B0180 EEO-4

Purpose

The purpose of this Report Description is to explain how to generate a report with demographic information such as ethnic origin and gender.

Report Description

This report provides demographic information such as ethnic origin and gender along with EEO Categories. The report provides Headcount and New Hire Actions count details by Function Group, EEO Category and Race/Ethnicity.

Report Location

PA: EEO-4

Report Uses

- This report is required by the Federal Equal Employment Opportunity Commission (EEOC) and submitted by OSHR every two years for all state agencies including DOT. DOT submits the report independently, including only their staff, on an annual basis.
- The report is useful in providing required reporting data to Federal on employment totals, employees job category and salary by sex and race/ethnic groups as of June 30.

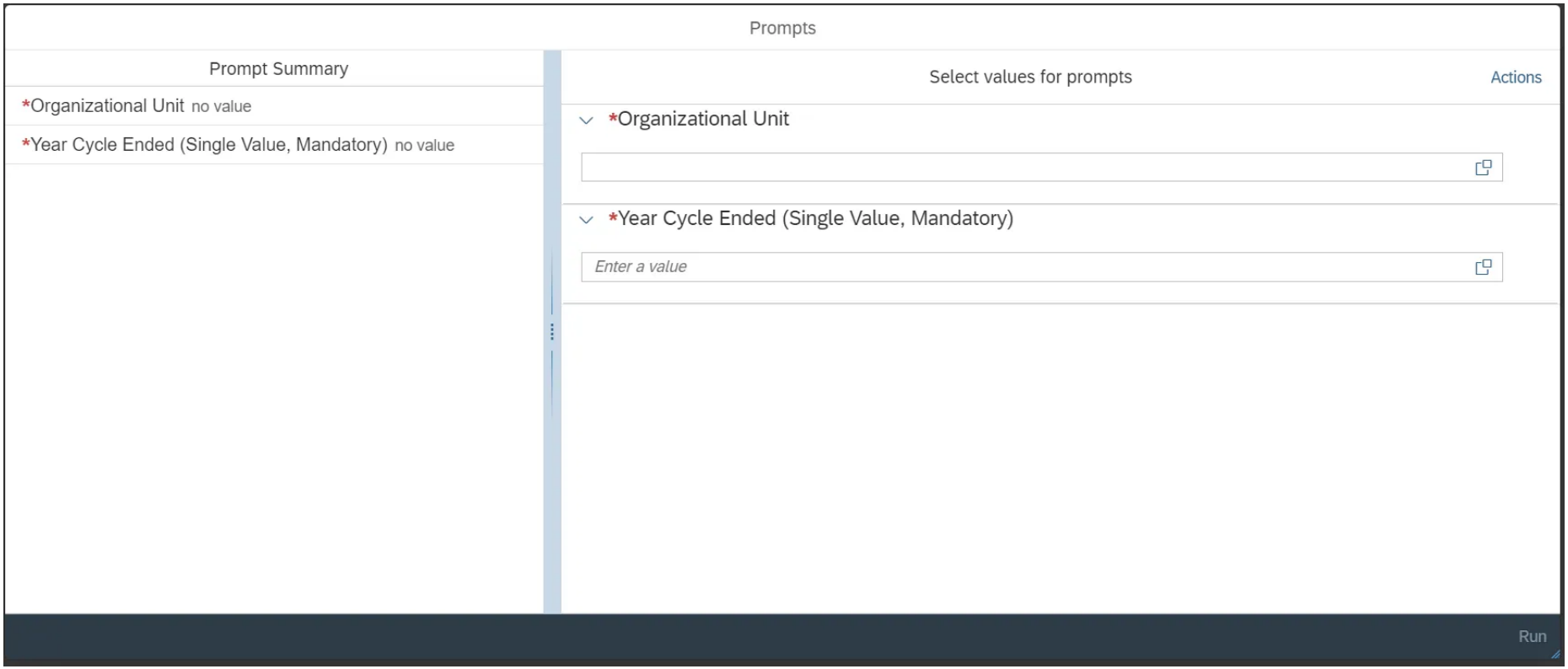
How to Generate This Report

This report is generated after selecting values for the mandatory prompts. All mandatory prompts must have values selected before the Run Icon can be used to generate the report. Mandatory prompts can be identified as mandatory by the exclamation mark inside of the yellow-orange triangle, the square with the checkmark, or the display of (Mandatory). Detailed instructions for interaction with each prompt can be found on the Crystal Report Prompt List on the OSC website.

The Mandatory prompts for this report are:

- Organizational Unit
- Year Cycle Ended (Single Value, Mandatory)

Image



Initial Layout

The EEO-4 report provides demographic Information such as ethnic origin and gender along with Federal EEO Categories and Function Groups.

Image

STATE AND LOCAL GOVERNMENT INFORMATION
2019 EEO-4 Report

1. FULL-TIME EMPLOYEES

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO or MORE RACES	TOTAL (COLUMNS A-N)
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
FUNCTION 01 - FINANCIAL ADMINISTRATION																
OFFICIALS ADMINISTRATORS	1. $ 0.1 - $15.9															
	2. $16.0 - $19.9															
	3. $20.0 - $24.9															
	4. $25.0 - $32.9															
	5. $33.0 - $42.9			1												1
	6. $43.0 - $54.9			2						1	2					5
