

**2024 ANNUAL
WORKFORCE STATISTICS REPORT**

Sanitation Districts Agency

Christoph Dobson, Administrator of Sanitation Districts Agency

PREPARED BY: Virgil Johnson, Sr. Personnel Analyst
Christina Meyers, Personnel Analyst, EEO

TABLE OF CONTENTS

| | |
|-------------------------------------------------------------------|----|
| Departmental Diversity Policies and Efforts Questionnaire | 3 |
| Workforce Comparative Analysis - Table 1 | 5 |
| Job Categories Summary - Table 2.1 | 6 |
| Job Categories Detail - Table 2.2 | 7 |
| Personnel Actions Report: Hires/Rehires - Table 3.1 | 8 |
| Personnel Actions Report: Terminations - Table 3.2 | 9 |
| Personnel Actions Report: Promotions/Demotions - Table 3.4 | 10 |
| Discrimination Complaints - Table 4 | 11 |

DIVERSITY POLICIES AND EFFORTS QUESTIONNAIRE

IF ANY QUESTION HAS A “NON-APPLICABLE” ANSWER, PLEASE EXPLAIN WHY.

(1) Please provide a brief description of the services and functions provided by your department.

The Sacramento Area Sewer District (SacSewer) is the largest sewage collection, treatment and resource recovery utility in the Sacramento region. SacSewer maintains and operates the second largest sewage collection system in California, including a network of 5,000 miles of sewer pipe and 117 pump stations in the unincorporated areas of Sacramento County; the cities of Citrus Heights, Rancho Cordova, Elk Grove; and parts of the cities of Folsom and Sacramento. SacSewer’s EchoWater Resource Recovery Facility, the second largest of its kind in the United States, is located near Elk Grove, and treats 151 million gallons of sewage per day. SacSewer’s treatment service area covers about 386 square miles and includes all of its collection service area plus the cities of Sacramento and West Sacramento.

(2) Please describe your department’s selection and hiring procedures and how they help ensure a workforce representative of Sacramento County. (Include, if applicable, hiring interview procedures & policies; internships; education & training opportunities; training & develop assignments, etc);

SacSewer complies with the guidelines provided in the Civil Service Rules regarding interviewing and appointment from lists. The Agency currently provides At-A-Glance training and literature for hiring managers and supervisors. These include Interviewing and Making a Selection, Documenting Your Selection, Hiring an Intern, Welcoming and Orienting a New Employee, and Conducting Performance Evaluations. Providing this type of training ensures a standard for interviewing, selecting, and evaluating candidates.

(3) Please describe what recruiting and/or informational events your department has participated in and how they help to ensure a workforce representative of Sacramento County. (Include, if applicable, high school or college job fairs, high school or college programs, church events, or community events.

The Department has participated in the following in-person events during the year of 2023.

- Sacramento Job Fair
- 31st Annual EGUSD College & Career Fair
- ARC College Hybrid Career Fair
- Career Fair in Partnership with CWEA
- Sacramento Aloha Festival
- Citrus Heights Public Works Showcase
- Cal Poly Spring Career Events
- Cal State East Bay Business Communication & Computer Science Event

(4) Please describe all websites your department advertises its job vacancies to help ensure a workforce representative of Sacramento County.

Currently exams that are announced typically are advertised on the County's Employment website, local jurisdictions, and industry specific internet and print publications. In addition, SacSewer may utilize our LinkedIn or Facebook accounts to advertise job openings to reach a broader audience.

(5) Please describe your department's promotion and career advancement procedures designed to enable all employees to have an equal and fair opportunity to compete for and attain County Promotional opportunities. (Include, if applicable, mentoring, career development activities, etc.)

SacSewer has collaborated with the Training and Organization Development Office for the "Supervisor Academy" and other workshops. These training classes are beneficial for promotion and career advancement opportunities. The Agency has a separate leadership program with classes for development of various competencies and they are open to all interested. In addition, the Agency has specific requirements related to job announcements, candidate pool selection for interviews, interview panel composition to promote open and fair competition for job opportunities.

(6) Please describe how the County's Equal Employment Opportunity program objectives are incorporated into your department's strategic and operational priorities.

SacSewer requires that all employees attend diversity training. All lead, supervisory and management employees are required to take Sexual Harassment and Discrimination Prevention (AB1825).

