

# City of Portland



1120

Portland Bureau of Transportation

## **Bureau Affirmative Action Program (AAP) Plan Reports**

**2023 AAP Annual Plan Reports  
1/1/2022 to 12/31/2022**



**Job Group Analysis**

**1CH**

**Off/Adm - Chief Executives**

**EEO Code: 1**

| Job Code & Title               |               | Min      | Fem         | Asi          | Blk         | His         | Ind         | Pac         | Two         |  |  |
|--------------------------------|---------------|----------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30003039 - Director III        | #             | 0        | 0           | 0            | 0           | 0           | 0           | 0           | 0           |  |  |
| 1 Employee                     | %             | 0.00     | 0.00        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30003036 - Deputy Director III | #             | 0        | 1           | 0            | 0           | 0           | 0           | 0           | 0           |  |  |
| 1 Employee                     | %             | 0.00     | 100.00      | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>2 Employees</b>             | <b>Totals</b> | <b>#</b> | <b>0</b>    | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|                                |               | <b>%</b> | <b>0.00</b> | <b>50.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**1EX**

**Off/Adm - Executive Managers**

**EEO Code: 1**

| Job Code & Title                  |               | Min  | Fem    | Asi   | Blk  | His  | Ind  | Pac  | Two  |  |  |
|-----------------------------------|---------------|------|--------|-------|------|------|------|------|------|--|--|
| 30003048 - Engineer, Chief        | #             | 0    | 0      | 0     | 0    | 0    | 0    | 0    | 0    |  |  |
| 1 Employee                        | %             | 0.00 | 0.00   | 0.00  | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |
| 30003083 - Manager III            | #             | 0    | 2      | 0     | 0    | 0    | 0    | 0    | 0    |  |  |
| 5 Employees                       | %             | 0.00 | 40.00  | 0.00  | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |
| 30003049 - Engineer, City Traffic | #             | 0    | 1      | 0     | 0    | 0    | 0    | 0    | 0    |  |  |
| 1 Employee                        | %             | 0.00 | 100.00 | 0.00  | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |
| <b>7 Employees</b>                | <b>Totals</b> | #    | 0      | 3     | 0    | 0    | 0    | 0    | 0    |  |  |
|                                   |               | %    | 0.00   | 42.86 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |

# Job Group Analysis

**1FA**

**Off/Adm - Finance & Accounting**

**EEO Code: 1**

| Job Code & Title                |               | Min      | Fem          | Asi          | Blk          | His         | Ind         | Pac         | Two         |  |  |
|---------------------------------|---------------|----------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|--|--|
| 30003055 - Financial Analyst II | #             | 1        | 0            | 1            | 0            | 0           | 0           | 0           | 0           |  |  |
| 3 Employees                     | %             | 33.33    | 0.00         | 33.33        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30003054 - Financial Analyst I  | #             | 1        | 3            | 1            | 0            | 0           | 0           | 0           | 0           |  |  |
| 3 Employees                     | %             | 33.33    | 100.00       | 33.33        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>6 Employees</b>              | <b>Totals</b> | <b>#</b> | <b>2</b>     | <b>3</b>     | <b>2</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|                                 |               | <b>%</b> | <b>33.33</b> | <b>50.00</b> | <b>33.33</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**1MA-1**

**Off/Adm - Managers - Level 1**

**EEO Code: 1**

| Job Code & Title                      |               | Min      | Fem          | Asi         | Blk         | His         | Ind         | Pac         | Two         |  |  |
|---------------------------------------|---------------|----------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30003081 - Manager I                  | #             | 0        | 3            | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 6 Employees                           | %             | 0.00     | 50.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30003096 - Public Information Manager | #             | 0        | 1            | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 1 Employee                            | %             | 0.00     | 100.00       | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>7 Employees</b>                    | <b>Totals</b> | <b>#</b> | <b>4</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|                                       |               | <b>%</b> | <b>57.14</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**1MA-2**

**Off/Adm - Managers - Level 2**

**EEO Code: 1**

| Job Code & Title               |               | Min      | Fem          | Asi          | Blk         | His         | Ind         | Pac         | Two         |              |  |
|--------------------------------|---------------|----------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|--------------|--|
| 30003050 - Engineering Manager | #             | 1        | 1            | 0            | 0           | 1           | 0           | 0           | 0           |              |  |
| 5 Employees                    | %             | 20.00    | 20.00        | 0.00         | 0.00        | 20.00       | 0.00        | 0.00        | 0.00        |              |  |
| 30003105 - Surveying Manager   | #             | 0        | 0            | 0            | 0           | 0           | 0           | 0           | 0           |              |  |
| 1 Employee                     | %             | 0.00     | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |              |  |
| 30003082 - Manager II          | #             | 4        | 4            | 1            | 1           | 0           | 0           | 0           | 2           |              |  |
| 10 Employees                   | %             | 40.00    | 40.00        | 10.00        | 10.00       | 0.00        | 0.00        | 0.00        | 20.00       |              |  |
| <b>16 Employees</b>            | <b>Totals</b> | <b>#</b> | <b>5</b>     | <b>5</b>     | <b>1</b>    | <b>1</b>    | <b>1</b>    | <b>0</b>    | <b>0</b>    | <b>2</b>     |  |
|                                |               | <b>%</b> | <b>31.25</b> | <b>31.25</b> | <b>6.25</b> | <b>6.25</b> | <b>6.25</b> | <b>0.00</b> | <b>0.00</b> | <b>12.50</b> |  |

# Job Group Analysis

**1MS**

**Off/Adm - Maint Supervisors**

**EEO Code: 1**

| Job Code & Title                            |               | Min      | Fem          | Asi          | Blk         | His         | Ind         | Pac         | Two         |             |  |
|---|---------------|----------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--|
| 30003080 - Maintenance Supervisor II        | #             | 1        | 3            | 0            | 0           | 1           | 0           | 0           | 0           |             |  |
| 4 Employees                                 | %             | 25.00    | 75.00        | 0.00         | 0.00        | 25.00       | 0.00        | 0.00        | 0.00        |             |  |
| 30003850 - Streetcar Maintenance Supervisor | #             | 0        | 0            | 0            | 0           | 0           | 0           | 0           | 0           |             |  |
| 4 Employees                                 | %             | 0.00     | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |             |  |
| 30003234 - Maintenance Supervisor I - NE    | #             | 6        | 4            | 2            | 2           | 1           | 1           | 0           | 0           |             |  |
| 22 Employees                                | %             | 27.27    | 18.18        | 9.09         | 9.09        | 4.55        | 4.55        | 0.00        | 0.00        |             |  |
| 30003079 - Maintenance Supervisor I - E     | #             | 1        | 0            | 0            | 0           | 1           | 0           | 0           | 0           |             |  |
| 1 Employee                                  | %             | 100.00   | 0.00         | 0.00         | 0.00        | 100.00      | 0.00        | 0.00        | 0.00        |             |  |
| <b>31 Employees</b>                         | <b>Totals</b> | <b>#</b> | <b>8</b>     | <b>7</b>     | <b>2</b>    | <b>2</b>    | <b>3</b>    | <b>1</b>    | <b>0</b>    | <b>0</b>    |  |
|   |               | <b>%</b> | <b>25.81</b> | <b>22.58</b> | <b>6.45</b> | <b>6.45</b> | <b>9.68</b> | <b>3.23</b> | <b>0.00</b> | <b>0.00</b> |  |

## Job Group Analysis

**1PB-CI**

**Off/Adm - PI&A - Constr Inspections & Enforcement**

**EEO Code: 1**

| Job Code & Title                                 |               | Min      | Fem         | Asi         | Blk         | His         | Ind         | Pac         | Two         |  |  |
|--|---------------|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30000166 - Signals and Street Lighting Inspector | #             | 1        | 0           | 0           | 0           | 1           | 0           | 0           | 0           |  |  |
| 1 Employee                                       | %             | 100.00   | 0.00        | 0.00        | 0.00        | 100.00      | 0.00        | 0.00        | 0.00        |  |  |
| 30000229 - Public Works Inspector, Sr            | #             | 2        | 1           | 0           | 0           | 1           | 0           | 0           | 1           |  |  |
| 13 Employees                                     | %             | 15.38    | 7.69        | 0.00        | 0.00        | 7.69        | 0.00        | 0.00        | 7.69        |  |  |
| 30000228 - Public Works Inspector                | #             | 2        | 1           | 0           | 0           | 0           | 1           | 0           | 1           |  |  |
| 12 Employees                                     | %             | 16.67    | 8.33        | 0.00        | 0.00        | 0.00        | 8.33        | 0.00        | 8.33        |  |  |
| <b>26 Employees</b>                              | <b>Totals</b> | <b>#</b> | <b>2</b>    | <b>0</b>    | <b>0</b>    | <b>2</b>    | <b>1</b>    | <b>0</b>    | <b>2</b>    |  |  |
|  |               | <b>%</b> | <b>7.69</b> | <b>0.00</b> | <b>0.00</b> | <b>7.69</b> | <b>3.85</b> | <b>0.00</b> | <b>7.69</b> |  |  |



# Job Group Analysis

**1PB-CP-NR**

**Off/Adm - PI&A - Constr Planning - NR**

**EEO Code: 1**

| Job Code & Title                       |               | Min      | Fem          | Asi          | Blk          | His         | Ind         | Pac         | Two         |  |  |
|--|---------------|----------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|--|--|
| 30003015 - Capital Project Manager IV  | #             | 1        | 2            | 1            | 0            | 0           | 0           | 0           | 0           |  |  |
| 4 Employees                            | %             | 25.00    | 50.00        | 25.00        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30003014 - Capital Project Manager III | #             | 0        | 0            | 0            | 0            | 0           | 0           | 0           | 0           |  |  |
| 2 Employees                            | %             | 0.00     | 0.00         | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>6 Employees</b>                     | <b>Totals</b> | <b>#</b> | <b>1</b>     | <b>2</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|  |               | <b>%</b> | <b>16.67</b> | <b>33.33</b> | <b>16.67</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

## Job Group Analysis

**1PB-CP-R**

**Off/Adm - PI&A - Constr Planning - Represented**

**EEO Code: 1**

| Job Code & Title                      |               | Min      | Fem          | Asi          | Blk          | His         | Ind         | Pac         | Two         |  |  |
|---------------------------------------|---------------|----------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|--|--|
| 30003013 - Capital Project Manager II | #             | 1        | 2            | 1            | 0            | 0           | 0           | 0           | 0           |  |  |
| 6 Employees                           | %             | 16.67    | 33.33        | 16.67        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000399 - Capital Project Manager I  | #             | 3        | 4            | 1            | 1            | 1           | 0           | 0           | 0           |  |  |
| 6 Employees                           | %             | 50.00    | 66.67        | 16.67        | 16.67        | 16.67       | 0.00        | 0.00        | 0.00        |  |  |
| <b>12 Employees</b>                   | <b>Totals</b> | <b>#</b> | <b>4</b>     | <b>6</b>     | <b>2</b>     | <b>1</b>    | <b>1</b>    | <b>0</b>    | <b>0</b>    |  |  |
|                                       |               | <b>%</b> | <b>33.33</b> | <b>50.00</b> | <b>16.67</b> | <b>8.33</b> | <b>8.33</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**1SU-1**

