

**2020 ANNUAL  
WORKFORCE STATISTICS REPORT**

***District Attorney***

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## 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.**

**Trial Services** – The District Attorney’s (DA’s) Office had 186 attorneys [includes 13 legal research assistants] who prosecute criminal cases; file civil, environmental and consumer cases; and engage in community prosecution efforts to address quality of life issues in neighborhoods. In addition, there are special units to prosecute specific types of crimes including, but not limited to, Domestic Violence; Homicide; Gangs and Hate Crimes; Cyber Crimes; Insurance Fraud; Special Assault and Child Abuse; Career Criminal; Child Abduction; Prison Crimes; and Vehicle Theft.

**Investigations** – The Bureau of Investigation for the DA’s Office had 44 investigators, 24 investigative assistants, and 14 process servers that provide trial support for the attorneys. Trial support includes, but is not limited to, follow-up investigation on cases submitted by local law enforcement agencies such as reviewing police reports, reviewing local law enforcement investigations, developing strategies for further investigation, writing search warrants, preparing arrest warrants for a magistrate’s signature, planning and service of the warrants; search, collection and preservation of seized evidence for case prosecution; arrest and transportation of wanted subjects to jail or for appearance in court; interstate extraditions; and testifying in court. Additionally, staff will locate victims and witnesses, serve subpoenas, interview witnesses, interrogate suspected criminals, as well as analyze and evaluate oral and written statements. Staff will also retrieve evidence booked by local law enforcement agencies that is required for a successful prosecution. Evidence may include law enforcement in-car camera videos, body camera footage, surveillance footage, mobile phone data, certified DMV/DOJ (Department of Justice) information, and crime scene photographs.

**Laboratory of Forensic Services (aka Crime Lab)** – The Sacramento County DA’s Crime Lab is one of the few in California that is managed by a DA’s Office. It had 38 criminalists and 2 forensic lab technicians. The Crime Lab has the highest quality service available for the recognition, collection, preservation, scientific analysis, and interpretation of physical evidence, with a goal towards presentation of such evidence in criminal court cases. The lab has achieved the honor of being accredited by the American Society of Crime Lab Directors Laboratory Accreditation Board. The laboratory provides forensic services to all law enforcement agencies operating in Sacramento County. The laboratory is divided into four technical units including Alcohol and Drugs in Body Fluid (Toxicology), DNA and Serology (Biology), Drug Analysis (Chemistry) and finally Trace Evidence, Firearms and Tool Comparison, Arson (Criminalistics). The laboratory also assists law enforcement during field call-outs, providing support in the recognition, documentation, collection, preservation, examination and interpretation of physical evidence at crime scenes and clandestine laboratory scenes.

**Victim Witness Assistance Program** – With 19 advocates, the DA’s Office Victim Witness Assistance Program is dedicated to providing services to victims. Trained and experienced advocates provide crisis counseling, orientation to the criminal justice system, community referrals, assistance with applying for victim compensation, a support group for family members of homicide victims, and many other services. Assistance and information is available in several different languages. Special assistance is available to victims of elder abuse and dependent adult abuse.

**Justice & Community Relations (JCR) Bureau** – JCR was created to build upon existing programs and create new ways to work with members of the community on crime prevention. The bureau brings all community related efforts under one umbrella, allowing the office to maximize its reach, increase accessibility and communication with citizens and have a greater positive impact across the county. JCR includes all community outreach programs, and media and government relations. The bureau also includes the nationally recognized Community Prosecution Unit (CPU). There are prosecutors working in neighborhoods throughout the county and City of Sacramento and Rancho Cordova. Community prosecutors create partnerships with citizens, law enforcement, community groups and businesses to proactively address quality of life issues including blight, prostitution, graffiti, and homelessness.

**Administration & Support** – Support is provided to the various units throughout the DA's Office with staffing in various job classifications to include positions in executive management, administrative services, information technology and support staff. There were 112 employees in these job classifications in 2019.

**(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.).**

The Hiring Committee is primarily responsible for the professional hires in the DA's Office including the hiring of lateral attorneys as well as paid Post-Bar law school students and paid summer interns who have completed their second year of law school. The Hiring Committee is currently comprised of seven people. This includes the Chief Deputy, three Assistant Chiefs, two unit Supervisors and one Attorney Level 5. Of the current committee, three members are women and three members are minorities.