	7. $55.0 - $69.9			30	3					18	14	2				67
	8. $70.0 - Plus	6	5	464	59	6	1	8	2	322	118	5		6	2	1,004
PROFESSIONALS	9. $ 0.1 - $15.9									1						1
	10. $16.0 - $19.9															
	11. $20.0 - $24.9															
	12. $25.0 - $32.9			7	4					16	14					41
	13. $33.0 - $42.9	6	7	88	35	2		1		102	85	1		2	2	331
	14. $43.0 - $54.9	13	33	434	95	7		5	2	497	221	13		9	9	1,338
	15. $55.0 - $69.9	20	31	667	129	20		5	2	803	302	37	2	7	4	2,029
	16. $70.0 - Plus	25	18	1,241	172	112	1	8	3	977	252	119	2	5	4	2,939
TECHNICIANS	17. $ 0.1 - $15.9															
	18. $16.0 - $19.9															
	19. $20.0 - $24.9															
	20. $25.0 - $32.9															
	21. $33.0 - $42.9	1	3	5	5					22	21			1		58
	22. $43.0 - $54.9	1	1	34	21	2		1	2	33	25	1		1		122
	23. $55.0 - $69.9	4		51	11	2			1	6	5	1				81
	24. $70.0 - Plus		1	47	10	6				4	2					70

EEO-4 Continued...

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STATE AND LOCAL GOVERNMENT INFORMATION
2019 EEO-4 Report

1. FULL-TIME EMPLOYEES

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO or MORE RACES	TOTAL (COLUMNS A-N)
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
PROTECTIVE SERVICE	25. $ 0.1 - $15.9															
	26. $16.0 - $19.9															
	27. $20.0 - $24.9															
	28. $25.0 - $32.9			1						1						2
	29. $33.0 - $42.9			3				1	1	10	7	1		1	1	25
	30. $43.0 - $54.9	2		59	12			1		40	13	2		1	1	131
	31. $55.0 - $69.9	1	1	19	3					10	3					37
	32. $70.0 - Plus			2	2					1	1					6
PARA-PROFESSIONALS	33. $ 0.1 - $15.9															
	34. $16.0 - $19.9															
	35. $20.0 - $24.9															
	36. $25.0 - $32.9			2	7					15	12					36
	37. $33.0 - $42.9		3	7	3					18	13					44
	38. $43.0 - $54.9	3	3	14	2					67	39	1		2	1	132
	39. $55.0 - $69.9			4	1					15	4					24
	40. $70.0 - Plus			3						2						5
ADMINISTRATIVE SUPPORT	41. $ 0.1 - $15.9															
	42. $16.0 - $19.9															
	43. $20.0 - $24.9															
	44. $25.0 - $32.9	5	24	54	43	4	1	1	3	305	183	9		13	11	656
	45. $33.0 - $42.9	10	94	175	105	4	1	3	5	1,398	653	28	2	20	15	2,513
	46. $43.0 - $54.9	5	21	73	23	1				771	261	4		17	2	1,178
	47. $55.0 - $69.9		1	25	3	1				327	71	1		6		435
	48. $70.0 - Plus			1						2						3