**Off/Adm - Supervisors - Level 1**

**EEO Code: 1**

| Job Code & Title             |               | Min          | Fem          | Asi         | Blk          | His         | Ind         | Pac         | Two         |  |  |
|------------------------------|---------------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|--|--|
| 30003103 - Supervisor I - E  | #             | 2            | 4            | 1           | 1            | 0           | 0           | 0           | 0           |  |  |
| 12 Employees                 | %             | 16.67        | 33.33        | 8.33        | 8.33         | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30003275 - Supervisor I - NE | #             | 1            | 4            | 0           | 1            | 0           | 0           | 0           | 0           |  |  |
| 7 Employees                  | %             | 14.29        | 57.14        | 0.00        | 14.29        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>19 Employees</b>          | <b>Totals</b> | <b>#</b>     | <b>3</b>     | <b>8</b>    | <b>1</b>     | <b>2</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|                              | <b>%</b>      | <b>15.79</b> | <b>42.11</b> | <b>5.26</b> | <b>10.53</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**1SU-2**

**Off/Adm - Supervisors - Level 2**

**EEO Code: 1**

| Job Code & Title                    |               | Min      | Fem          | Asi          | Blk          | His         | Ind         | Pac         | Two         |             |  |
|-------------------------------------|---------------|----------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|--|
| 30003084 - Mapping & GIS Supervisor | #             | 0        | 0            | 0            | 0            | 0           | 0           | 0           | 0           |             |  |
| 1 Employee                          | %             | 0.00     | 0.00         | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |             |  |
| 30003104 - Supervisor II            | #             | 4        | 9            | 2            | 1            | 1           | 0           | 0           | 0           |             |  |
| 17 Employees                        | %             | 23.53    | 52.94        | 11.76        | 5.88         | 5.88        | 0.00        | 0.00        | 0.00        |             |  |
| <b>18 Employees</b>                 | <b>Totals</b> | <b>#</b> | <b>4</b>     | <b>9</b>     | <b>2</b>     | <b>1</b>    | <b>1</b>    | <b>0</b>    | <b>0</b>    |             |  |
|                                     |               | <b>%</b> | <b>22.22</b> | <b>50.00</b> | <b>11.11</b> | <b>5.56</b> | <b>5.56</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |

## Job Group Analysis

1SU-3

Off/Adm - Supervisors - Level 3

EEO Code: 1

| Job Code & Title                  |               | Min      | Fem          | Asi         | Blk          | His         | Ind         | Pac         | Two         |             |  |
|-----------------------------------|---------------|----------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|--|
| 30003051 - Engineering Supervisor | #             | 5        | 2            | 4           | 1            | 0           | 0           | 0           | 0           |             |  |
| 15 Employees                      | %             | 33.33    | 13.33        | 26.67       | 6.67         | 0.00        | 0.00        | 0.00        | 0.00        |             |  |
| 30003106 - Surveying Supervisor   | #             | 1        | 0            | 0           | 0            | 0           | 0           | 0           | 1           |             |  |
| 2 Employees                       | %             | 50.00    | 0.00         | 0.00        | 0.00         | 0.00        | 0.00        | 0.00        | 50.00       |             |  |
| 30003090 - Planner, Supervising   | #             | 2        | 0            | 1           | 0            | 1           | 0           | 0           | 0           |             |  |
| 4 Employees                       | %             | 50.00    | 0.00         | 25.00       | 0.00         | 25.00       | 0.00        | 0.00        | 0.00        |             |  |
| <b>21 Employees</b>               | <b>Totals</b> | <b>#</b> | <b>8</b>     | <b>2</b>    | <b>5</b>     | <b>1</b>    | <b>1</b>    | <b>0</b>    | <b>0</b>    | <b>1</b>    |  |
|                                   |               | <b>%</b> | <b>38.10</b> | <b>9.52</b> | <b>23.81</b> | <b>4.76</b> | <b>4.76</b> | <b>0.00</b> | <b>0.00</b> | <b>4.76</b> |  |

## Job Group Analysis

**2AD**

**Professionals - Architecture, Design & Surveying**

**EEO Code: 2**

| Job Code & Title       |               | Min      | Fem          | Asi         | Blk         | His         | Ind          | Pac         | Two         |  |  |
|------------------------|---------------|----------|--------------|-------------|-------------|-------------|--------------|-------------|-------------|--|--|
| 30000226 - Surveyor II | #             | 1        | 0            | 0           | 0           | 0           | 1            | 0           | 0           |  |  |
| 4 Employees            | %             | 25.00    | 0.00         | 0.00        | 0.00        | 0.00        | 25.00        | 0.00        | 0.00        |  |  |
| 30000331 - CAD Analyst | #             | 0        | 0            | 0           | 0           | 0           | 0            | 0           | 0           |  |  |
| 1 Employee             | %             | 0.00     | 0.00         | 0.00        | 0.00        | 0.00        | 0.00         | 0.00        | 0.00        |  |  |
| 30000225 - Surveyor I  | #             | 0        | 0            | 0           | 0           | 0           | 0            | 0           | 0           |  |  |
| 5 Employees            | %             | 0.00     | 0.00         | 0.00        | 0.00        | 0.00        | 0.00         | 0.00        | 0.00        |  |  |
| <b>10 Employees</b>    | <b>Totals</b> | <b>#</b> | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>1</b>     | <b>0</b>    | <b>0</b>    |  |  |
|                        |               | <b>%</b> | <b>10.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>10.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**2BA-1**

**Prof - Bus Ops & Admin - Level 1**

**EEO Code: 2**

| Job Code & Title                      |               | Min      | Fem          | Asi          | Blk          | His         | Ind         | Pac         | Two         |  |  |
|---------------------------------------|---------------|----------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|--|--|
| 30003006 - Analyst I                  | #             | 1        | 2            | 1            | 0            | 0           | 0           | 0           | 0           |  |  |
| 3 Employees                           | %             | 33.33    | 66.67        | 33.33        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30003325 - Community Service Aide III | #             | 0        | 1            | 0            | 0            | 0           | 0           | 0           | 0           |  |  |
| 1 Employee                            | %             | 0.00     | 100.00       | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>4 Employees</b>                    | <b>Totals</b> | <b>#</b> | <b>1</b>     | <b>3</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|                                       |               | <b>%</b> | <b>25.00</b> | <b>75.00</b> | <b>25.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**2BA-2**

**Prof - Bus Ops & Admin - Level 2**

**EEO Code: 2**

| Job Code & Title      |               | Min      | Fem          | Asi          | Blk         | His         | Ind          | Pac         | Two         |              |  |
|-----------------------|---------------|----------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|--|
| 30003007 - Analyst II | #             | 4        | 7            | 0            | 0           | 2           | 0            | 0           | 2           |              |  |
| 9 Employees           | %             | 44.44    | 77.78        | 0.00         | 0.00        | 22.22       | 0.00         | 0.00        | 22.22       |              |  |
| <b>9 Employees</b>    | <b>Totals</b> | <b>#</b> | <b>4</b>     | <b>7</b>     | <b>0</b>    | <b>0</b>    | <b>2</b>     | <b>0</b>    | <b>0</b>    | <b>2</b>     |  |
|                       |               | <b>%</b> | <b>44.44</b> | <b>77.78</b> | <b>0.00</b> | <b>0.00</b> | <b>22.22</b> | <b>0.00</b> | <b>0.00</b> | <b>22.22</b> |  |



# Job Group Analysis

**2BA-3**

**Prof - Bus Ops & Admin - Level 3**

**EEO Code: 2**

| Job Code & Title       |               | Min      | Fem          | Asi          | Blk         | His         | Ind          | Pac          | Two         |             |  |
|------------------------|---------------|----------|--------------|--------------|-------------|-------------|--------------|--------------|-------------|-------------|--|
| 30003009 - Analyst IV  | #             | 0        | 2            | 0            | 0           | 0           | 0            | 0            | 0           |             |  |
| 2 Employees            | %             | 0.00     | 100.00       | 0.00         | 0.00        | 0.00        | 0.00         | 0.00         | 0.00        |             |  |
| 30003008 - Analyst III | #             | 2        | 3            | 0            | 0           | 1           | 1            | 0            | 0           |             |  |
| 8 Employees            | %             | 25.00    | 37.50        | 0.00         | 0.00        | 12.50       | 12.50        | 0.00         | 0.00        |             |  |
| <b>10 Employees</b>    | <b>Totals</b> | <b>#</b> | <b>2</b>     | <b>5</b>     | <b>0</b>    | <b>0</b>    | <b>1</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    |  |
|                        |               | <b>%</b> | <b>20.00</b> | <b>50.00</b> | <b>0.00</b> | <b>0.00</b> | <b>10.00</b> | <b>10.00</b> | <b>0.00</b> | <b>0.00</b> |  |

# Job Group Analysis

**2CM**

**Prof - Communications**

**EEO Code: 2**

| Job Code & Title                      |               | Min    | Fem   | Asi   | Blk  | His    | Ind  | Pac  | Two  |  |  |
|---------------------------------------|---------------|--------|-------|-------|------|--------|------|------|------|--|--|
| 30003097 - Public Information Officer | #             | 1      | 0     | 0     | 0    | 1      | 0    | 0    | 0    |  |  |
| 1 Employee                            | %             | 100.00 | 0.00  | 0.00  | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 |  |  |
| 30000372 - Graphics Designer II       | #             | 1      | 1     | 1     | 0    | 0      | 0    | 0    | 0    |  |  |
| 2 Employees                           | %             | 50.00  | 50.00 | 50.00 | 0.00 | 0.00   | 0.00 | 0.00 | 0.00 |  |  |
| <b>3 Employees</b>                    |               |        |       |       |      |        |      |      |      |  |  |
|                                       | <b>Totals</b> |        |       |       |      |        |      |      |      |  |  |
|                                       | #             | 2      | 1     | 1     | 0    | 1      | 0    | 0    | 0    |  |  |
|                                       | %             | 66.67  | 33.33 | 33.33 | 0.00 | 33.33  | 0.00 | 0.00 | 0.00 |  |  |