The DA's Office continued to hire individuals for post-bar legal research assistant (LRA) positions which are advertised at many law schools throughout the United States. Post-bar refers to individuals who have taken the first bar exam offered after graduation and are awaiting bar results. In August 2019, 8 LRAs began work. Two of those candidates were minorities, and five were women. These LRA candidates applied and interviewed in Summer and Fall of 2018. Of those 8 LRAs, 7 LRAs passed the Bar exam on the first attempt. One female did not pass the July exam; however, she took the February 2020 exam and passed.

In 2019, students in their last year of law school apply for Post-Bar LRA positions typically beginning in May 2020. Students selected for these positions begin either two weeks after the California Bar Exam is given in February or July depending on which exam an LRA takes. A total of 52 applications were received and 21 LRA candidates were interviewed. Of those interviewed, 12 LRA candidates are scheduled to begin work in September 2020; 6 of those LRA candidates are minorities, and nine are female. Additionally, the DA's Office has a paid Summer Intern program. In May 2019, 13 Summer Interns began work. Seven of those Intern candidates were minorities. Seven of the interns were female. These Summer Intern candidates applied and interviewed in Summer and Fall of 2018. In Summer and Fall of 2019, the DA's Office Hiring Committee reviewed applications and interviewed law school students for paid positions beginning in 2020. All resumes were distributed to the Hiring Committee panel for review. In 2019, the DA's Office received 34 Summer Intern applications; 22 candidates were interviewed, and 11 offers were made.

For all Crime Lab positions, notices are sent to all crime laboratories within the state and the list of positions are sent to the American Society of Crime Laboratory Directors. The criminalist positions were posted on the American Academy of Forensic Sciences website and sent to the California

Association of Criminalists (CAC) website. When the position was opened for County-wide recruitment, it was announced on [www.governmentjobs.com](http://www.governmentjobs.com). Additionally, the Crime Lab has several unpaid internship opportunities that are advertised with the master's degree programs at the University of California, Davis.

**(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.**

In October 2019, the DA's Office hosted its 15th Annual Diversity Open House and Reception in collaboration with the University of Pacific, McGeorge School of Law; University of California, Davis School of Law, and Lincoln Law School. This event affords law students an opportunity to talk with attorneys and other staff about career opportunities at the DA's Office. During this event, students also get to meet the District Attorney, learn about summer employment opportunities, and sign up to shadow a Deputy District Attorney for the day.

To expand recruitment, the DA's Office also engages in on-campus interviews at numerous law schools throughout California. This involves members of the Hiring Committee traveling to campuses in an effort to recruit students with diverse backgrounds and interests. In 2019, we conducted on-campus interviews at the following California law schools: McGeorge, UC Davis, and Lincoln Law School.

In 2015, the DA's Office created the Community and Government Relations division (CGR) aimed at increasing community engagement, maximizing prevention and education outreach efforts and strengthening public trust in the criminal justice system. The division was re-organized in 2019 and was renamed Justice and Community Relations (JCR). JCR combined CGR with the Justice Training and Integrity unit and created a new unit responsible for community and media relations. JCR continued to implement the Citizen's Academy which enjoyed its' 20th year in existence. The Citizen's Academy which is now an 11-week program is designed to teach and exchange ideas with leaders in the various ethnic, religious and cultural communities in Sacramento. In 2019, 55 students completed the program that addresses issues such as racial profiling, use of force by law enforcement, and law enforcement oversight.

JCR continues to expand their outreach work through our Speakers Bureau. Community groups from all over Sacramento County, can request a speaker to present on various subjects. DA personnel have also attended various career fairs throughout the county. In 2019, our office spoke to over 106 different organizations and groups on topics such as identity theft, elder abuse, cybercrimes, real estate fraud, consumer protection, domestic violence, human trafficking, and juvenile delinquency. We participated in 8 different career fairs attended by youth wherein we discussed career choices in the criminal justice system and explained the benefits of a career in the DA's office.