(7) Please describe your department's method to ensure its EEO activities and efforts result in service delivery across all sectors of the community (e.g. systems or processes for communication between County agencies and direct contact with community organizations, etc)

SacSewer works to support the employees assigned to our district in order to provide safe, efficient and environmentally beneficial services to our customers.

(8) For complaints reported in Table 4, if there were any with a finding of *Violation of County Policy*, for each category of complaints (i.e. race, gender, age, etc.) please provide a description of the measures taken to prevent recurrences. Please do not provide specifics regarding the case(s), individual(s) involved, or corrective/disciplinary action taken.

As noted in Table 4, there were no reportable complaints with a finding of Violation of County Policy.

**TABLE 1
WORKFORCE COMPARATIVE ANALYSIS**

| | Census Data 2010 | Census Data 2020 | Workforce Composition | | | | Workforce Composition | | | |
|-----------------------------------------|------------------|------------------|-----------------------|--------|---------------------|--------|-----------------------------|--------|----------------------------|--------|
| | | | County of Sacramento | | | | Sanitation Districts Agency | | | |
| | | | 2018 ⁽¹⁾ | | 2023 ⁽²⁾ | | 2019 Report ⁽³⁾ | | 2024 Report ⁽⁴⁾ | |
| <i>ETHNICITY</i> | % | % | # | % | # | % | # | % | # | % |
| 2 or More Races | 4.4% | 6.5% | 268 | 2.4% | 504 | 4.2% | 18 | 2.6% | 29 | 4.2% |
| American Indian/Alaskan Native | 1.3% | 0.5% | 117 | 1.0% | 107 | 0.9% | 10 | 1.4% | 8 | 1.2% |
| Asian | 13.6% | 17.4% | 1,710 | 15.2% | 2,070 | 17.3% | 87 | 12.4% | 94 | 13.7% |
| Black/African American | 10.5% | 9.2% | 1,368 | 12.2% | 1,360 | 11.4% | 37 | 5.3% | 46 | 6.7% |
| Hispanic/Latino | 17.9% | 23.6% | 1,836 | 16.3% | 2,424 | 20.3% | 104 | 14.8% | 114 | 16.6% |
| Native Hawaiian/Pacific Islander | 1.0% | 1.1% | 113 | 1.0% | 167 | 1.4% | 5 | 0.7% | 8 | 1.2% |
| Other | | 0.6% | | | | | | | | |
| White/Non-Hispanic | 51.4% | 41.0% | 5,824 | 51.8% | 5,300 | 44.4% | 443 | 62.9% | 388 | 56.5% |
| Total | 100.0% | 100.0% | 11,237 | 100.0% | 11,932 | 100.0% | 704 | 100.0% | 687 | 100.0% |
| Minority Representation | 48.6% | 59.0% | 5,412 | 48.2% | 6,632 | 55.6% | 261 | 37.1% | 299 | 43.5% |
| Female Representation | 50.8% | 51.1% | 5,812 | 51.7% | 6,142 | 51.5% | 161 | 22.9% | 164 | 23.9% |