# Job Group Analysis

**2ER-NR**

**Prof - Engineering - Nonrepresented**

**EEO Code: 2**

| Job Code & Title        |               | Min      | Fem          | Asi          | Blk          | His         | Ind         | Pac         | Two          |             |  |
|-------------------------|---------------|----------|--------------|--------------|--------------|-------------|-------------|-------------|--------------|-------------|--|
| 30003047 - Engineer III | #             | 2        | 1            | 1            | 0            | 0           | 0           | 1           | 0            |             |  |
| 7 Employees             | %             | 28.57    | 14.29        | 14.29        | 0.00         | 0.00        | 0.00        | 14.29       | 0.00         |             |  |
| <b>7 Employees</b>      | <b>Totals</b> | <b>#</b> | <b>2</b>     | <b>1</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>1</b>     | <b>0</b>    |  |
|                         |               | <b>%</b> | <b>28.57</b> | <b>14.29</b> | <b>14.29</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>14.29</b> | <b>0.00</b> |  |

## Job Group Analysis

2ER-R-1

Prof - Engineering - Represented - Level 1

EEO Code: 2

| Job Code & Title                                |               | Min      | Fem          | Asi          | Blk          | His         | Ind         | Pac         | Two         |  |  |
|---|---------------|----------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|--|--|
| 30000363 - Engineering Associate, Sr-Traffic    | #             | 3        | 4            | 1            | 0            | 2           | 0           | 0           | 0           |  |  |
| 11 Employees                                    | %             | 27.27    | 36.36        | 9.09         | 0.00         | 18.18       | 0.00        | 0.00        | 0.00        |  |  |
| 30000362 - Engineering Associate, Sr-Structural | #             | 0        | 0            | 0            | 0            | 0           | 0           | 0           | 0           |  |  |
| 1 Employee                                      | %             | 0.00     | 0.00         | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000358 - Engineering Associate, Sr-Civil      | #             | 3        | 4            | 2            | 0            | 1           | 0           | 0           | 0           |  |  |
| 12 Employees                                    | %             | 25.00    | 33.33        | 16.67        | 0.00         | 8.33        | 0.00        | 0.00        | 0.00        |  |  |
| 30000353 - Engineering Associate-Civil          | #             | 5        | 1            | 3            | 2            | 0           | 0           | 0           | 0           |  |  |
| 9 Employees                                     | %             | 55.56    | 11.11        | 33.33        | 22.22        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>33 Employees</b>                             | <b>Totals</b> | <b>#</b> | <b>11</b>    | <b>9</b>     | <b>6</b>     | <b>2</b>    | <b>3</b>    | <b>0</b>    | <b>0</b>    |  |  |
|   |               | <b>%</b> | <b>33.33</b> | <b>27.27</b> | <b>18.18</b> | <b>6.06</b> | <b>9.09</b> | <b>0.00</b> | <b>0.00</b> |  |  |

## Job Group Analysis

2ER-R-2

Prof - Engineering - Represented - Level 2

EEO Code: 2

| Job Code & Title            |               | Min      | Fem          | Asi          | Blk          | His         | Ind         | Pac         | Two         |             |  |
|-----------------------------|---------------|----------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|--|
| 30003046 - Engineer II      | #             | 1        | 3            | 1            | 0            | 0           | 0           | 0           | 0           |             |  |
| 3 Employees                 | %             | 33.33    | 100.00       | 33.33        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |             |  |
| 30000365 - Engineer-Civil   | #             | 3        | 3            | 0            | 1            | 2           | 0           | 0           | 0           |             |  |
| 14 Employees                | %             | 21.43    | 21.43        | 0.00         | 7.14         | 14.29       | 0.00        | 0.00        | 0.00        |             |  |
| 30000370 - Engineer-Traffic | #             | 4        | 4            | 1            | 0            | 1           | 0           | 1           | 1           |             |  |
| 12 Employees                | %             | 33.33    | 33.33        | 8.33         | 0.00         | 8.33        | 0.00        | 8.33        | 8.33        |             |  |
| 30001734 - Engineer-Bridge  | #             | 2        | 1            | 2            | 0            | 0           | 0           | 0           | 0           |             |  |
| 3 Employees                 | %             | 66.67    | 33.33        | 66.67        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |             |  |
| <b>32 Employees</b>         | <b>Totals</b> | <b>#</b> | <b>10</b>    | <b>11</b>    | <b>4</b>     | <b>1</b>    | <b>3</b>    | <b>0</b>    | <b>1</b>    | <b>1</b>    |  |
|                             |               | <b>%</b> | <b>31.25</b> | <b>34.38</b> | <b>12.50</b> | <b>3.13</b> | <b>9.38</b> | <b>0.00</b> | <b>3.13</b> | <b>3.13</b> |  |

# Job Group Analysis

**2FA**

**Prof - Finance & Accounting**

**EEO Code: 2**

| Job Code & Title         |               | Min          | Fem           | Asi          | Blk         | His         | Ind         | Pac         | Two         |  |  |
|--------------------------|---------------|--------------|---------------|--------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30000063 - Accountant II | #             | 1            | 3             | 1            | 0           | 0           | 0           | 0           | 0           |  |  |
| 3 Employees              | %             | 33.33        | 100.00        | 33.33        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>3 Employees</b>       | <b>Totals</b> | <b>#</b>     | <b>1</b>      | <b>3</b>     | <b>1</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|                          | <b>%</b>      | <b>33.33</b> | <b>100.00</b> | <b>33.33</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

## Job Group Analysis

**2IT-BS**

**Prof - IT - Business Systems**

**EEO Code: 2**

| Job Code & Title                        |               | Min      | Fem          | Asi          | Blk         | His          | Ind          | Pac         | Two         |  |  |
|---|---------------|----------|--------------|--------------|-------------|--------------|--------------|-------------|-------------|--|--|
| 30003012 - Business Systems Analyst III | #             | 1        | 2            | 0            | 0           | 1            | 0            | 0           | 0           |  |  |
| 4 Employees                             | %             | 25.00    | 50.00        | 0.00         | 0.00        | 25.00        | 0.00         | 0.00        | 0.00        |  |  |
| 30003010 - Business Systems Analyst I   | #             | 1        | 0            | 0            | 1           | 0            | 0            | 0           | 0           |  |  |
| 4 Employees                             | %             | 25.00    | 0.00         | 0.00         | 25.00       | 0.00         | 0.00         | 0.00        | 0.00        |  |  |
| <b>8 Employees</b>                      | <b>Totals</b> | <b>#</b> | <b>2</b>     | <b>2</b>     | <b>0</b>    | <b>1</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    |  |  |
|   |               | <b>%</b> | <b>25.00</b> | <b>25.00</b> | <b>0.00</b> | <b>12.50</b> | <b>12.50</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**2IT-NR**

**Prof - IT - Nonrepresented**

**EEO Code: 2**

| Job Code & Title                   |               | Min      | Fem         | Asi           | Blk         | His         | Ind         | Pac         | Two         |  |  |
|------------------------------------|---------------|----------|-------------|---------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30003951 - Systems Analyst, Senior | #             | 0        | 1           | 0             | 0           | 0           | 0           | 0           | 0           |  |  |
| 1 Employee                         | %             | 0.00     | 100.00      | 0.00          | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>1 Employee</b>                  | <b>Totals</b> | <b>#</b> | <b>0</b>    | <b>1</b>      | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|                                    |               | <b>%</b> | <b>0.00</b> | <b>100.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |



# Job Group Analysis

**2PL**

**Prof - Planning & Development**

**EEO Code: 2**

| Job Code & Title                                    |               | Min      | Fem          | Asi          | Blk         | His         | Ind          | Pac         | Two         |  |  |
|---|---------------|----------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--|--|
| 30000396 - Planner, Sr City-Transportation          | #             | 0        | 3            | 0            | 0           | 0           | 0            | 0           | 0           |  |  |
| 7 Employees   | %             | 0.00     | 42.86        | 0.00         | 0.00        | 0.00        | 0.00         | 0.00        | 0.00        |  |  |
| 30000393 - Planner, Sr City-Land Use                | #             | 0        | 1            | 0            | 0           | 0           | 0            | 0           | 0           |  |  |
| 1 Employee  | %             | 0.00     | 100.00       | 0.00         | 0.00        | 0.00        | 0.00         | 0.00        | 0.00        |  |  |
| 30000395 - Planner, Sr City-Transportation Modeling | #             | 1        | 0            | 1            | 0           | 0           | 0            | 0           | 0           |  |  |
| 1 Employee  | %             | 100.00   | 0.00         | 100.00       | 0.00        | 0.00        | 0.00         | 0.00        | 0.00        |  |  |
| 30000385 - Planner II. City-Land Use                | #             | 1        | 0            | 0            | 0           | 1           | 0            | 0           | 0           |  |  |
| 1 Employee  | %             | 100.00   | 0.00         | 0.00         | 0.00        | 100.00      | 0.00         | 0.00        | 0.00        |  |  |
| 30000388 - Planner II. City-Transportation          | #             | 1        | 0            | 0            | 0           | 1           | 0            | 0           | 0           |  |  |
| 3 Employees   | %             | 33.33    | 0.00         | 0.00         | 0.00        | 33.33       | 0.00         | 0.00        | 0.00        |  |  |
| 30000380 - Planner I, City-Transportation           | #             | 2        | 4            | 0            | 0           | 1           | 0            | 0           | 1           |  |  |
| 6 Employees   | %             | 33.33    | 66.67        | 0.00         | 0.00        | 16.67       | 0.00         | 0.00        | 16.67       |  |  |
| <b>19 Employees</b>                                 | <b>Totals</b> | <b>#</b> | <b>5</b>     | <b>8</b>     | <b>1</b>    | <b>0</b>    | <b>3</b>     | <b>0</b>    | <b>1</b>    |  |  |
|   |               | <b>%</b> | <b>26.32</b> | <b>42.11</b> | <b>5.26</b> | <b>0.00</b> | <b>15.79</b> | <b>0.00</b> | <b>5.26</b> |  |  |

# Job Group Analysis

**2PM-NR-1**

**Prof - Program & Project Admin - NR - Level 1**

**EEO Code: 2**

| Job Code & Title              |               | Min      | Fem          | Asi          | Blk         | His          | Ind          | Pac         | Two         |             |  |
|-------------------------------|---------------|----------|--------------|--------------|-------------|--------------|--------------|-------------|-------------|-------------|--|
| 30003235 - Coordinator I - E  | #             | 2        | 1            | 1            | 1           | 0            | 0            | 0           | 0           |             |  |
| 5 Employees                   | %             | 40.00    | 20.00        | 20.00        | 20.00       | 0.00         | 0.00         | 0.00        | 0.00        |             |  |
| 30003027 - Coordinator I - NE | #             | 4        | 11           | 0            | 1           | 2            | 0            | 0           | 1           |             |  |
| 15 Employees                  | %             | 26.67    | 73.33        | 0.00         | 6.67        | 13.33        | 0.00         | 0.00        | 6.67        |             |  |
| <b>20 Employees</b>           | <b>Totals</b> | <b>#</b> | <b>6</b>     | <b>12</b>    | <b>1</b>    | <b>2</b>     | <b>2</b>     | <b>0</b>    | <b>0</b>    | <b>1</b>    |  |
|                               |               | <b>%</b> | <b>30.00</b> | <b>60.00</b> | <b>5.00</b> | <b>10.00</b> | <b>10.00</b> | <b>0.00</b> | <b>0.00</b> | <b>5.00</b> |  |