EEO-4 Continued...

Image

STATE AND LOCAL GOVERNMENT INFORMATION
2019 EEO-4 Report

1. FULL-TIME EMPLOYEES

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO or MORE RACES	TOTAL (COLUMNS A-N)
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
SKILLED CRAFT	49. $ 0.1 - $15.9															
	50. $16.0 - $19.9															
	51. $20.0 - $24.9															
	52. $25.0 - $32.9	1		8	1											10
	53. $33.0 - $42.9			51	10	1		1	2	6	1					72
	54. $43.0 - $54.9	2		33	8											43
	55. $55.0 - $69.9			18	2					1						21
	56. $70.0 - Plus			3												3
SERVICE MAINTENANCE	57. $ 0.1 - $15.9															
	58. $16.0 - $19.9															
	59. $20.0 - $24.9										1					1
	60. $25.0 - $32.9	1	5	18	23					21	14					82
	61. $33.0 - $42.9			10	7					2	9					28
	62. $43.0 - $54.9			7	1					3						11
	63. $55.0 - $69.9				1											1
	64. $70.0 - Plus															
	65. Total Full Time (Lines 1 - 64)	106	251	3,661	801	168	4	35	23	5,817	2,346	225	6	91	52	13,586
	2. OTHER THAN FULL-TIME EMPLOYEES (Including temporary employees)															
	66. Officials/Admin			78	7					25	2					112
	67. Professionals	20	42	610	161	19		6	4	1,239	398	49		15	6	2,569
	68. Technicians															
	69. Protective Service	2		58	11					25	18				1	115
	70. Para-professional	1		1						10	3					15
	71. Admin. Support	14	32	98	83	5		1	1	443	386	10	2	8	5	1,088
	72. Skilled Craft	12	4	150	43			2	2	57	8			1	1	280
	73. Service/Maint	1		26	3	1				49	4					84
	74. Total Other Than Full Time (Lines 66 - 73)	50	78	1,021	308	25		9	7	1,848	819	59	2	24	13	4,263

EEO-4 Continued...

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STATE AND LOCAL GOVERNMENT INFORMATION
2019 EEO-4 Report

1. FULL-TIME EMPLOYEES

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO or MORE RACES	TOTAL (COLUMNS A-N)
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
3. NEW HIRES DURING FISCAL YEAR - Permanent full time only JULY 1 - JUNE 30																
75. Officials/Admin		3	1	97	15				1	80	33	5	1	1		237
76. Professionals		23	50	732	153	33		3	7	1,218	355	58	2	12	13	2,659
77. Technicians		1	6	22	24	1				60	69	1		5	3	192
78. Protective Service		1		53	9			1		24	8				1	97
79. Para-professional		1	1	6						23	15				1	47
80. Admin. Support		14	60	138	109	7	1	1	5	619	642	21	1	14	19	1,651
81. Skilled Craft		13	5	163	58	1		2	3	68	11			1	1	326
82. Service/Maint		3	9	28	21					67	29					157
83. Total New Hires (Lines 75 - 82)		59	132	1,239	389	42	1	7	16	2,159	1,162	85	4	33	38	5,366

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS REPORT:	**TITLE**
ADDRESS (Number and Street, City, State, Zip Code):	**TELEPHONE NUMBER (INCLUDING AREA CODE):** **extension:** **FAX NUMBER**

DATE: **E-MAIL:**	**TYPED NAME/TITLE OF AUTHORIZED OFFICIAL**	**SIGNATURE OF CERTIFYING OFFICIAL**

The report also shows the **Statewide Totals** of the Headcounts and New Hire Actions count details by Race and Ethnicity. This information is provided at the end of the report.