This data comes from the COMPASS Ethnic Survey Report

¹ Sacramento County Workforce as of pay period 26 ending 12/22/2018

² Sacramento County Workforce as of pay period 26 ending 12/16/2023

³ Employed by County of Sacramento as of pay period 26 ending 12/22/2018

⁴ Employed by County of Sacramento as of pay period 26 ending 12/16/2023

TABLE 2.1
JOB CATEGORIES COMPARISON
BETWEEN 2023 AND 2024 REPORTS

| JOB Categories | | Minority Females | | Minority Males | | Minority Total | | Female Total | | Total Employees | |
|-----------------------------|---|------------------|--------|----------------|--------|----------------|--------|--------------|--------|-----------------|--------|
| | | 2023* | 2024** | 2023* | 2024** | 2023* | 2024** | 2023* | 2024** | 2023* | 2024** |
| 1. Officials/Administrators | # | 10 | 11 | 9 | 9 | 19 | 20 | 16 | 22 | 57 | 61 |
| | % | 17.5% | 18.0% | 15.8% | 14.8% | 33.3% | 32.8% | 28.1% | 36.1% | 100.0% | 100.0% |
| 2. Professionals | # | 47 | 50 | 44 | 52 | 91 | 102 | 80 | 83 | 181 | 196 |
| | % | 26.0% | 25.5% | 24.3% | 26.5% | 50.3% | 52.0% | 44.2% | 42.3% | 100.0% | 100.0% |
| 3. Technicians | # | 11 | 12 | 22 | 24 | 33 | 36 | 24 | 25 | 82 | 82 |
| | % | 13.4% | 14.6% | 26.8% | 29.3% | 40.2% | 43.9% | 29.3% | 30.5% | 100.0% | 100.0% |
| 4. Protective Services | # | | | | | | | | | | |
| | % | | | | | | | | | | |
| 5. Para-Professionals | # | 1 | 0 | 0 | 1 | 1 | 1 | 3 | 2 | 5 | 4 |
| | % | 20.0% | 0.0% | 0.0% | 25.0% | 20.0% | 25.0% | 60.0% | 50.0% | 100.0% | 100.0% |
| 6. Office/Clerical Workers | # | 14 | 14 | 5 | 5 | 19 | 19 | 21 | 24 | 29 | 32 |
| | % | 48.3% | 43.8% | 17.2% | 15.6% | 65.5% | 59.4% | 72.4% | 75.0% | 100.0% | 100.0% |
| 7. Skilled Craft Workers | # | 3 | 4 | 104 | 110 | 107 | 114 | 8 | 8 | 300 | 301 |
| | % | 1.0% | 1.3% | 34.7% | 36.5% | 35.7% | 37.9% | 2.7% | 2.7% | 100.0% | 100.0% |
| 8. Service Maintenance | # | 0 | 0 | 4 | 7 | 4 | 7 | 0 | 0 | 9 | 11 |
| | % | 0.0% | 0.0% | 44.4% | 63.6% | 44.4% | 63.6% | 0.0% | 0.0% | 100.0% | 100.0% |
| Total | # | 86 | 91 | 188 | 208 | 274 | 299 | 152 | 164 | 663 | 687 |
| | % | 13.0% | 13.2% | 28.4% | 30.3% | 41.3% | 43.5% | 22.9% | 23.9% | 100.0% | 100.0% |

TABLE 2

* The numbers for the 2023 Report are taken from pay period 26, ending December 17, 2022

** The numbers for the 2024 Report are taken from pay period 26 ending December 16, 2023

This data comes from the COMPASS Ethnic Survey Report

TABLE 2.2
JOB CATEGORIES DETAIL (End of 2023 Data)