# Job Group Analysis

**2PM-NR-2**

**Prof - Program & Project Admin - NR - Level 2**

**EEO Code: 2**

| Job Code & Title          |               | Min          | Fem          | Asi         | Blk         | His         | Ind         | Pac         | Two          |  |  |
|---------------------------|---------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|--------------|--|--|
| 30003028 - Coordinator II | #             | 2            | 9            | 0           | 0           | 0           | 0           | 0           | 2            |  |  |
| 13 Employees              | %             | 15.38        | 69.23        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 15.38        |  |  |
| <b>13 Employees</b>       | <b>Totals</b> | <b>#</b>     | <b>2</b>     | <b>9</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>2</b>     |  |  |
|                           | <b>%</b>      | <b>15.38</b> | <b>69.23</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>15.38</b> |  |  |

## Job Group Analysis

**2PM-NR-3**

**Prof - Program & Project Admin - NR - Level 3**

**EEO Code: 2**

| Job Code & Title           |               | Min          | Fem          | Asi         | Blk         | His         | Ind         | Pac         | Two         |  |  |
|----------------------------|---------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30003030 - Coordinator IV  | #             | 2            | 3            | 1           | 0           | 0           | 0           | 0           | 1           |  |  |
| 6 Employees                | %             | 33.33        | 50.00        | 16.67       | 0.00        | 0.00        | 0.00        | 0.00        | 16.67       |  |  |
| 30003029 - Coordinator III | #             | 1            | 7            | 0           | 0           | 1           | 0           | 0           | 0           |  |  |
| 10 Employees               | %             | 10.00        | 70.00        | 0.00        | 0.00        | 10.00       | 0.00        | 0.00        | 0.00        |  |  |
| <b>16 Employees</b>        | <b>Totals</b> | <b>#</b>     | <b>3</b>     | <b>10</b>   | <b>1</b>    | <b>0</b>    | <b>1</b>    | <b>0</b>    | <b>1</b>    |  |  |
|                            | <b>%</b>      | <b>18.75</b> | <b>62.50</b> | <b>6.25</b> | <b>0.00</b> | <b>6.25</b> | <b>0.00</b> | <b>0.00</b> | <b>6.25</b> |  |  |

## Job Group Analysis

**2PM-R**

**Prof - Program & Project Admin - Represented**

**EEO Code: 2**

| Job Code & Title                                  |               | Min      | Fem          | Asi          | Blk          | His         | Ind          | Pac         | Two          |  |  |
|---|---------------|----------|--------------|--------------|--------------|-------------|--------------|-------------|--------------|--|--|
| 30001810 - Env Policy & Hazardous Materials Coord | #             | 0        | 0            | 0            | 0            | 0           | 0            | 0           | 0            |  |  |
| 1 Employee  | %             | 0.00     | 0.00         | 0.00         | 0.00         | 0.00        | 0.00         | 0.00        | 0.00         |  |  |
| 30000190 - Regulatory Program Administrator       | #             | 0        | 1            | 0            | 0            | 0           | 0            | 0           | 0            |  |  |
| 1 Employee  | %             | 0.00     | 100.00       | 0.00         | 0.00         | 0.00        | 0.00         | 0.00        | 0.00         |  |  |
| 30000352 - Transportation Demand Mgmt Spec II     | #             | 4        | 6            | 1            | 0            | 2           | 0            | 0           | 1            |  |  |
| 7 Employees                                       | %             | 57.14    | 85.71        | 14.29        | 0.00         | 28.57       | 0.00         | 0.00        | 14.29        |  |  |
| 30000351 - Transportation Demand Mgmt Spec I      | #             | 3        | 3            | 2            | 1            | 0           | 0            | 0           | 0            |  |  |
| 8 Employees                                       | %             | 37.50    | 37.50        | 25.00        | 12.50        | 0.00        | 0.00         | 0.00        | 0.00         |  |  |
| 30000189 - Regulatory Program Specialist          | #             | 6        | 5            | 2            | 0            | 1           | 0            | 0           | 3            |  |  |
| 10 Employees                                      | %             | 60.00    | 50.00        | 20.00        | 0.00         | 10.00       | 0.00         | 0.00        | 30.00        |  |  |
| <b>27 Employees</b>                               | <b>Totals</b> | <b>#</b> | <b>13</b>    | <b>15</b>    | <b>5</b>     | <b>1</b>    | <b>3</b>     | <b>0</b>    | <b>4</b>     |  |  |
|   |               | <b>%</b> | <b>48.15</b> | <b>55.56</b> | <b>18.52</b> | <b>3.70</b> | <b>11.11</b> | <b>0.00</b> | <b>14.81</b> |  |  |

## Job Group Analysis

**2RM**

**Prof - Risk Management & Liability**

**EEO Code: 2**

| Job Code & Title              |               | Min      | Fem         | Asi          | Blk         | His         | Ind         | Pac         | Two         |  |  |
|-------------------------------|---------------|----------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30003100 - Risk Specialist II | #             | 0        | 0           | 0            | 0           | 0           | 0           | 0           | 0           |  |  |
| 2 Employees                   | %             | 0.00     | 0.00        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30003099 - Risk Specialist I  | #             | 0        | 2           | 0            | 0           | 0           | 0           | 0           | 0           |  |  |
| 2 Employees                   | %             | 0.00     | 100.00      | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>4 Employees</b>            | <b>Totals</b> | <b>#</b> | <b>0</b>    | <b>2</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|                               |               | <b>%</b> | <b>0.00</b> | <b>50.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

## Job Group Analysis

**3ER-1**

**Technicians - Engineering - Level 1**

**EEO Code: 3**

| Job Code & Title                    |               | Min      | Fem          | Asi          | Blk          | His          | Ind          | Pac         | Two         |              |  |
|-------------------------------------|---------------|----------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|--------------|--|
| 30000324 - Engineering Technician I | #             | 7        | 2            | 2            | 3            | 1            | 0            | 0           | 1           |              |  |
| 10 Employees                        | %             | 70.00    | 20.00        | 20.00        | 30.00        | 10.00        | 0.00         | 0.00        | 10.00       |              |  |
| 30000224 - Surveying Aide II        | #             | 4        | 2            | 0            | 0            | 2            | 0            | 0           | 2           |              |  |
| 8 Employees                         | %             | 50.00    | 25.00        | 0.00         | 0.00         | 25.00        | 0.00         | 0.00        | 25.00       |              |  |
| 30001037 - Utility Locator          | #             | 1        | 0            | 0            | 0            | 1            | 0            | 0           | 0           |              |  |
| 3 Employees                         | %             | 33.33    | 0.00         | 0.00         | 0.00         | 33.33        | 0.00         | 0.00        | 0.00        |              |  |
| 30000328 - CAD Technician I         | #             | 1        | 0            | 1            | 0            | 0            | 0            | 0           | 0           |              |  |
| 1 Employee                          | %             | 100.00   | 0.00         | 100.00       | 0.00         | 0.00         | 0.00         | 0.00        | 0.00        |              |  |
| <b>22 Employees</b>                 | <b>Totals</b> | <b>#</b> | <b>13</b>    | <b>4</b>     | <b>3</b>     | <b>3</b>     | <b>4</b>     | <b>0</b>    | <b>0</b>    | <b>3</b>     |  |
|                                     |               | <b>%</b> | <b>59.09</b> | <b>18.18</b> | <b>13.64</b> | <b>13.64</b> | <b>18.18</b> | <b>0.00</b> | <b>0.00</b> | <b>13.64</b> |  |

## Job Group Analysis

**3ER-2**

**Technicians - Engineering - Level 2**

**EEO Code: 3**

| Job Code & Title                       |               | Min      | Fem          | Asi          | Blk         | His         | Ind         | Pac         | Two         |             |  |
|--|---------------|----------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--|
| 30000349 - Right of Way Agent II       | #             | 2        | 5            | 0            | 0           | 2           | 0           | 0           | 0           |             |  |
| 5 Employees                            | %             | 40.00    | 100.00       | 0.00         | 0.00        | 40.00       | 0.00        | 0.00        | 0.00        |             |  |
| 30000342 - GIS Technician II           | #             | 3        | 2            | 1            | 0           | 2           | 0           | 0           | 0           |             |  |
| 8 Employees                            | %             | 37.50    | 25.00        | 12.50        | 0.00        | 25.00       | 0.00        | 0.00        | 0.00        |             |  |
| 30000325 - Engineering Technician II   | #             | 9        | 16           | 2            | 4           | 0           | 0           | 1           | 2           |             |  |
| 40 Employees                           | %             | 22.50    | 40.00        | 5.00         | 10.00       | 0.00        | 0.00        | 2.50        | 5.00        |             |  |
| 30000327 - Mapping Data Technician I   | #             | 0        | 0            | 0            | 0           | 0           | 0           | 0           | 0           |             |  |
| 1 Employee                             | %             | 0.00     | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |             |  |
| 30000329 - CAD Technician II           | #             | 0        | 0            | 0            | 0           | 0           | 0           | 0           | 0           |             |  |
| 2 Employees                            | %             | 0.00     | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |             |  |
| 30001079 - Survey Project Support Tech | #             | 0        | 0            | 0            | 0           | 0           | 0           | 0           | 0           |             |  |
| 1 Employee                             | %             | 0.00     | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |             |  |
| <b>57 Employees</b>                    | <b>Totals</b> | <b>#</b> | <b>14</b>    | <b>23</b>    | <b>3</b>    | <b>4</b>    | <b>4</b>    | <b>0</b>    | <b>1</b>    | <b>2</b>    |  |
|  |               | <b>%</b> | <b>24.56</b> | <b>40.35</b> | <b>5.26</b> | <b>7.02</b> | <b>7.02</b> | <b>0.00</b> | <b>1.75</b> | <b>3.51</b> |  |