The DA's Office continues to manage and provide speakers for the Luther Burbank High School Law and Justice Academy where throughout the school year students are taught about the various areas in the criminal justice system. Additionally, two of the DA's prevention programs, GIFT (Gun Violence Information for Teens) and iSMART (Internet, Social Media Awareness, Resources and Training), were also shared with students. In 2019, JCR continued to present the GIFT program to 15 different groups county-wide. Our iSMART presentation was taught at 7 different high schools. We conducted over 75 separate iSMART presentations in 2019. In addition, the DA's Office provides speakers for the McClatchy and Florin High School Law Academy where students are instructed about opportunities in the legal community and pathways to careers in law enforcement.

The DA's Office also attends multi-cultural events for recruitment, representation and information including, but not limited to, Crime Victims United, MLK Annual Celebration, My Sister's House Anniversary Gala, SacLEGAL Annual Founders Award, National Night Out, Legal Fusion Dinner/Gala, A Community for Peace Celebration of Hope Dinner, Annual CAIR of Sacramento Valley Celebration Banquet, CAPITAL Celebrasian Dinner, Chicks in Crisis Celebration Dinner, City of Refuge – the Table Event, Emerging Latino Foundation Event, Mothers Against Drunk Driving (MADD) Annual Dinner, Robert's Family Development Center Event, Sacramento Valley Crime Stoppers Event, WEAVE Anniversary Celebration, Asian Resources Annual Reception, Asian Peace Officers Association Annual Community Service Dinner, Friends-Care Dinner, Asian Pacific Bar Association of Sacramento Annual Dinner Gala, Friends of the Wiley W. Manuel Bar Association, and the Unity Bar Association Dinner.

To expand recruitment, the DA's Office also engages in on-campus interviews at numerous law schools throughout California. This involves members of the Hiring Committee traveling to campuses in an effort to recruit students with diverse backgrounds and interests. In 2018, we conducted on-campus interviews at the following California law schools: McGeorge, UC Davis, Pepperdine, USC, UCLA, Loyola, Chapman, University of San Diego, and UC Hastings.

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

See answer to question #2.

**(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.).**

The DA's Office notifies DA employees weekly of job opportunities via a DA wide email distribution list for all county positions when the job is announced by the Department of Personnel Services. Email distribution is also used for promotional opportunities and a link is posted on the DA's Intranet website for DA employees to access all current job announcements.

Attorneys have the opportunity to work in assignments that give them opportunities to be assistants to the supervisors and supervise in the supervisor's absence. In addition, the attorneys have Mandatory Continuing Legal Education (MCLE) training that is provided in-house which is also a career development activity. Some topics are trained by the attorneys due to their experience. The above experience enables attorneys to better perform on the Principal Criminal Attorney exam. Executive Management encourage supervisors to mentor and encourage staff to attend training classes.

In addition to countywide courses that are made available to DA staff for education and career development, an internal/in-house program has been created for support staff. While past focus has been on Excel, Outlook, and amended complaint training, the current focus is on County promotional job exams and the application process. The variety of courses offered have helped employees hone their skillset in their present positions and prepare for future advancement opportunities. Interested employees are also offered the opportunity to have special assignments to increase their job knowledge and experience, and staff rotations are occurring routinely to improve abilities and expand knowledge of the office. All of these programs assist current employees by improving their skills and increasing their opportunities for promotion.

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

The Mission of the DA's Office is "Seek Justice, Serve Justice, Do Justice." This motto refers not only to our efforts in the courtroom, but our efforts in representing victims of crime and their families and in providing equal opportunity to all employees and all applicants for positions within this office. The JCR was formed to assist with the DA's mission. It is responsible for the continued development of new programs in our community. It is providing outreach to local communities consisting of all ethnicities, cultures and religions to include schools, parents and children, and the business community. It is informing the community of the DA's Office role in the justice system and in the public safety community. Additionally, JCR plays an important role in legislative advocacy for the DA's Office on behalf of the citizens of this community.

**(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.).**

This past year, the DA's Office, through the JCR Division, reached out to the youth of our community and conducted our annual Youth Shadow Day. The one-day program is designed to increase understanding and engage students in a positive relationship with members of the criminal justice system. High school students are given the opportunity to job shadow professionals from various criminal justice agencies. Based on their interests, students are paired with prosecuting attorneys, defense attorneys, probation officers, law enforcement officers, criminal investigators, and judges to get a first-hand look at the criminal justice process and the different roles within the system. Because JCR sought to have an ethnically diverse group of students, JCR sent invitations to all of community-based organizations.