| | Female | | | | | | | Female Total | Male | | | | | | | Male Total | Grand Total |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|------|-----|-----|-----|------|-----|--------------|------|------|-----|-----|-----|------|-----|------------|-------------|
| | 2+ | AIAN | ASN | BLK | HIS | NHPI | WHT | | 2+ | AIAN | ASN | BLK | HIS | NHPI | WHT | | |
| Sanitation Districts Agency | 12 | 0 | 40 | 14 | 22 | 3 | 73 | 164 | 17 | 8 | 54 | 32 | 92 | 5 | 315 | 523 | 687 |
| 41 – Officials/Administrators | 0 | 0 | 6 | 0 | 5 | 0 | 11 | 22 | 0 | 0 | 4 | 2 | 3 | 0 | 30 | 39 | 61 |
| Dir of Sanitation Dist. Communications, Public Information Manager Accounting Mgr., Dir of Sanitation Districts Finance, Sr Accounting Mgr. Admin Svcs Officer 3, Dir of Internal Services, Information Technology Mgr., Sanitation District Purchasing Mgr., Chief Scientist, Dir of Policy and Planning, Environmental Leg & Reg Affairs Manager, Environmental Program Manager 1& 2, Principal Engineer/Architect, Sr Civil Engineer, Dir of Sac Area Sewer District Ops, Fleet Manager, Principal Civil Engineer, Sanitation District Maint & Ops Asst Supt, Sanitation District Maint & Ops Mgr, Sanitation District Maint & Ops Supt, Sr Civil Engineer, Dep Director Sac Reg Co San Dist Ops, Dir of Sac Reg Co Sanitation Dist Ops, Facilities Manager, Principal Civil Engineer, Sanitation District Lab Mgr., Sr Civil Engineer, Sr Electrical Engineer, Treatment Plant Operations & Maint. Mgr. 1 & 2, Administrator Sanitation Districts Agency | | | | | | | | | | | | | | | | | |
| 42 – Professionals | 6 | 0 | 26 | 7 | 8 | 3 | 33 | 83 | 1 | 2 | 25 | 4 | 19 | 1 | 61 | 113 | 196 |
| Public Information Officer, Sr Public Information Officer, Admin Svcs Officer 1 & 2, Sr Accountant, Contract Services Officer Lv 2, Info Tech Applications Analyst Lv 2, Info Tech Business Systems Analyst 3, Info Tech Infrastructure Analyst Lv 2, Principal Info Tech Analyst HOLD, Real Estate Officer Lv 2, Sanitation Dist Assoc Business Analyst, Sr Contract Services Officer, Sr Information Technology Analyst HOLD, Sr Training and Development Specialist, Supv Information Technology Analyst, Training and Development Specialist Lv1 & 2, Assoc Civil Engineer, Asst Engineer - Civil Lv 1 & 2, Environmental Specialist 3 & 4, Environmental Specialist Lv 1 & 2, Scientist Lv 2, Assoc Electrical Engineer, Geographic Info Systems Analyst 2 & 3, Safety Specialist, Sanitation Dist Asst Business Analyst, Sanitation Dist Planner Scheduler 1, 2, & 3, Sr Safety Specialist, Assoc Mechanical Engineer, Asst Mechanical Engineer Lv 2, Biologist, Chemist, Environmental Laboratory Analyst, Environmental Specialist Lv 2, Facilities Trades Operations Supervisor, Info Tech Applications Analyst Lv 1, Natural Resource Specialist Lv 2, Natural Resource Supv, Sanitation Dist Asst Business Analyst, Sanitation Dist PC Systems Supv, Sanitation Dist Sr PC Systems Analyst, Sanitation District Lab QA Officer, Sr Environmental Laboratory Analyst, Sr Natural Resource Specialist, Water Quality Laboratory Supv | | | | | | | | | | | | | | | | | |
| 43 – Technicians | 2 | 0 | 5 | 2 | 3 | 0 | 13 | 25 | 2 | 0 | 9 | 2 | 10 | 1 | 33 | 57 | 82 |
| Accounting Technician, Info Tech Systems Supp Spec Lv 2, Industrial Waste Inspector Lv 2, Principal Engineering Technician, Engineering Technician Lv 2, Geographic Info Systems Technician 3, Principal Engineering Technician, Sanitation Dist Data Mgt Tech Lv 1 & 2, Sanitation Dist Prin Data Mgt Tech, Sanitation Dist Sr Data Mgt Tech, Sr Engineering Technician, Sr Water Quality Control System Tech, Supv Engineering Technician, Water Quality Control System Supv., Water Quality Control System Technician, Sanitation Dist Data Mgt Supv. | | | | | | | | | | | | | | | | | |
| 45 - Paraprofessionals | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 4 |
| Contract Services Specialist Lv 2, Safety Technician | | | | | | | | | | | | | | | | | |
| 46 – Admin Support/Office Clerical | 1 | 0 | 3 | 4 | 6 | 0 | 10 | 24 | 1 | 0 | 1 | 0 | 3 | 0 | 3 | 8 | 32 |
| Sr Office Assistant, Account Clerk Lv 2, Sr Account Clerk, Sr Office Specialist Conf, Chief Storekeeper Rng B, Stock Clerk, Storekeeper 1 & 2, Executive Secretary, Secretary | | | | | | | | | | | | | | | | | |
| 47 – Craft Workers | 3 | 0 | 0 | 1 | 0 | 0 | 4 | 8 | 13 | 6 | 14 | 23 | 52 | 2 | 183 | 293 | 301 |
| Asst Mechanical Maint Technician HOLD, Asst Undergrnd Constr Maint Spec, Fleet Supervisor, Mechanical Maintenance Supv HOLD, Mechanical Maintenance Technician HOLD, Sanitation District Maint & Ops , Asst, Tech & Sr Tech, Sanitation District Maint & Ops Supv, Sr Equipment Technician, Underground Constr and Maint Spec, Underground Constr and Maint Supv., Carpenter, Electrician, Electrician Supervisor, Lead Electrician, Lead Painter, Mechanical Maintenance Supv HOLD, Mechanical Maintenance Technician HOLD, Painter, Sanitation District Mechanic Lv 1, 2, & 3, Sanitation District Mechanic Supv, Sanitation District Sr Mechanic, Sr Stationary Engineer, Sr Wastewater Treatment Plant Operator, Stationary Engineer 1 & 2, Treatment Plant Operator Lv 1 & 2, Wastewater Treatment Plant Operator Lv 1 & 2, Wastewater Treatment Plant Ops Supv | | | | | | | | | | | | | | | | | |
| 48 – Service/Maintenance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 5 | 0 | 4 | 11 | 11 |
| Building Maintenance Wkr., Maintenance Wkr. | | | | | | | | | | | | | | | | | |