# Job Group Analysis

**3ER-3**

**Technicians - Engineering - Level 3**

**EEO Code: 3**

| Job Code & Title                                   |                 | Min          | Fem          | Asi         | Blk         | His         | Ind         | Pac         | Two         |  |  |
|--|-----------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30000347 - Materials Quality Compliance Specialist | #               | 0            | 0            | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 1 Employee   | %               | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000402 - Signals & Street Lighting Technician    | #               | 1            | 0            | 1           | 0           | 0           | 0           | 0           | 0           |  |  |
| 1 Employee   | %               | 100.00       | 0.00         | 100.00      | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000350 - Right of Way Agent III                  | #               | 1            | 1            | 0           | 1           | 0           | 0           | 0           | 0           |  |  |
| 3 Employees  | %               | 33.33        | 33.33        | 0.00        | 33.33       | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000343 - GIS Technician III                      | #               | 0            | 0            | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 3 Employees  | %               | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000326 - Engineering Technician III              | #               | 2            | 5            | 1           | 1           | 0           | 0           | 0           | 0           |  |  |
| 16 Employees                                       | %               | 12.50        | 31.25        | 6.25        | 6.25        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000330 - CAD Technician III                      | #               | 0            | 0            | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 1 Employee   | %               | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000978 - Mapping Data Technician II              | #               | 0            | 1            | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 2 Employees  | %               | 0.00         | 50.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>27 Employees</b>                                | <b>Totals #</b> | <b>4</b>     | <b>7</b>     | <b>2</b>    | <b>2</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|  | <b>Totals %</b> | <b>14.81</b> | <b>25.93</b> | <b>7.41</b> | <b>7.41</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**5BA**

**PS - Non-Sworn - Bus Ops & Admin**

**EEO Code: 5**

| Job Code & Title                                  |               | Min          | Fem          | Asi         | Blk          | His         | Ind         | Pac         | Two         |          |  |
|---|---------------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|----------|--|
| 30002563 - Parking Code Enforcement Officer, Lead | #             | 0            | 0            | 0           | 0            | 0           | 0           | 0           | 0           |          |  |
| 4 Employees                                       | %             | 0.00         | 0.00         | 0.00        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        |          |  |
| 30000185 - Parking Code Enforcement Officer       | #             | 19           | 23           | 1           | 8            | 4           | 1           | 0           | 5           |          |  |
| 55 Employees                                      | %             | 34.55        | 41.82        | 1.82        | 14.55        | 7.27        | 1.82        | 0.00        | 9.09        |          |  |
| <b>59 Employees</b>                               | <b>Totals</b> | <b>#</b>     | <b>19</b>    | <b>23</b>   | <b>1</b>     | <b>8</b>    | <b>4</b>    | <b>1</b>    | <b>0</b>    | <b>5</b> |  |
|   | <b>%</b>      | <b>32.20</b> | <b>38.98</b> | <b>1.69</b> | <b>13.56</b> | <b>6.78</b> | <b>1.69</b> | <b>0.00</b> | <b>8.47</b> |          |  |

## Job Group Analysis

**6BA-C-2**

**Admin Sup - Bus Ops & Admin - Casual - Level 2**

**EEO Code: 6**

| Job Code & Title                     |               | Min      | Fem          | Asi          | Blk         | His         | Ind          | Pac         | Two         |             |  |
|--------------------------------------|---------------|----------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|-------------|--|
| 30000221 - Engineering Trainee       | #             | 2        | 1            | 0            | 0           | 1           | 0            | 0           | 1           |             |  |
| 4 Employees                          | %             | 50.00    | 25.00        | 0.00         | 0.00        | 25.00       | 0.00         | 0.00        | 25.00       |             |  |
| 30000590 - Community Service Aide II | #             | 4        | 5            | 1            | 0           | 3           | 0            | 0           | 0           |             |  |
| 10 Employees                         | %             | 40.00    | 50.00        | 10.00        | 0.00        | 30.00       | 0.00         | 0.00        | 0.00        |             |  |
| <b>14 Employees</b>                  | <b>Totals</b> | <b>#</b> | <b>6</b>     | <b>6</b>     | <b>1</b>    | <b>0</b>    | <b>4</b>     | <b>0</b>    | <b>0</b>    | <b>1</b>    |  |
|                                      |               | <b>%</b> | <b>42.86</b> | <b>42.86</b> | <b>7.14</b> | <b>0.00</b> | <b>28.57</b> | <b>0.00</b> | <b>0.00</b> | <b>7.14</b> |  |

# Job Group Analysis

**6BA-NR-1**

**Admin Sup - Bus Ops & Admin - NR - Level 1**

**EEO Code: 6**

| Job Code & Title                       |               | Min          | Fem           | Asi          | Blk         | His         | Ind         | Pac         | Two         |  |  |
|--|---------------|--------------|---------------|--------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30003002 - Administrative Specialist I | #             | 2            | 5             | 2            | 0           | 0           | 0           | 0           | 0           |  |  |
| 5 Employees                            | %             | 40.00        | 100.00        | 40.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>5 Employees</b>                     | <b>Totals</b> | <b>#</b>     | <b>2</b>      | <b>5</b>     | <b>2</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|  | <b>%</b>      | <b>40.00</b> | <b>100.00</b> | <b>40.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**6BA-NR-2**

**Admin Sup - Bus Ops & Admin - NR - Level 2**

**EEO Code: 6**

| Job Code & Title                        |               | Min      | Fem          | Asi           | Blk          | His          | Ind         | Pac         | Two          |          |  |
|---|---------------|----------|--------------|---------------|--------------|--------------|-------------|-------------|--------------|----------|--|
| 30003003 - Administrative Specialist II | #             | 4        | 10           | 1             | 1            | 0            | 0           | 0           | 2            |          |  |
| 10 Employees                            | %             | 40.00    | 100.00       | 10.00         | 10.00        | 0.00         | 0.00        | 0.00        | 20.00        |          |  |
| <b>10 Employees</b>                     | <b>Totals</b> | <b>#</b> | <b>4</b>     | <b>10</b>     | <b>1</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>     | <b>2</b> |  |
|   |               | <b>%</b> | <b>40.00</b> | <b>100.00</b> | <b>10.00</b> | <b>10.00</b> | <b>0.00</b> | <b>0.00</b> | <b>20.00</b> |          |  |

## Job Group Analysis

**6BA-NR-3**

**Admin Sup - Bus Ops & Admin - NR - Level 3**

**EEO Code: 6**

| Job Code & Title                         |               | Min          | Fem           | Asi          | Blk          | His          | Ind         | Pac         | Two         |  |  |
|--|---------------|--------------|---------------|--------------|--------------|--------------|-------------|-------------|-------------|--|--|
| 30003004 - Administrative Specialist III | #             | 3            | 4             | 1            | 1            | 1            | 0           | 0           | 0           |  |  |
| 4 Employees                              | %             | 75.00        | 100.00        | 25.00        | 25.00        | 25.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>4 Employees</b>                       | <b>Totals</b> | <b>#</b>     | <b>3</b>      | <b>4</b>     | <b>1</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|  | <b>%</b>      | <b>75.00</b> | <b>100.00</b> | <b>25.00</b> | <b>25.00</b> | <b>25.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**6BA-R-1**

**Admin Sup - Bus Ops & Admin - Represented - Lvl 1**

**EEO Code: 6**

| Job Code & Title                        |               | Min          | Fem           | Asi         | Blk         | His          | Ind         | Pac         | Two          |          |  |
|---|---------------|--------------|---------------|-------------|-------------|--------------|-------------|-------------|--------------|----------|--|
| 30000012 - Office Support Specialist II | #             | 2            | 6             | 0           | 0           | 1            | 0           | 0           | 1            |          |  |
| 6 Employees                             | %             | 33.33        | 100.00        | 0.00        | 0.00        | 16.67        | 0.00        | 0.00        | 16.67        |          |  |
| <b>6 Employees</b>                      | <b>Totals</b> | <b>#</b>     | <b>2</b>      | <b>6</b>    | <b>0</b>    | <b>0</b>     | <b>1</b>    | <b>0</b>    | <b>0</b>     | <b>1</b> |  |
|   | <b>%</b>      | <b>33.33</b> | <b>100.00</b> | <b>0.00</b> | <b>0.00</b> | <b>16.67</b> | <b>0.00</b> | <b>0.00</b> | <b>16.67</b> |          |  |

# Job Group Analysis

**6BA-R-2**

**Admin Sup - Bus Ops & Admin - Represented - Lvl 2**

**EEO Code: 6**

| Job Code & Title                         |                 | Min  | Fem    | Asi  | Blk  | His  | Ind  | Pac  | Two  |  |  |
|--|-----------------|------|--------|------|------|------|------|------|------|--|--|
| 30000013 - Office Support Specialist III | #               | 0    | 2      | 0    | 0    | 0    | 0    | 0    | 0    |  |  |
| 2 Employees                              | %               | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |
| <b>2 Employees</b>                       | <b>Totals #</b> | 0    | 2      | 0    | 0    | 0    | 0    | 0    | 0    |  |  |
|  | <b>%</b>        | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |



# Job Group Analysis

**6PB**

**Admin Sup - PI&A**

**EEO Code: 6**

| Job Code & Title                    |               | Min   | Fem    | Asi   | Blk  | His  | Ind  | Pac  | Two  |  |  |
|-------------------------------------|---------------|-------|--------|-------|------|------|------|------|------|--|--|
| 30000030 - Service Dispatcher, Lead | #             | 0     | 1      | 0     | 0    | 0    | 0    | 0    | 0    |  |  |
| 1 Employee                          | %             | 0.00  | 100.00 | 0.00  | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |
| 30000029 - Service Dispatcher       | #             | 1     | 3      | 1     | 0    | 0    | 0    | 0    | 0    |  |  |
| 6 Employees                         | %             | 16.67 | 50.00  | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |
| <b>7 Employees</b>                  |               |       |        |       |      |      |      |      |      |  |  |
|                                     | <b>Totals</b> |       |        |       |      |      |      |      |      |  |  |
|                                     | #             | 1     | 4      | 1     | 0    | 0    | 0    | 0    | 0    |  |  |
|                                     | %             | 14.29 | 57.14  | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |

# Job Group Analysis

6PR

Admin Sup - Procurement

EEO Code: 6

| Job Code & Title                                    |                 | Min          | Fem          | Asi         | Blk         | His         | Ind          | Pac         | Two          |  |  |
|---|-----------------|--------------|--------------|-------------|-------------|-------------|--------------|-------------|--------------|--|--|
| 30002485 - Storekeepr/Acquisition Specialist III-CL | #               | 1            | 1            | 0           | 0           | 0           | 1            | 0           | 0            |  |  |
| 3 Employees   | %               | 33.33        | 33.33        | 0.00        | 0.00        | 0.00        | 33.33        | 0.00        | 0.00         |  |  |
| 30002484 - Storekeeper/Acquisition Specialist II-CL | #               | 1            | 1            | 0           | 0           | 0           | 0            | 0           | 1            |  |  |
| 5 Employees   | %               | 20.00        | 20.00        | 0.00        | 0.00        | 0.00        | 0.00         | 0.00        | 20.00        |  |  |
| 30002483 - Storekeeper/Acquisition Specialist I-CL  | #               | 0            | 0            | 0           | 0           | 0           | 0            | 0           | 0            |  |  |
| 1 Employee  | %               | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00         | 0.00        | 0.00         |  |  |
| <b>9 Employees</b>                                  | <b>Totals #</b> | <b>2</b>     | <b>2</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>1</b>     | <b>0</b>    | <b>1</b>     |  |  |
|   | <b>%</b>        | <b>22.22</b> | <b>22.22</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>11.11</b> | <b>0.00</b> | <b>11.11</b> |  |  |