Image

STATE AND LOCAL GOVERNMENT INFORMATION
2019 EEO-4 Report

1. FULL-TIME EMPLOYEES

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK or AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN or PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	TOTAL (COLUMNS A-N)
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
STATEWIDE TOTALS																
OFFICIALS ADMINISTRATORS	1. $ 0.1 - $15.9															
	2. $16.0 - $19.9															
	3. $20.0 - $24.9															
	4. $25.0 - $32.9			1						2						3
	5. $33.0 - $42.9	3		45	10			2		19	7					86
	6. $43.0 - $54.9	1		51	8				1	26	13	2		2		104
	7. $55.0 - $69.9			134	16					77	37	3				267
	8. $70.0 - Plus	8	6	645	88	12	1	12	3	478	183	7		7	2	1,452
PROFESSIONALS	9. $ 0.1 - $15.9									1						1
	10. $16.0 - $19.9															
	11. $20.0 - $24.9															
	12. $25.0 - $32.9			29	8					39	18				1	95
	13. $33.0 - $42.9	23	54	502	271	6		5	2	1,009	824	17		26	18	2,757
	14. $43.0 - $54.9	37	76	1,606	466	27		12	7	2,434	1,329	62	2	36	27	6,121
	15. $55.0 - $69.9	43	63	2,022	380	61	2	21	10	2,834	1,159	118	3	28	14	6,758
	16. $70.0 - Plus	50	48	3,232	408	266	3	29	9	2,248	645	252	3	18	6	7,217
TECHNICIANS	17. $ 0.1 - $15.9															
	18. $16.0 - $19.9															
	19. $20.0 - $24.9									1						1
	20. $25.0 - $32.9	26	25	455	691	12		4	8	856	1,643	21		1	12	3,754
	21. $33.0 - $42.9	10	9	447	219	9		1		321	514	8	2	6	4	1,550
	22. $43.0 - $54.9	11	6	777	121	14		11	3	257	194	9		5	2	1,410
	23. $55.0 - $69.9	5		378	42	8		9	2	79	20	3				546
	24. $70.0 - Plus		1	65	15	6		1		5	2	1				96

Special Report Considerations/Features

- Only active employees are included on this report.
- Personnel Area 8701-School of Science & Math is excluded from the report.
- Employees with unknown gender, ethnic origin, or EEO Category are excluded.
- EEO-4 Function Groups included in the report are:

[01]	FINANCIAL ADMINISTRATION
[02]	STREETS AND HIGHWAYS
[03]	PUBLIC WELFARE
[04]	POLICE PROTECTION
[05]	FIRE PROTECTION
[06]	NATURAL RESOURCES
[07]	HOSPITALS AND SANATORIUMS
[08]	HEALTH
[09]	HOUSING
[10]	COMMUNITY DEVELOPMENT
[11]	CORRECTIONS
[12]	UTILITIES AND TRANSPORTATION
[13]	SANITATION AND SEWAGE
[14]	EMPLOYMENT SECURITY STATE GOVERNMENTS
[15]	OTHER

- The following positions are excluded:

[60012763] Exec Dir Agric Finance Authority

[60012868] Exec Dir Of The Tobacco Trust Fund Comm

[60080498] Chief Deputy Commissioner Of Banks

[60080524] Deputy Commissioner Of Banks

[60080638] Commissioner

[60080639] Commissioner

[60080640] Commissioner

[60080641] Commissioner

- The following Statutory Exemption Types are excluded in the report:

[A]	Constitutional Officer
[D]	Sal by Gen Asmbly-Rec Gov
[F]	Governor’s Staff
[H]	Exempt Policymaking
[I]	EPA Statutory Position
[J]	EPA Pos by Gen Assmb
[N]	EPA Stat Sal-GA Appr Act

- The following criteria are used to map Personnel Areas to EEO-4 Function Groups.

