

Table 23

**Disciplinary Actions - Four-Fifth Rule Application by Job Category**

Job Category: OFFICIALS/ADMINISTRATORS

Time Period: MMDDYY to MMDDYY

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce												
Total Actions												
Number Retained												
Retention Rate												
Ratio to Highest Rate												
4/5 Rule 80% of Base												
Adverse Impact (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

Job Category: PROFESSIONALS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce												
Total Actions												
Number Retained												
Retention Rate												
Ratio to Highest Rate												
4/5 Rule 80% of Base												
Adverse Impact (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

Job Category: TECHNICIAN

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce												
Total Actions												
Number Retained												
Retention Rate												
Ratio to Highest Rate												
4/5 Rule 80% of Base												
Adverse Impact (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y