# Job Group Analysis

**7PB-CM**

**Skilled Craft - PI&A - Constr & Maint**

**EEO Code: 7**

| Job Code & Title                          |                 | Min          | Fem         | Asi         | Blk         | His         | Ind         | Pac         | Two         |  |  |
|---|-----------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30000123 - Welder                         | #               | 0            | 1           | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 1 Employee                                | %               | 0.00         | 100.00      | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000091 - Street Maintenance Crew Leader | #               | 0            | 0           | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 6 Employees                               | %               | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000092 - Sign and Marking Technician    | #               | 2            | 0           | 1           | 1           | 0           | 0           | 0           | 0           |  |  |
| 8 Employees                               | %               | 25.00        | 0.00        | 12.50       | 12.50       | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30002499 - Carpenter-CL                   | #               | 1            | 1           | 0           | 0           | 0           | 1           | 0           | 0           |  |  |
| 3 Employees                               | %               | 33.33        | 33.33       | 0.00        | 0.00        | 0.00        | 33.33       | 0.00        | 0.00        |  |  |
| 30002497 - Concrete Finisher-CL           | #               | 1            | 0           | 0           | 0           | 1           | 0           | 0           | 0           |  |  |
| 15 Employees                              | %               | 6.67         | 0.00        | 0.00        | 0.00        | 6.67        | 0.00        | 0.00        | 0.00        |  |  |
| 30000089 - Sign Maker                     | #               | 1            | 1           | 0           | 0           | 0           | 1           | 0           | 0           |  |  |
| 1 Employee                                | %               | 100.00       | 100.00      | 0.00        | 0.00        | 0.00        | 100.00      | 0.00        | 0.00        |  |  |
| 30000112 - Painter                        | #               | 0            | 0           | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 1 Employee                                | %               | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>35 Employees</b>                       | <b>Totals #</b> | <b>5</b>     | <b>3</b>    | <b>1</b>    | <b>1</b>    | <b>1</b>    | <b>2</b>    | <b>0</b>    | <b>0</b>    |  |  |
|   | <b>%</b>        | <b>14.29</b> | <b>8.57</b> | <b>2.86</b> | <b>2.86</b> | <b>2.86</b> | <b>5.71</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**7PB-EL**

**Skilled Craft - PI&A - Electrical**

**EEO Code: 7**

| Job Code & Title                                    |               | Min      | Fem          | Asi         | Blk         | His         | Ind          | Pac         | Two         |  |  |
|---|---------------|----------|--------------|-------------|-------------|-------------|--------------|-------------|-------------|--|--|
| 30000237 - Electronics Technician II:Traffic Signal | #             | 0        | 0            | 0           | 0           | 0           | 0            | 0           | 0           |  |  |
| 1 Employee  | %             | 0.00     | 0.00         | 0.00        | 0.00        | 0.00        | 0.00         | 0.00        | 0.00        |  |  |
| 30000117 - Electrician, Lead                        | #             | 2        | 1            | 0           | 0           | 2           | 0            | 0           | 0           |  |  |
| 4 Employees   | %             | 50.00    | 25.00        | 0.00        | 0.00        | 50.00       | 0.00         | 0.00        | 0.00        |  |  |
| 30000116 - Electrician                              | #             | 3        | 1            | 1           | 1           | 1           | 0            | 0           | 0           |  |  |
| 16 Employees  | %             | 18.75    | 6.25         | 6.25        | 6.25        | 6.25        | 0.00         | 0.00        | 0.00        |  |  |
| 30000121 - Electrician/Instrument Technician        | #             | 0        | 0            | 0           | 0           | 0           | 0            | 0           | 0           |  |  |
| 1 Employee  | %             | 0.00     | 0.00         | 0.00        | 0.00        | 0.00        | 0.00         | 0.00        | 0.00        |  |  |
| <b>22 Employees</b>                                 | <b>Totals</b> | <b>#</b> | <b>5</b>     | <b>2</b>    | <b>1</b>    | <b>1</b>    | <b>3</b>     | <b>0</b>    | <b>0</b>    |  |  |
|   |               | <b>%</b> | <b>22.73</b> | <b>9.09</b> | <b>4.55</b> | <b>4.55</b> | <b>13.64</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**7PB-EO**

**Skilled Craft - PI&A - Equipment Operators**

**EEO Code: 7**

| Job Code & Title                              |               | Min      | Fem          | Asi         | Blk         | His         | Ind         | Pac         | Two         |             |  |
|---|---------------|----------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--|
| 30002495 - Construction Equipment Operator-CL | #             | 2        | 1            | 0           | 1           | 1           | 0           | 0           | 0           |             |  |
| 19 Employees                                  | %             | 10.53    | 5.26         | 0.00        | 5.26        | 5.26        | 0.00        | 0.00        | 0.00        |             |  |
| 30000090 - Asphalt Raker                      | #             | 4        | 0            | 1           | 0           | 1           | 2           | 0           | 0           |             |  |
| 5 Employees                                   | %             | 80.00    | 0.00         | 20.00       | 0.00        | 20.00       | 40.00       | 0.00        | 0.00        |             |  |
| <b>24 Employees</b>                           | <b>Totals</b> | <b>#</b> | <b>6</b>     | <b>1</b>    | <b>1</b>    | <b>1</b>    | <b>2</b>    | <b>2</b>    | <b>0</b>    | <b>0</b>    |  |
|   |               | <b>%</b> | <b>25.00</b> | <b>4.17</b> | <b>4.17</b> | <b>4.17</b> | <b>8.33</b> | <b>8.33</b> | <b>0.00</b> | <b>0.00</b> |  |

# Job Group Analysis

**7PB-FE**

**Skilled Craft - PI&A - Facil & Equip**

**EEO Code: 7**

| Job Code & Title            |               | Min      | Fem  | Asi  | Blk  | His  | Ind  | Pac  | Two  |  |  |
|-----------------------------|---------------|----------|------|------|------|------|------|------|------|--|--|
| 30000127 - General Mechanic | #             | 0        | 0    | 0    | 0    | 0    | 0    | 0    | 0    |  |  |
| 2 Employees                 | %             | 0.00     | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |
| <b>2 Employees</b>          | <b>Totals</b> | <b>#</b> | 0    | 0    | 0    | 0    | 0    | 0    | 0    |  |  |
|                             |               | <b>%</b> | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |  |  |

# Job Group Analysis

**7PB-MP**

**Skilled Craft - PI&A - Maint Planning/Scheduling**

**EEO Code: 7**

| Job Code & Title                                |                 | Min          | Fem          | Asi          | Blk         | His         | Ind         | Pac         | Two         |  |  |
|---|-----------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30002133 - Site Operations Crew Leader          | #               | 0            | 1            | 0            | 0           | 0           | 0           | 0           | 0           |  |  |
| 2 Employees                                     | %               | 0.00         | 50.00        | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000100 - Parking Pay Station Technician, Lead | #               | 0            | 0            | 0            | 0           | 0           | 0           | 0           | 0           |  |  |
| 2 Employees                                     | %               | 0.00         | 0.00         | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000099 - Parking Pay Station Technician       | #               | 1            | 1            | 1            | 0           | 0           | 0           | 0           | 0           |  |  |
| 4 Employees                                     | %               | 25.00        | 25.00        | 25.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>8 Employees</b>                              | <b>Totals #</b> | <b>1</b>     | <b>2</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|   | <b>%</b>        | <b>12.50</b> | <b>25.00</b> | <b>12.50</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**7PB-SW**

**Skilled Craft - PI&A - Storm & Wastewater Systems**

**EEO Code: 7**

| Job Code & Title                                  |               | Min      | Fem         | Asi         | Blk         | His         | Ind         | Pac         | Two         |  |  |
|---|---------------|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30000095 - Environmental Systems Crew Leader      | #             | 0        | 0           | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 4 Employees                                       | %             | 0.00     | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| 30000094 - Environmental Systems Maintenance Tech | #             | 0        | 1           | 0           | 0           | 0           | 0           | 0           | 0           |  |  |
| 8 Employees                                       | %             | 0.00     | 12.50       | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>12 Employees</b>                               | <b>Totals</b> | <b>#</b> | <b>0</b>    | <b>1</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|   |               | <b>%</b> | <b>0.00</b> | <b>8.33</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |



## Job Group Analysis

**8PB-CM**

**Service Maint - PI&A - Constr & Maint**

**EEO Code: 8**

| Job Code & Title                |               | Min      | Fem          | Asi          | Blk         | His         | Ind         | Pac         | Two         |             |  |
|---------------------------------|---------------|----------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--|
| 30002490 - Utility Worker II-CL | #             | 32       | 14           | 5            | 8           | 9           | 1           | 5           | 4           |             |  |
| 113 Employees                   | %             | 28.32    | 12.39        | 4.42         | 7.08        | 7.96        | 0.88        | 4.42        | 3.54        |             |  |
| 30002489 - Utility Worker I-CL  | #             | 4        | 3            | 0            | 2           | 2           | 0           | 0           | 0           |             |  |
| 11 Employees                    | %             | 36.36    | 27.27        | 0.00         | 18.18       | 18.18       | 0.00        | 0.00        | 0.00        |             |  |
| <b>124 Employees</b>            | <b>Totals</b> | <b>#</b> | <b>36</b>    | <b>17</b>    | <b>5</b>    | <b>10</b>   | <b>11</b>   | <b>1</b>    | <b>5</b>    | <b>4</b>    |  |
|                                 |               | <b>%</b> | <b>29.03</b> | <b>13.71</b> | <b>4.03</b> | <b>8.06</b> | <b>8.87</b> | <b>0.81</b> | <b>4.03</b> | <b>3.23</b> |  |

# Job Group Analysis

**8PB-MP-C**

**Service Maint - PI&A - Maint Plan/Sched - Casual**

**EEO Code: 8**

| Job Code & Title                       |               | Min      | Fem         | Asi          | Blk         | His         | Ind         | Pac         | Two         |  |  |
|--|---------------|----------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30000074 - Seasonal Maintenance Worker | #             | 0        | 1           | 0            | 0           | 0           | 0           | 0           | 0           |  |  |
| 2 Employees                            | %             | 0.00     | 50.00       | 0.00         | 0.00        | 0.00        | 0.00        | 0.00        | 0.00        |  |  |
| <b>2 Employees</b>                     | <b>Totals</b> | <b>#</b> | <b>0</b>    | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |  |  |
|  |               | <b>%</b> | <b>0.00</b> | <b>50.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |  |  |