Personnel Area Key	Personnel Area Text	EEO-4 Function Group Key	EEO-4 Function Group Text
201	Judicial Branch	1	Financial Administration
301	Governor's Office	1	Financial Administration
310	State Budget & Management	1	Financial Administration

Personnel Area Key	Personnel Area Text	EEO-4 Function Group Key	EEO-4 Function Group Text
401	Lt Governor's Office	1	Financial Administration
501	Secretary of State	1	Financial Administration
601	State Auditor	1	Financial Administration
0701	State Treasurer	1	Financial Administration
801	Public Instruction	1	Financial Administration
901	Justice	1	Financial Administration
0905	Justice - SBI	4	Police Protection
1001	Agriculture Consumer Services	6	Natural Resources
1101	Labor	1	Financial Administration
1201	Insurance	1	Financial Administration
1301	Administration	1	Financial Administration
1401	State Controller	1	Financial Administration
1501	Transportation	2	Streets and Highways
1601	Environment Natural Resources	6	Natural Resources
1701	Wildlife Resources Commission	6	Natural Resources
1801	Juvenile Justice Delinq Prev	11	Corrections
1901	Public Safety	4	Police Protection
4001	Military and Veterans Affairs	1	Financial Administration
4101	Information Technology	1	Financial Administration
4105	DIT EBS	1	Financial Administration
4201	Correction	11	Corrections
4301	Commerce	1	Financial Administration
4305	Commerce - DES & DWS	14	Employment Security State Governme

Personnel Area Key	Personnel Area Text	EEO-4 Function Group Key	EEO-4 Function Group Text
4401	Employment Security Commission	14	Employment Security State Governme
4501	Revenue	1	Financial Administration
4601	Cultural Resources	6	Natural Resources
4701	Crime Control & Public Safety	4	Police Protection
4705	CCPS-Highway Patrol	4	Police Protection
5001	Community Colleges	1	Financial Administration
5201	Adult Correction	11	Corrections
6101	Education Lottery	1	Financial Administration
6701	Administrative Hearings	1	Financial Administration
2001/ BusArea 2X00	Health Human Services	3	Public Welfare
2001/ BusArea 3X00	Health Human Services	7	Hospitals & Sanatoriums
2005/ BusArea 2X00	HHS - 403(b) Participants	3	Public Welfare
2005/ BusArea 3X00	HHS - 403(b) Participants	7	Hospitals & Sanatoriums
6A01	State Health Plan	1	Financial Administration
B001	Barber Exam	1	Financial Administration
B005	Cosmetic Arts	1	Financial Administration
B010	Opticians	1	Financial Administration
B015	Psychology	1	Financial Administration
B020	Auctioneer Licensing	1	Financial Administration
B025	Elections	1	Financial Administration
B030	State Ethics	1	Financial Administration
Z101	State Personnel	1	Financial Administration
Z105	OSHR Temporary Solutions	1	Financial Administration

- The following filter criteria are used to determine Full-Time employees.
    - **Exclude Employee Groups**
        - O - Supplemental Staff
        - X - Supplemental Staff Grant
- Include the following Employee Subgroups for Full-Time.

