	7	0	3	0	4	0	14	5
Selection Rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
4/5 Rule 80% of Base	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: PROFESSIONALS

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	292	131	26	7	16	5	46	30	52	12	129	169
Total Termination	4	5	0	1	0	1	2	0	0	1	2	2
Number Remaining	288	126	26	6	16	4	44	30	52	11	127	167
Selection Rate	98.6%	96.2%	100.0%	85.7%	100.0%	80.0%	95.7%	100.0%	100.0%	91.7%	98.4%	98.8%
Ratio to Highest Rate	1.00	0.98	1.00	0.86	1.00	0.80	0.96	1.00	1.00	0.91	0.98	0.98
4/5 Rule 80% of Base	1.0>.80	.98>.80	1.0>.80	.86>.80	1.0>.80	.80=.80	.96>.80	1.0>.80	1.0>.80	.91>.80	.98>.80	.98>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: TECHNICIAN

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	128	16	2	1	15	0	11	6	26	1	34	8
Total Termination	3	0	0	0	1	0	2	0	0	0	0	0
Number Remaining	125	16	2	1	14	0	9	6	26	1	34	8
Selection Rate	97.7%	100.0%	100.0%	100.0%	93.3%	100.0%	81.8%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	0.97	1.00	1.00	1.00	0.93	1.00	0.81	1.00	1.00	1.00	1.00	1.00
4/5 Rule 80% of Base	.97>.80	1.0>.80	1.0>.80	1.0>.80	.93>.80	1.0>.80	.81>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: PROTECTIVE SERVICES

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	171	2	19	0	76	1	2	0	16	1	28	0
Total Termination	0	0	0	0	0	0	0	0	0	0	0	0
Number Remaining	171	2	19	0	76	1	2	0	16	1	28	0
Selection Rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
4/5 Rule 80% of Base	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: PARAPROFESSIONALS

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	10	5	0	0	1	1	0	0	0	0	5	4
Total Termination	0	0	0	0	0	0	0	0	0	0	0	0
Number Remaining	10	5	0	0	1	1	0	0	0	0	5	4
Selection Rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
4/5 Rule 80% of Base	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: ADMINISTRATIVE SUPPORT

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	41	190	5	9	7	40	2	12	5	35	16	74
Total Termination	0	4	0	1	0	1	0	0	0	0	0	1
Number Remaining	41	186	5	8	7	39	2	12	5	35	16	73
Selection Rate	100.0%	97.9%	100.0%	88.9%	100.0%	97.5%	100.0%	100.0%	100.0%	100.0%	100.0%	98.6%
Ratio to Highest Rate	1.00	0.97	1.00	0.88	1.00	0.97	1.00	1.00	1.00	1.00	1.00	0.98
4/5 Rule 80% of Base	1.0>.80	.97>.80	1.0>.80	.88>.80	1.0>.80	.97>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	.98>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Table 22 continues

Job Category: SKILLED CRAFT

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	152	2	36	0	59	1	8	0	50	0	74	0
Total Termination	1	0	1	0	0	0	0	0	0	0	0	0
Number Remaining	151	2	35	0	59	1	8	0	50	0	74	0
Selection Rate	99.3%	100.0%	97.2%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	0.99	1.00	0.97	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
4/5 Rule 80% of Base	.99>.80	1.0>.80	0.97>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: SERVICE MAINTENANCE

	Total		White		Hawaiian		Chinese/Korean		Filipino		Japanese	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	595	246	55	22	215	71	14	24	128	64	97	32
Total Termination	3	2	0	0	3	0	0	0	0	1	0	1
Number Remaining	592	244	55	22	212	71	14	24	128	63	97	31
Selection Rate	99.5%	99.2%	100.0%	100.0%	98.6%	100.0%	100.0%	100.0%	100.0%	98.4%	100.0%	96.9%
Ratio to Highest Rate	1.00	1.00	1.00	1.00	0.98	1.00	1.00	1.00	1.00	0.98	1.00	0.96
4/5 Rule 80% of Base	1.0>.80	1.0>.80	1.0>.80	1.0>.80	.98>.80	1.0>.80	1.0>.80	1.0>.80	1.0>.80	.98>.80	1.0>.80	.98>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N