# Job Group Analysis

**8TR**

**Service Maint - Transportation & Roadways**

**EEO Code: 8**

| Job Code & Title                                     |               | Min      | Fem      | Asi      | Blk      | His      | Ind      | Pac      | Two      |  |  |
|--|---------------|----------|----------|----------|----------|----------|----------|----------|----------|--|--|
| 30002583 - Automotive Equip Oper II: Sewer Vacuum-CL | #             | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        |  |  |
| 8 Employees  | %             | 12.50    | 0.00     | 12.50    | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |  |  |
| 30000103 - Automotive Equip Oper II: Street Sweeper  | #             | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |  |  |
| 8 Employees  | %             | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |  |  |
| 30002493 - Automotive Equipment Oper I-CL            | #             | 11       | 3        | 0        | 6        | 5        | 0        | 0        | 0        |  |  |
| 50 Employees   | %             | 22.00    | 6.00     | 0.00     | 12.00    | 10.00    | 0.00     | 0.00     | 0.00     |  |  |
| <b>66 Employees</b>                                  | <b>Totals</b> | <b>#</b> | <b>3</b> | <b>1</b> | <b>6</b> | <b>5</b> | <b>0</b> | <b>0</b> | <b>0</b> |  |  |
|  |               | %        | 4.55     | 1.52     | 9.09     | 7.58     | 0.00     | 0.00     | 0.00     |  |  |

### Incumbency vs. Estimated Availability

| 1CH       |                   | Off/Adm - Chief Executives |       |        |        |        |        |        |        |
|-----------|-------------------|----------------------------|-------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min                        | Fem   | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 2         | Employment %      | 0.00                       | 50.00 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 21.67                      | 44.57 | 4.96   | 7.27   | 6.13   | 0.10   | 0.03   | 3.19   |
|           | Emp Less Avail?   |                            |       |        |        |        |        |        |        |
|           | Statistical Value | 1.000E                     |       | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |                            |       |        |        |        |        |        |        |

| 1EX       |                   | Off/Adm - Executive Managers |       |        |        |        |        |        |        |
|-----------|-------------------|------------------------------|-------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min                          | Fem   | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 7         | Employment %      | 0.00                         | 42.86 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 20.54                        | 42.67 | 6.23   | 4.57   | 5.61   | 0.21   | 0.08   | 3.83   |
|           | Emp Less Avail?   |                              |       |        |        |        |        |        |        |
|           | Statistical Value | 0.357E                       |       | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |                              |       |        |        |        |        |        |        |

| 1FA       |                   | Off/Adm - Finance & Accounting |        |       |        |        |      |        |        |
|-----------|-------------------|--------------------------------|--------|-------|--------|--------|------|--------|--------|
| Total Emp |                   | Min                            | Fem    | Asi   | Blk    | His    | Ind  | Pac    | Two    |
| 6         | Employment %      | 33.33                          | 50.00  | 33.33 | 0.00   | 0.00   | 0.00 | 0.00   | 0.00   |
|           | Availability %    | 31.77                          | 53.40  | 18.75 | 1.61   | 6.12   | 0.00 | 1.87   | 3.44   |
|           | Emp Less Avail?   |                                |        |       |        |        |      |        |        |
|           | Statistical Value |                                | 1.000E |       | 1.000E | 1.000E |      | 1.000E | 1.000E |
|           | Stat Significant? |                                |        |       |        |        |      |        |        |

| 1MA-1     |                   | Off/Adm - Managers - Level 1 |       |        |        |        |        |        |        |
|-----------|-------------------|------------------------------|-------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min                          | Fem   | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 7         | Employment %      | 0.00                         | 57.14 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 27.61                        | 49.84 | 8.05   | 7.39   | 7.27   | 0.93   | 0.88   | 3.09   |
|           | Emp Less Avail?   |                              |       |        |        |        |        |        |        |
|           | Statistical Value | 0.201E                       |       | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |                              |       |        |        |        |        |        |        |

| 1MA-2     |                   | Off/Adm - Managers - Level 2 |        |        |      |        |        |        |       |
|-----------|-------------------|------------------------------|--------|--------|------|--------|--------|--------|-------|
| Total Emp |                   | Min                          | Fem    | Asi    | Blk  | His    | Ind    | Pac    | Two   |
| 16        | Employment %      | 31.25                        | 31.25  | 6.25   | 6.25 | 6.25   | 0.00   | 0.00   | 12.50 |
|           | Availability %    | 24.24                        | 43.55  | 8.50   | 5.57 | 6.45   | 0.76   | 0.40   | 2.56  |
|           | Emp Less Avail?   |                              |        |        |      |        |        |        |       |
|           | Statistical Value |                              | 0.451E | 1.000E |      | 1.000E | 1.000E | 1.000E |       |
|           | Stat Significant? |                              |        |        |      |        |        |        |       |

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

# Incumbency vs. Estimated Availability

| 1MS       |                   | Off/Adm - Maint Supervisors                       |        |        |        |        |        |        |        |
|-----------|-------------------|---|--------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 31        | Employment %      | 25.81   | 22.58  | 6.45   | 6.45   | 9.68   | 3.23   | 0.00   | 0.00   |
|           | Availability %    | 18.18   | 11.58  | 2.71   | 2.27   | 8.13   | 1.40   | 0.38   | 3.29   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value |   |        |        |        |        |        | 0.344  | 1.027  |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 1PB-CI    |                   | Off/Adm - PI&A - Constr Inspections & Enforcement |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 26        | Employment %      | 19.23   | 7.69   | 0.00   | 0.00   | 7.69   | 3.85   | 0.00   | 7.69   |
|           | Availability %    | 22.40   | 9.29   | 3.83   | 2.73   | 11.48  | 1.64   | 0.00   | 2.73   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value | 0.818E  | 1.000E | 0.625E | 1.000E | 0.762E |        |        |        |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 1PB-CP-NR |                   | Off/Adm - PI&A - Constr Planning - NR             |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 6         | Employment %      | 16.67   | 33.33  | 16.67  | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 23.58   | 39.15  | 5.78   | 5.48   | 11.77  | 0.01   | 0.09   | 0.44   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value | 1.000E  | 1.000E |        | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 1PB-CP-R  |                   | Off/Adm - PI&A - Constr Planning - Represented    |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 12        | Employment %      | 33.33   | 50.00  | 16.67  | 8.33   | 8.33   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 19.62   | 27.53  | 4.44   | 4.76   | 5.78   | 0.01   | 1.44   | 3.20   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value |   |        |        |        |        | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 1SU-1     |                   | Off/Adm - Supervisors - Level 1                   |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 19        | Employment %      | 15.79   | 42.11  | 5.26   | 10.53  | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 21.71   | 41.79  | 6.38   | 5.50   | 5.33   | 0.23   | 0.71   | 3.56   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value | 0.781E  |        | 1.000E |        | 0.622E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

# Incumbency vs. Estimated Availability

| 1SU-2     |                   | Off/Adm - Supervisors - Level 2                  |        |        |        |        |        |        |        |
|-----------|-------------------|--|--------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 18        | Employment %      | 22.22  | 50.00  | 11.11  | 5.56   | 5.56   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 32.10  | 54.04  | 9.69   | 7.23   | 10.18  | 0.39   | 1.04   | 3.56   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value | 0.456E   | 0.815E |        | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |  |        |        |        |        |        |        |        |
| 1SU-3     |                   | Off/Adm - Supervisors - Level 3                  |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 21        | Employment %      | 38.10  | 9.52   | 23.81  | 4.76   | 4.76   | 0.00   | 0.00   | 4.76   |
|           | Availability %    | 21.70  | 30.66  | 12.74  | 0.68   | 4.26   | 0.05   | 1.18   | 2.81   |
|           | Emp Less Avail?   |  | YES    |        |        |        |        |        |        |
|           | Statistical Value |  | 0.034E |        |        |        | 1.000E | 1.000E |        |
|           | Stat Significant? |  | YES    |        |        |        |        |        |        |
| 2AD       |                   | Professionals - Architecture, Design & Surveying |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 10        | Employment %      | 10.00  | 0.00   | 0.00   | 0.00   | 0.00   | 10.00  | 0.00   | 0.00   |
|           | Availability %    | 43.12  | 21.21  | 10.75  | 11.94  | 12.48  | 0.11   | 0.00   | 7.87   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value | 0.051E   | 0.134E | 0.614E | 0.620E | 0.624E |        |        | 1.000E |
|           | Stat Significant? |  |        |        |        |        |        |        |        |
| 2BA-1     |                   | Prof - Bus Ops & Admin - Level 1                 |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 4         | Employment %      | 25.00  | 75.00  | 25.00  | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 16.92  | 39.64  | 7.79   | 1.46   | 2.69   | 0.23   | 0.53   | 4.22   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value |  |        |        | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |  |        |        |        |        |        |        |        |
| 2BA-2     |                   | Prof - Bus Ops & Admin - Level 2                 |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 9         | Employment %      | 44.44  | 77.78  | 0.00   | 0.00   | 22.22  | 0.00   | 0.00   | 22.22  |
|           | Availability %    | 24.31  | 49.79  | 7.85   | 5.28   | 5.69   | 0.12   | 0.50   | 4.88   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value |  |        | 1.000E | 1.000E |        | 1.000E | 1.000E |        |
|           | Stat Significant? |  |        |        |        |        |        |        |        |