Employee Subgroup Key	Employee Subgroup Text
11	FT N-FLSAOT Perm Dir
13	FT N-FLSAOT TL Dir
21	FT N-FLSAOT Perm JB1
23	FT N-FLSAOT TL JB1
31	FT N-FLSAOT Perm JB2
33	FT N-FLSAOT TL JB2
41	FT N-FLSAOT Perm JB3
43	FT N-FLSAOT TL JB3
51	FT N-FLSAOT Perm DA
53	FT N-FLSAOT TL DA
61	FT N-FLSAOT Perm ADA
63	FT N-FLSAOT TL ADA
71	FT N-FLSAOT Perm MAG
73	FT N-FLSAOT TL MAG
81	FT S-FLSAOT Perm CR
83	FT S-FLSAOT TL CR
91	FT N-FLSAOT Perm CSC
93	FT N-FLSAOT TL CSC

Employee Subgroup Key	Employee Subgroup Text
A1	FT N-FLSAOT Perm
A2	FT N-FLSAOT Prob
A3	FT N-FLSAOT TL
A4	FT N-FLSAOT TL Prob
AL	FT N-FLSAOT Perm
AP	FT N-FLSAOT Prob
B1	FT S-FLSAOT Perm
B2	FT S-FLSAOT Prob
B3	FT S-FLSAOT TL
B4	FT S-FLSAOT TL Prob
B8	FT S-FLSAOT Trne
B9	FT S-FLSAOT Fld Trne
BL	FT S-FLSAOT Perm
BP	FT S-FLSAOT Prob
C1	FT N-FLSA Perm 12C
C2	FT N-FLSA Prob 12C
C3	FT N-FLSA TL 12C
C4	FT N-FLSA TLProb 12C
C5	FT S-FLSA Perm 12C
C6	FT S-FLSA Prob 12C
C7	FT S-FLSA TL 12C
C8	FT S-FLSA TLProb 12C
D1	FT N-FLSA Perm 11C

Employee Subgroup Key	Employee Subgroup Text
D2	FT N-FLSA Prob 11C
D3	FT N-FLSA TL 11C
D4	FT N-FLSA TLProb 11C
D5	FT S-FLSA Perm 11C
D6	FT S-FLSA Prob 11C
D7	FT S-FLSA TL 11C
D8	FT S-FLSA TLProb 11C
H1	FT N-FLSA Perm 10C
H2	FT N-FLSA Prob 10C
H3	FT N-FLSA TL 10C
H4	FT N-FLSA TLProb 10C
H5	FT S-FLSA Perm 10C
H6	FT S-FLSA Prob 10C
H7	FT S-FLSA TL 10C
H8	FT S-FLSA TLProb 10C
K1	FT EPA
P1	FT N-FLSA Perm 115C
P2	FT N-FLSA Prob 115C
P3	FT N-FLSA TL 115C
P4	FT N-FLSATLProb 115C
P5	FT S-FLSA Perm 115C
P6	FT S-FLSA Prob 115C
P7	FT S-FLSA TL 115C

Employee Subgroup Key	Employee Subgroup Text
P8	FT S-FLSATLProb 115C
Q0	FT N-FLSAOT Perm SC
Q3	FT N-FLSAOT TL SC
S0	FT N-FLSAOT Perm CJP
S3	FT N-FLSAOT TL CJP
SG	FT N-FLSAOTPerm ACJP
SH	FT N-FLSAOT TL ACJP
SM	FT S-FLSAOTPerm ACJP
SN	FT S-FLSAOT TL ACJP
T0	FT N-FLSAOT Perm AD
T3	FT N-FLSAOT TL AD
U0	FT N-FLSAOT Perm JBS
U3	FT N-FLSAOT TL JBS
U7	FT N-FLSAOT Perm MC
V0	FT S-FLSAOT Perm JBS
V3	FT S-FLSAOT TL JBS
V7	FT S-FLSAOT Perm MC

- The following Employee Subgroups are used to determine **Other Than Full-Time employees**.