The numbers for the 2024 Report are taken from pay period 26 ending December 16, 2023 **This data comes from the COMPASS Ethnic Survey Report**

TABLE 3.1
Personnel Actions Report
HIRES/RE-HIRES - Permanent Position Employees
(From 01/01/2023 to 12/31/2023)

| NEW HIRES | FEMALE | % | MALE | % | TOTAL | % |
|----------------------------------|---------------|--------------|-------------|--------------|--------------|---------------|
| White | 3 | 6.5% | 12 | 26.1% | 15 | 32.6% |
| American Indian/Alaskan Native | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Asian | 4 | 8.7% | 8 | 17.4% | 12 | 26.1% |
| Black | 1 | 2.2% | 1 | 2.2% | 2 | 4.3% |
| Native Hawaiian/Pacific Islander | 0 | 0.0% | 1 | 2.2% | 1 | 2.2% |
| 2 or More Races | 2 | 4.3% | 2 | 4.3% | 4 | 8.7% |
| Hispanic | 2 | 4.3% | 10 | 21.7% | 12 | 26.1% |
| TOTAL MINORITY HIRES | 9 | 19.6% | 22 | 47.8% | 31 | 67.4% |
| TOTAL NEW HIRES | 12 | 26.1% | 34 | 73.9% | 46 | 100.0% |

| NEW RE-HIRES | FEMALE | % | MALE | % | TOTAL | % |
|----------------------------------|---------------|--------------|-------------|--------------|--------------|---------------|
| White | 0 | 0.0% | 1 | 33.3% | 1 | 33.3% |
| American Indian/Alaskan Native | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Asian | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Black | 1 | 33.3% | 0 | 0.0% | 1 | 33.3% |
| Native Hawaiian/Pacific Islander | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 2 or More Races | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Hispanic | 0 | 0.0% | 1 | 33.3% | 1 | 33.3% |
| TOTAL MINORITY RE-HIRES | 1 | 33.3% | 1 | 33.3% | 2 | 66.7% |
| TOTAL RE-HIRES | 1 | 33.3% | 2 | 66.7% | 3 | 100.0% |

COMMENTS FOR TABLE 3.1

TABLE 3.2
Personnel Action Report
TERMINATIONS – Permanent Position Employees
(From 01/01/2023 to 12/31/2023)

| TERMINATIONS | FEMALE | % | MALE | % | TOTAL | % |
|------------------------------------|---------------|--------------|-------------|--------------|--------------|---------------|
| White | 3 | 57.7% | 31 | 59.6% | 34 | 65.4% |
| American Indian/Alaskan Native | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Asian | 5 | 9.6% | 3 | 57.7% | 8 | 15.4% |
| Black | 0 | 0.0% | 5 | 9.6% | 5 | 9.6% |
| Native Hawaiian/Pacific Islander | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 2 or More Races | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Hispanic | 0 | 0.0% | 5 | 9.6% | 5 | 0.0% |
| TOTAL MINORITY TERMINATIONS | 5 | 9.6% | 13 | 25.0% | 18 | 34.6% |
| TOTAL TERMINATIONS | 8 | 15.4% | 44 | 84.6% | 52 | 100.0% |

| REASON TERMINATED | Number | % of Total | # of Female | # of Minority |
|------------------------------------------------------------|---------------|-------------------|--------------------|----------------------|
| RETIRED OR DISABILITY RETIREMENT | 24 | 46.2% | 6 | 6 |
| RESIGN OTHER EMPLOYMENT | 4 | 7.7% | 0 | 2 |
| EMPLOYEE INITIATED / NO REASON GIVEN | 19 | 36.5% | 2 | 8 |
| DECEASED | 1 | 1.9% | 0 | 0 |
| LAI D OFF/REDUCTION IN FORCE | 0 | 0% | 0 | 0 |
| DISCIPLINARY, PENDING DISCIPLINE OR RELEASE FROM PROBATION | 2 | 3.9% | 0 | 1 |
| AUTOMATIC RESIGNATION | 1 | 1.9% | 0 | 0 |
| OTHER– Please list: Medically Disqualified | 1 | 1.9% | 0 | 1 |
| Totals: | 52 | 100% | 8 | 18 |

