

Utilization Analysis Chart
Relevant Labor Market: Bay County, Michigan

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	5/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/54%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,765/55%	30/1%	25/1%	10/0%	35/1%	0/0%	15/0%	0/0%	1,240/39%	35/1%	4/0%	10/0%	10/0%	0/0%	25/1%	0/0%
Utilization #/%	-17%	-1%	-1%	-0%	-1%	0%	-0%	0%	15%	7%	-0%	-0%	-0%	0%	-1%	0%
Professionals																
Workforce #/%	29/23%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	90/73%	2/2%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	2,270/38%	100/2%	25/0%	0/0%	50/1%	0/0%	20/0%	10/0%	3,340/56%	115/2%	20/0%	4/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-15%	-2%	0%	0%	-1%	0%	-0%	-0%	16%	-0%	0%	-0%	1%	0%	0%	0%
Technicians																
Workforce #/%	11/65%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	5/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	415/35%	0/0%	0/0%	0/0%	4/0%	0/0%	0/0%	0/0%	670/57%	10/1%	50/4%	0/0%	0/0%	0/0%	25/2%	0/0%
Utilization #/%	29%	0%	6%	0%	-0%	0%	0%	0%	-28%	-1%	-4%	0%	0%	0%	-2%	0%
Protective Services: Sworn																
Workforce #/%	27/77%	0/0%	1/3%	0/0%	1/3%	0/0%	0/0%	0/0%	4/11%	0/0%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	415/81%	0/0%	0/0%	10/2%	0/0%	0/0%	0/0%	0/0%	85/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-4%	0%	3%	-2%	3%	0%	0%	0%	-5%	0%	3%	3%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	6/30%	2/10%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	8/40%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	55/93%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-63%	10%	10%	0%	0%	0%	0%	0%	33%	10%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	7/8%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	72/85%	5/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,230/30%	115/1%	10/0%	0/0%	35/0%	0/0%	0/0%	30/0%	6,905/64%	280/3%	85/1%	0/0%	40/0%	0/0%	4/0%	0/0%
Utilization #/%	-22%	-1%	-0%	1%	-0%	0%	0%	-0%	20%	3%	-1%	0%	-0%	0%	-0%	0%

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Skilled Craft																
Workforce #/%	6/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,055/89%	35/1%	50/1%	4/0%	15/0%	0/0%	35/1%	0/0%	225/7%	0/0%	25/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	11%	-1%	-1%	-0%	-0%	0%	-1%	0%	-7%	0%	-1%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	32/52%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	27/44%	2/3%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,905/47%	480/4%	175/1%	20/0%	60/0%	30/0%	130/1%	0/0%	5,235/41%	290/2%	135/1%	35/0%	15/0%	0/0%	135/1%	0/0%
Utilization #/%	5%	-4%	-1%	-0%	-0%	-0%	-1%	0%	2%	1%	1%	-0%	-0%	0%	-1%	0%