Employee Subgroup Key	Employee Subgroup Text
0A	PT S-FLSAOT Perm MAG

Employee Subgroup Key	Employee Subgroup Text
0C	PT S-FLSAOT TL MAG
1A	PT N-FLSAOT Perm Dir
1C	PT N-FLSAOT TL Dir
2A	PT N-FLSAOT Perm JB1
2C	PT N-FLSAOT TL JB1
3A	PT N-FLSAOT Perm JB2
3C	PT N-FLSAOT TL JB2
4A	PT N-FLSAOT Perm JB3
4C	PT N-FLSAOT TL JB3
5A	PT N-FLSAOT Perm DA
5C	PT N-FLSAOT TL DA
6A	PT N-FLSAOT Perm ADA
6C	PT N-FLSAOT TL ADA
7A	PT N-FLSAOT Perm MAG
7C	PT N-FLSAOT TL MAG
8A	PT S-FLSAOT Perm CR
8C	PT S-FLSAOT TL CR
9A	PT N-FLSAOT Perm CSC
9C	PT N-FLSAOT TL CSC
F1	PT N-FLSA Perm 11C
F2	PT N-FLSA Prob 11C
F3	PT N-FLSA TL 11C
F4	PT N-FLSA TLProb 11C

Employee Subgroup Key	Employee Subgroup Text
F5	PT S-FLSA Perm 11C
F6	PT S-FLSA Prob 11C
F7	PT S-FLSA TL 11C
F8	PT S-FLSA TLProb 11C
I1	PT N-FLSA Perm 10C
I2	PT N-FLSA Prob 10C
I3	PT N-FLSA TL 10C
I4	PT N-FLSA TLProb 10C
I5	PT S-FLSA Perm 10C
I6	PT S-FLSA Prob 10C
I7	PT S-FLSA TL 10C
I8	PT S-FLSA TLProb 10C
K2	PT EPA
QA	PT N-FLSAOT Perm SC
QC	PT N-FLSAOT TL SC
R1	PT N-FLSA Perm 12C
R2	PT N-FLSA Prob 12C
R3	PT N-FLSA TL 12C
R4	PT N-FLSA TLProb 12C
R5	PT S-FLSA Perm 12C
R6	PT S-FLSA Prob 12C
R7	PT S-FLSA TL 12C
R8	PT S-FLSA TLProb 12C

Employee Subgroup Key	Employee Subgroup Text
SA	PT N-FLSAOT Perm CJP
SC	PT N-FLSAOT TL CJP
SJ	PT N-FLSAOTPerm ACJP
SK	PT N-FLSAOT TL ACJP
SP	PT S-FLSAOTPerm ACJP
SQ	PT S-FLSAOT TL ACJP
TA	PT N-FLSAOT Perm AD
TC	PT N-FLSAOT TL AD
UA	PT N-FLSAOT Perm JBS
UC	PT N-FLSAOT TL JBS
UX	PT N-FLSAOT Perm MC
VA	PT S-FLSAOT Perm JBS
VC	PT S-FLSAOT TL JBS
VX	PT S-FLSAOT Perm MC
WA	PT N-FLSAOT Perm
WB	PT N-FLSAOT Prob
WC	PT N-FLSAOT TL
WD	PT N-FLSAOT TL Prob
WF	PT N-FLSAOT Student
WG	PT N-FLSAOT Intermit
X1	PT N-FLSA Perm 115C
X2	PT N-FLSA Prob 115C
X3	PT N-FLSA TL 115C

Employee Subgroup Key	Employee Subgroup Text
X4	PT N-FLSATLProb 115C
X5	PT S-FLSA Perm 115C
X6	PT S-FLSA Prob 115C
X7	PT S-FLSA TL 115C
X8	PT S-FLSATLProb 115C
Y1	PT S-FLSAOT Perm
Y2	PT S-FLSAOT Prob
Y3	PT S-FLSAOT TL
Y4	PT S-FLSAOT TL Prob
Y6	PT S-FLSAOT Student
Y7	PT S-FLSAOT Intermit
Y8	PT S-FLSAOT Trne
Y9	PT S-FLSAOT Fld Trne
G7	Temp FT N-FLSAOT
G8	Temp FT S-FLSAOT
GA	Temp PT N-FLSAOT
GB	Temp PT S-FLSAOT
GC	Temp Sol FT N-FLSAOT
GD	Temp Sol FT S-FLSAOT
GE	Temp Sol PT N-FLSAOT
GF	Temp Sol PT S-FLSAOT
15	FT N-FLSAOT Temp Dir
25	FT N-FLSAOT Temp JB1