COMMENTS FOR TABLE 3.2

TABLE 3.4
Personnel Action Report
PROMOTIONS/DEMOTIONS - Permanent Positions
(From 01/01/2023 to 12/31/2023)

| PROMOTIONS | FEMALE | % | MALE | % | TOTAL | % |
|----------------------------------|---------------|--------------|-------------|--------------|--------------|---------------|
| White | 8 | 12.9% | 25 | 40.3% | 33 | 53.2% |
| American Indian/Alaskan Native | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Asian | 5 | 8.1% | 3 | 4.8% | 8 | 12.9% |
| Black | 1 | 1.6% | 6 | 9.7% | 7 | 11.3% |
| Native Hawaiian/Pacific Islander | 0 | 0.0% | 1 | 1.6% | 1 | 1.6% |
| 2 or More Races | 0 | 0.0% | 1 | 1.6% | 1 | 1.6% |
| Hispanic | 4 | 6.5% | 8 | 12.9% | 12 | 19.4% |
| TOTAL MINORITY PROMOTIONS | 10 | 16.1% | 19 | 60.6% | 29 | 46.8% |
| TOTAL PROMOTIONS | 18 | 29.0% | 44 | 71.0% | 62 | 100.0% |

| DEMOTIONS | FEMALE | % | MALE | % | TOTAL | % |
|----------------------------------|---------------|-------------|-------------|---------------|--------------|---------------|
| White | 0 | 0.0% | 1 | 100.0% | 1 | 100.0% |
| American Indian/Alaskan Native | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Asian | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Black | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Native Hawaiian/Pacific Islander | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| 2 or More Races | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Hispanic | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL MINORITY DEMOTIONS | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL DEMOTIONS | 0 | 0.0% | 1 | 100.0% | 1 | 100.0% |

COMMENTS FOR TABLE 3.4

TABLE 4
Discrimination/Harassment Complaint Activity
(From 01/01/2023 to 12/31/2023)

The purpose of this section is to provide the Committee with an overview of the department’s complaint activity. Please supply information pertaining to the last 12 months if the department is reviewed annually or the last two years if the department is reviewed bi-annually.

| Complaint Types | In House | | | | Outside Investigator | | | | CRD or EEOC | | Total Allegat. |
|--------------------------------------------------|-----------|--------------|-------------|----------|----------------------|--------------|-------------|----------|-------------|----------|----------------|
| | Violation | No Violation | Insuff Evid | On-going | Violation | No Violation | Insuff Evid | On-going | Closed | On-going | |
| Age | | | | | | | | | | | |
| Disability/Medical Condition/Genetic Information | | G | | | | E | | | F | | 3 |
| Marital Status | | | | | | | | | | | |
| Pregnancy | | | | | | | | | | | |
| Political Affiliation or Beliefs | | | | | | | | | | | |
| Race/Color/National Origin/Ancestry | | C | | | | | | | D | | 2 |
| Religion | | | | | | | | | | | |
| Retaliation | | | | | | | | | | | |
| Sex/Gender | | | B | | | | | A | | | 2 |
| Sexual Orientation | | | | | | | | | | | |
| TOTAL Allegations: | | 2 | 1 | | | 1 | | 1 | 2 | | 7 |

Note: Use an alpha to represent each complaint. **[Sanitation Districts Agency had a total of 7 COMPLAINTS]**
i.e. Employee Smith files a complaint involving Gender / Disability. You would place alpha A in columns Gender and Disability.
Employee Lopez files a complaint involving Religion / Race. You would place alpha B in columns Religion and Race
This information is collected for use by the Equal Employment Opportunity Advisory Committee to tabulate the County’s total annual number of complaints.