Our program has grown since our first Shadow Day in 2015. During the DA's first Shadow Day in 2015, over 70 high school students participated from many different schools throughout the county. The second Shadow Day in 2016 was more successful with over 100 participants. Students were both ethnically and economically diverse. In 2017, we had two shadow days with a total of 200 students combined from both days. In 2018, we had to host two Shadow Days with a total of 195 students combined for both days. In 2019, we hosted 200 students over two days. Over 270 applications were received, from 77 different schools in Sacramento County.

In 2018, we introduced our first annual Crime Lab Shadow day, and had 90 students participate. Due to the overwhelming response to our program, we added a second date. In 2019, we hosted over 130 students over two days at the Crime Lab, with 44 different schools represented. In addition, during the 2019-2020 school year, high school students participated in the DA's Youth Academy. Students learned about the criminal justice system as well as engaged in intervention and prevention programs regarding gangs and risks involving the use of social media in two-hour classes held every other week. This school year marked our 5<sup>th</sup> annual youth academy. We began by hosting one academy in the South Area back in 2015. Due to high demand we created three additional youth academies (East, North and Elk Grove/Galt). The academies run contemporaneously across the County, from September to March. To date, over 1,400 students from all over the County have graduated from this program. In 2019, over 200 students participated representing 73 different high schools. At the Youth Academies, there were 45 ethnically diverse presenters from the Court, Probation, Public Defender's Office, and the Police and Sheriff departments. Topics ranged from an overview of the criminal justice system, use of force, in-car cameras, criminal investigations, forensic science, gangs, abuse of marijuana, and distracted driving. The goals of the program were for students to see firsthand the criminal justice system,

have open dialog about issues that affect youth today, and encourage students to consider a career in the justice system.

In 2018, our office launched the “We Connect” program. This program is designed to allow our new lawyers to work hands-on in the community and learn about their neighborhoods, cultures and lifestyles to build stronger relationships and get a better understanding of all the communities we serve. In 2019, the new attorneys in our office helped several community groups conduct their events including La Familia and Brother to Brother.

In 2019, our office launched the one of a kind Youth and Community Connect App (YCC). The YCC is specifically designed to serve the youth in the community by linking them to resources provided by schools, government agencies, community and faith-based organizations.

In 2019, six prosecutors from the Community Prosecution Unit attended over 192 community meetings and over 144 neighborhood meetings. Community prosecutors continue to work proactively by making contact with community members and local groups to insure the public safety of our community.

“Understanding Your Rights” was a new program created in 2018 in response to several landlords exploiting the non-English speaking community by providing them with substandard housing. As a result, the DA’s Office, Sacramento City Attorney’s Office, Sacramento City and County Code Enforcement, local law enforcement and Highlands Charter School partnered to create a multi-lingual education program with the goal of informing these vulnerable groups of their basic legal rights. The program is presented at various Highland Charter School locations throughout Sacramento County. The benefits of the program include the explanation of landlord accountability, assisting the refugee community to adapt to their new lives in our community, an improved community relationship between law enforcement and the newest arrivals and a safe place for open discussion. The program is presented in English, and with the help of interpreters it is translated in Farsi, Arabic, Russian, and Spanish. In 2019, we presented 30 classes. To date, over 900 adult students have participated in the program.

**(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.**

There were no complaints with a finding of merit in 2019.



**TABLE 1**  
**WORKFORCE COMPARATIVE ANALYSIS**

<i>ETHNICITY</i>	Census Data	Workforce Composition				Workforce Composition			
	2010	County of Sacramento				District Attorney			
		2014 (1)		2019 (2)		2015 Report (3)		2020 Report (4)	
	%	#	%	#	%	#	%	#	%
<b>2 or More Races</b>	4.4%	177	1.6%	318	2.8%	10	2.6%	15	3.8%
<b>American Indian/Alaskan Native</b>	1.3%	122	1.1%	104	0.9%	0	0.0%	0	0.0%
<b>Asian</b>	13.6%	1,543	14.3%	1,796	15.8%	36	9.5%	56	14.1%
<b>Black/African American</b>	10.5%	1,313	12.2%	1,335	11.7%	20	5.3%	18	4.5%
<b>Hispanic/Latino</b>	17.9%	1,593	14.8%	1,981	17.4%	46	12.2%	51	12.8%
<b>Native Hawaiian/Pacific Islander</b>	1.0%	87	0.8%	120	1.1%	1	0.3%	1	0.3%
<b>White/Non-Hispanic</b>	51.4%	5,923	55.1%	5,708	50.2%	262	69.3%	256	64.5%
<b>Total</b>	100.0%	10,758	100.0%	11,362	100.0%	378	100.0%	397	100.0%
<b>Minority Representation</b>	48.6%	4,835	44.9%	5,654	49.8%	116	30.7%	141	35.5%
<b>Female Representation</b>	50.8%	5,571	51.8%	5,794	51.0%	219	57.9%	221	55.7%