Employee Subgroup Key	Employee Subgroup Text
35	FT N-FLSAOT Temp JB2
45	FT N-FLSAOT Temp JB3
55	FT N-FLSAOT Temp DA
65	FT N-FLSAOT Temp ADA
75	FT N-FLSAOT Temp MAG
85	FT N-FLSAOT Temp CR
95	FT N-FLSAOT Temp CSC
0E	PT S-FLSAOT Temp MAG
1E	PT N-FLSAOT Temp Dir
2E	PT N-FLSAOT Temp JB1
3E	PT N-FLSAOT Temp JB2
4E	PT N-FLSAOT Temp JB3
5E	PT N-FLSAOT Temp DA
6E	PT N-FLSAOT Temp ADA
7E	PT N-FLSAOT Temp MAG
Q5	FT N-FLSAOT Temp SC
S5	FT N-FLSAOT Temp CJP
SI	FT N-FLSAOT Temp ACJP
SO	FT S-FLSAOT Temp ACJP
T5	FT N-FLSAOT Temp AD
U5	FT N-FLSAOT Temp JBS
8E	PT N-FLSAOT Temp CR
9E	PT N-FLSAOT Temp CSC

Employee Subgroup Key	Employee Subgroup Text
QE	PT N-FLSAOT Temp SC
SE	PT N-FLSAOT Temp CJP
SL	PT N-FLSAOT Temp ACJP
SR	PT S-FLSAOT Temp ACJP
TE	PT N-FLSAOT Temp AD
UE	PT N-FLSAOT Temp JBS
VE	PT S-FLSAOT Temp JBS
V5	FT S-FLSAOT Temp JBS

- The following filter criteria is used to determine New Hires.
- Exclude the following Employee Subgroups.

Employee Subgroup Key	Employee Subgroup Desc
G1	Contractor
G3	Volunteer
G4	Board Member
G5	National Guard
G6	Federal

- Include the following Action Type/Action Reasons.

Action Type Key	Action Type Desc	Action Reason Key	Action Reason Desc
Z0	New Hire (NC)	01	New Hire
ZS	New Hire Date Adjusted (NC)	01	Correct Hire Date

Action Type Key	Action Type Desc	Action Reason Key	Action Reason Desc
Z2	Reinstatement/Reemployment(NC)	01	Rtn St w/in 12 mths-Same S/G
Z2	Reinstatement/Reemployment(NC)	02	Rtn St w/in 12 mths-Higher S/G
Z2	Reinstatement/Reemployment(NC)	03	Rtn St w/in 12 mths-Lower S/G
Z2	Reinstatement/Reemployment(NC)	04	Return to State within 5 years
Z2	Reinstatement/Reemployment(NC)	05	Return to State after 5 years
Z2	Reinstatement/Reemployment(NC)	19	Return to Supplemental
Z2	Reinstatement/Reemployment(NC)	30	Non-BEACON Transfer Lateral
Z2	Reinstatement/Reemployment(NC)	31	Non-BEACON Transfer Reassgnmt
Z2	Reinstatement/Reemployment(NC)	32	Non-BEACON Transfer Promotion
Z2	Reinstatement/Reemployment(NC)	33	Non-BEACON Transfer EPA-SPA
Z2	Reinstatement/Reemployment(NC)	34	Non-BEACON Trf ClassPayPlanChg
Z2	Reinstatement/Reemployment(NC)	39	Temp to Perm

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