<sup>1</sup> Sacramento County Workforce as of pay period 26 ending 12/13/2014

<sup>2</sup> Sacramento County Workforce as of pay period 26 ending 12/21/2019

<sup>3</sup> Employed by County of Sacramento as of pay period 26 ending 12/13/2014

<sup>4</sup> Employed by County of Sacramento as of pay period 26 ending 12/21/2019

**TABLE 2**  
**JOB CATEGORIES COMPARISON**  
**BETWEEN 2019 AND 2020 REPORTS**

JOB Categories	REPORT:	Minority Females		Minority Males		Minority Total		Female Total		Total Employees	
		2019*	2020**	2019*	2020**	2019*	2020**	2019*	2020**	2019*	2020**
1. Officials/Administrators	#	2	0	2	2	4	2	5	5	17	17
	%	11.8%	0.0%	11.8%	11.8%	23.5%	11.8%	29.4%	29.4%	100.0%	100.0%
2. Professionals	#	38	45	33	29	71	74	133	137	244	240
	%	15.6%	18.8%	13.5%	12.1%	29.1%	30.8%	54.5%	57.1%	100.0%	100.0%
3. Technicians	#	3	3	0	3	3	6	4	3	5	9
	%	60.0%	33.3%	0.0%	33.3%	60.0%	66.7%	80.0%	33.3%	100.0%	100.0%
4. Protective Services	#	3	2	6	6	9	8	9	8	41	36
	%	7.3%	5.6%	14.6%	16.7%	22.0%	22.2%	22.0%	22.2%	100.0%	100.0%
5. Para-Professionals	#	5	4	3	3	8	7	13	11	21	19
	%	23.8%	21.1%	14.3%	15.8%	38.1%	36.8%	61.9%	57.9%	100.0%	100.0%
6. Office/Clerical Workers	#	41	37	8	7	49	44	62	57	83	76
	%	49.4%	48.7%	9.6%	9.2%	59.0%	57.9%	74.7%	75.0%	100.0%	100.0%
7. Skilled Craft Workers	#										
	%										
8. Service Maintenance	#										
	%										
Total	#	92	91	52	50	144	141	226	221	411	397
	%	22.4%	22.9%	12.7%	12.6%	35.0%	35.5%	55.0%	55.7%	100.0%	100.0%

**TABLE 2**

\* The numbers for the 2019 Report are taken from pay period 26, ending December 22, 2018

\*\* The numbers for the 2020 Report are taken from pay period 26 ending December 21, 2019.

**TABLE 3.1**  
**Personnel Actions Report**  
**HIRES/RE-HIRES - Permanent Position Employees**  
**(From 01/01/2019 to 12/31/2019)**

<b>NEW HIRES</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	4	16.7%	4	16.7%	8	33.3%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	4	16.7%	3	12.5%	7	29.2%
Black	0	0.0%	1	4.2%	1	4.2%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%
2 or More Races	3	12.5%	0	0.0%	3	12.5%
Hispanic	5	20.8%	0	0.0%	5	20.8%
<b>TOTAL MINORITY HIRES</b>	<b>12</b>	<b>50.0%</b>	<b>4</b>	<b>16.7%</b>	<b>16</b>	<b>66.7%</b>
<b>TOTAL NEW HIRES</b>	<b>16</b>	<b>66.7%</b>	<b>8</b>	<b>33.3%</b>	<b>24</b>	<b>100.0%</b>

<b>NEW RE-HIRES</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	2	40.0%	0	0.0%	2	40.0%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	2	40.0%	0	0.0%	2	40.0%
Black	0	0.0%	1	20.0%	1	20.0%
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%
<b>TOTAL MINORITY RE-HIRES</b>	<b>2</b>	<b>40.0%</b>	<b>1</b>	<b>20.0%</b>	<b>3</b>	<b>60.0%</b>
<b>TOTAL RE-HIRES</b>	<b>4</b>	<b>80.0%</b>	<b>1</b>	<b>20.0%</b>	<b>5</b>	<b>100.0%</b>

**COMMENTS FOR TABLE 3.1**

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**TABLE 3.2**  
**Personnel Action Report**  
**TERMINATIONS – Permanent Position Employees**  
**(From 01/01/2019 to 12/31/2019)**

<b>TERMINATIONS</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	6	20.0%	11	36.7%	17	56.7%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	2	6.7%	1	3.3%	3	10.0%
Black	2	6.7%	3	10.0%	5	16.7%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%
2 or More Races	2	6.7%	1	3.3%	3	10.0%
Hispanic	2	6.7%	0	0.0%	2	6.7%
<b>TOTAL MINORITY TERMINATIONS</b>	<b>8</b>	<b>26.7%</b>	<b>5</b>	<b>16.7%</b>	<b>13</b>	<b>43.3%</b>
<b>TOTAL TERMINATIONS</b>	<b>14</b>	<b>46.7%</b>	<b>16</b>	<b>53.3%</b>	<b>30</b>	<b>100.0%</b>

<b>REASON TERMINATED</b>	<b>Number</b>	<b>% of Total</b>	<b># of Female</b>	<b># of Minority</b>
RETIRED OR DISABILITY RETIREMENT	14	46.7%	6	4
RESIGN OTHER EMPLOYMENT	7	23.3%	2	2
EMPLOYEE INITIATED / NO REASON GIVEN	7	23.3%	2	5
DECEASED	0	%	0	0
LAI D OFF/REDUCTION IN FORCE	0	%	0	0
DISCIPLINARY, PENDING DISCIPLINE OR RELEASE FROM PROBATION	2	6.7%	1	2
AUTOMATIC RESIGNATION	0	%	0	0
OTHER– Please list:	0	%	0	0
Totals:	30	100%	11	13

**COMMENTS FOR TABLE 3.2**

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**TABLE 3.3**  
**Personnel Action Report**  
**PROMOTIONS/DEMOTIONS - Permanent Positions**  
**(From 01/01/2019 to 12/31/2019)**

<b>PROMOTIONS</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	11	33.3%	7	21.2%	18	54.5%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	4	12.1%	3	9.1%	7	21.2%
Black	1	3.0%	0	0.0%	1	3.0%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%
2 or More Races	0	0.0%	1	3.0%	1	3.0%
Hispanic	6	18.2%	0	0.0%	6	18.2%
<b>TOTAL MINORITY PROMOTIONS</b>	<b>11</b>	<b>33.3%</b>	<b>4</b>	<b>12.1%</b>	<b>15</b>	<b>45.5%</b>
<b>TOTAL PROMOTIONS</b>	<b>22</b>	<b>66.7%</b>	<b>11</b>	<b>33.3%</b>	<b>33</b>	<b>100.0%</b>

<b>DEMOTIONS</b>	<b>FEMALE</b>	<b>%</b>	<b>MALE</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
White	0	0.0%	0	0.0%	0	0.0%
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	1	100.0%	0	0.0%	1	100.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL MINORITY DEMOTIONS</b>	<b>1</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>100.0%</b>
<b>TOTAL DEMOTIONS</b>	<b>1</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>100.0%</b>

**COMMENTS FOR TABLE 3.3**

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**TABLE 4**  
**Discrimination/Harassment Complaint Activity**  
 (From 01/01/2019 to 12/31/2019)

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

Complaint Types	In House				Outside Investigator				DFEH or EEOC		Total Allegat.
	Violation	No Violation	Insuff Evid	On-going	Violation	No Violation	Insuff Evid	On-going	Closed	On-going	
Age		B									1
Disability/Medical Condition/Genetic Information											
Marital Status		B									1
Pregnancy											
Political Affiliation or Beliefs											
Race/Color/National Origin/Ancstry		B									1
Religion											
Retaliation											
Sex/Gender		A, B									2
Sexual Orientation											
<b>TOTAL Allegations:</b>		5									<b>5</b>

Note: Use an alpha to represent each complaint. **[District Attorney had a total of 2 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..*