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

## Incumbency vs. Estimated Availability

| 2BA-3     |                   | Prof - Bus Ops & Admin - Level 3           |        |        |        |        |        |        |        |
|-----------|-------------------|--|--------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 10        | Employment %      | 20.00                                      | 50.00  | 0.00   | 0.00   | 10.00  | 10.00  | 0.00   | 0.00   |
|           | Availability %    | 24.20                                      | 49.40  | 6.74   | 5.40   | 6.00   | 0.36   | 0.34   | 5.37   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value | 1.000E                                     |        | 1.000E | 1.000E |        |        | 1.000E | 1.000E |
|           | Stat Significant? |  |        |        |        |        |        |        |        |
| 2CM       |                   | Prof - Communications                      |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 3         | Employment %      | 66.67                                      | 33.33  | 33.33  | 0.00   | 33.33  | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 33.33                                      | 63.61  | 13.55  | 2.51   | 14.52  | 0.03   | 0.08   | 2.66   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value |  | 0.301E |        | 1.000E |        | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |  |        |        |        |        |        |        |        |
| 2ER-NR    |                   | Prof - Engineering - Nonrepresented        |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 7         | Employment %      | 28.57                                      | 14.29  | 14.29  | 0.00   | 0.00   | 0.00   | 14.29  | 0.00   |
|           | Availability %    | 23.30                                      | 31.50  | 13.67  | 0.78   | 4.49   | 0.04   | 0.92   | 3.42   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value |  | 0.445E |        | 1.000E | 1.000E | 1.000E |        | 1.000E |
|           | Stat Significant? |  |        |        |        |        |        |        |        |
| 2ER-R-1   |                   | Prof - Engineering - Represented - Level 1 |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 33        | Employment %      | 33.33                                      | 27.27  | 18.18  | 6.06   | 9.09   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 19.12                                      | 27.30  | 6.82   | 2.89   | 5.12   | 0.14   | 1.33   | 2.85   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value |  | 0.004  |        |        |        | 0.215  | 0.667  | 0.984  |
|           | Stat Significant? |  |        |        |        |        |        |        |        |
| 2ER-R-2   |                   | Prof - Engineering - Represented - Level 2 |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 32        | Employment %      | 31.25                                      | 34.38  | 12.50  | 3.13   | 9.38   | 0.00   | 3.13   | 3.13   |
|           | Availability %    | 21.49                                      | 26.97  | 10.23  | 2.01   | 7.24   | 0.08   | 0.28   | 1.67   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value |  |        |        |        |        | 0.160  |        |        |
|           | Stat Significant? |  |        |        |        |        |        |        |        |

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

## Incumbency vs. Estimated Availability

| 2FA       |                   | Prof - Finance & Accounting                   |        |        |        |        |        |        |        |
|-----------|-------------------|---|--------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 3         | Employment %      | 33.33   | 100.00 | 33.33  | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 29.16   | 59.64  | 11.19  | 5.72   | 8.37   | 0.99   | 0.40   | 2.49   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value |   |        |        | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 2IT-BS    |                   | Prof - IT - Business Systems                  |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 8         | Employment %      | 25.00   | 25.00  | 0.00   | 12.50  | 12.50  | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 26.18   | 35.08  | 15.49  | 2.40   | 4.10   | 0.00   | 0.00   | 4.19   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value | 1.000E  | 0.721E | 0.618E |        |        |        |        | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 2IT-NR    |                   | Prof - IT - Nonrepresented                    |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 1         | Employment %      | 0.00  | 100.00 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 26.18   | 35.08  | 15.49  | 2.40   | 4.10   | 0.00   | 0.00   | 4.19   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value | 1.000E  |        | 1.000E | 1.000E | 1.000E |        |        | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 2PL       |                   | Prof - Planning & Development                 |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 19        | Employment %      | 26.32   | 42.11  | 5.26   | 0.00   | 15.79  | 0.00   | 0.00   | 5.26   |
|           | Availability %    | 28.83   | 56.18  | 9.11   | 3.40   | 9.98   | 0.00   | 0.00   | 6.35   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value | 1.000E  | 0.251E | 1.000E | 1.000E |        |        |        | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 2PM-NR-1  |                   | Prof - Program & Project Admin - NR - Level 1 |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 20        | Employment %      | 30.00   | 60.00  | 5.00   | 10.00  | 10.00  | 0.00   | 0.00   | 5.00   |
|           | Availability %    | 19.58   | 60.30  | 5.75   | 2.41   | 6.30   | 0.26   | 0.94   | 3.93   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value |   | 1.000E | 1.000E |        |        | 1.000E | 1.000E |        |
|           | Stat Significant? |   |        |        |        |        |        |        |        |

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.



## Incumbency vs. Estimated Availability

| 2PM-NR-2  |                   | Prof - Program & Project Admin - NR - Level 2 |       |        |        |        |        |        |       |
|-----------|-------------------|---|-------|--------|--------|--------|--------|--------|-------|
| Total Emp |                   | Min   | Fem   | Asi    | Blk    | His    | Ind    | Pac    | Two   |
| 13        | Employment %      | 15.38   | 69.23 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 15.38 |
|           | Availability %    | 25.89   | 62.91 | 4.68   | 7.63   | 7.99   | 0.73   | 2.00   | 2.86  |
|           | Emp Less Avail?   |   |       |        |        |        |        |        |       |
|           | Statistical Value | 0.535E  |       | 1.000E | 0.617E | 0.618E | 1.000E | 1.000E |       |
|           | Stat Significant? |   |       |        |        |        |        |        |       |
| 2PM-NR-3  |                   | Prof - Program & Project Admin - NR - Level 3 |       |        |        |        |        |        |       |
| Total Emp |                   | Min   | Fem   | Asi    | Blk    | His    | Ind    | Pac    | Two   |
| 16        | Employment %      | 18.75   | 62.50 | 6.25   | 0.00   | 6.25   | 0.00   | 0.00   | 6.25  |
|           | Availability %    | 25.26   | 59.12 | 5.82   | 6.78   | 6.03   | 0.27   | 1.24   | 5.13  |
|           | Emp Less Avail?   |   |       |        |        |        |        |        |       |
|           | Statistical Value | 0.775E  |       |        | 0.622E |        | 1.000E | 1.000E |       |
|           | Stat Significant? |   |       |        |        |        |        |        |       |
| 2PM-R     |                   | Prof - Program & Project Admin - Represented  |       |        |        |        |        |        |       |
| Total Emp |                   | Min   | Fem   | Asi    | Blk    | His    | Ind    | Pac    | Two   |
| 27        | Employment %      | 48.15   | 55.56 | 18.52  | 3.70   | 11.11  | 0.00   | 0.00   | 14.81 |
|           | Availability %    | 18.26   | 51.38 | 4.47   | 2.12   | 6.07   | 0.16   | 0.52   | 4.92  |
|           | Emp Less Avail?   |   |       |        |        |        |        |        |       |
|           | Statistical Value |   |       |        |        |        | 1.000E | 1.000E |       |
|           | Stat Significant? |   |       |        |        |        |        |        |       |
| 2RM       |                   | Prof - Risk Management & Liability            |       |        |        |        |        |        |       |
| Total Emp |                   | Min   | Fem   | Asi    | Blk    | His    | Ind    | Pac    | Two   |
| 4         | Employment %      | 0.00  | 50.00 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00  |
|           | Availability %    | 27.42   | 43.55 | 4.84   | 11.29  | 11.29  | 0.00   | 0.00   | 0.00  |
|           | Emp Less Avail?   |   |       |        |        |        |        |        |       |
|           | Statistical Value | 0.581E  |       | 1.000E | 1.000E | 1.000E |        |        |       |
|           | Stat Significant? |   |       |        |        |        |        |        |       |
| 3ER-1     |                   | Technicians - Engineering - Level 1           |       |        |        |        |        |        |       |
| Total Emp |                   | Min   | Fem   | Asi    | Blk    | His    | Ind    | Pac    | Two   |
| 22        | Employment %      | 59.09   | 18.18 | 13.64  | 13.64  | 18.18  | 0.00   | 0.00   | 13.64 |
|           | Availability %    | 21.54   | 15.82 | 8.06   | 1.11   | 6.03   | 0.86   | 0.31   | 5.17  |
|           | Emp Less Avail?   |   |       |        |        |        |        |        |       |
|           | Statistical Value |   |       |        |        |        | 1.000E | 1.000E |       |
|           | Stat Significant? |   |       |        |        |        |        |        |       |

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

## Incumbency vs. Estimated Availability

| 3ER-2     |                   | Technicians - Engineering - Level 2            |        |       |        |        |        |        |        |
|-----------|-------------------|--|--------|-------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min  | Fem    | Asi   | Blk    | His    | Ind    | Pac    | Two    |
| 57        | Employment %      | 24.56  | 40.35  | 5.26  | 7.02   | 7.02   | 0.00   | 1.75   | 3.51   |
|           | Availability %    | 23.91  | 14.03  | 7.46  | 3.09   | 6.75   | 1.58   | 0.21   | 4.82   |
|           | Emp Less Avail?   |  |        |       |        |        |        |        |        |
|           | Statistical Value |  |        | 0.631 |        |        | 0.957  |        | 0.462  |
|           | Stat Significant? |  |        |       |        |        |        |        |        |
| 3ER-3     |                   | Technicians - Engineering - Level 3            |        |       |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi   | Blk    | His    | Ind    | Pac    | Two    |
| 27        | Employment %      | 14.81  | 25.93  | 7.41  | 7.41   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 23.06  | 32.58  | 5.72  | 5.65   | 6.22   | 0.10   | 1.62   | 3.76   |
|           | Emp Less Avail?   |  |        |       |        |        |        |        |        |
|           | Statistical Value | 0.370E   | 0.542E |       |        | 0.411E | 1.000E | 1.000E | 0.625E |
|           | Stat Significant? |  |        |       |        |        |        |        |        |
| 5BA       |                   | PS - Non-Sworn - Bus Ops & Admin               |        |       |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi   | Blk    | His    | Ind    | Pac    | Two    |
| 59        | Employment %      | 32.20  | 38.98  | 1.69  | 13.56  | 6.78   | 1.69   | 0.00   | 8.47   |
|           | Availability %    | 53.85  | 46.15  | 0.00  | 0.00   | 53.85  | 0.00   | 0.00   | 0.00   |
|           | Emp Less Avail?   | YES  |        |       |        | YES    |        |        |        |
|           | Statistical Value | 3.335  | 1.104  |       |        | 7.253  |        |        |        |
|           | Stat Significant? | YES  |        |       |        | YES    |        |        |        |
| 6BA-C-2   |                   | Admin Sup - Bus Ops & Admin - Casual - Level 2 |        |       |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi   | Blk    | His    | Ind    | Pac    | Two    |
| 14        | Employment %      | 42.86  | 42.86  | 7.14  | 0.00   | 28.57  | 0.00   | 0.00   | 7.14   |
|           | Availability %    | 23.59  | 76.12  | 6.94  | 2.35   | 8.37   | 0.96   | 0.39   | 4.59   |
|           | Emp Less Avail?   |  | YES    |       |        |        |        |        |        |
|           | Statistical Value |  | 0.008E |       | 1.000E |        | 1.000E | 1.000E |        |
|           | Stat Significant? |  | YES    |       |        |        |        |        |        |
| 6BA-NR-1  |                   | Admin Sup - Bus Ops & Admin - NR - Level 1     |        |       |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi   | Blk    | His    | Ind    | Pac    | Two    |
| 5         | Employment %      | 40.00  | 100.00 | 40.00 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 15.60  | 91.99  | 3.82  | 1.22   | 6.61   | 0.94   | 0.41   | 2.62   |
|           | Emp Less Avail?   |  |        |       |        |        |        |        |        |
|           | Statistical Value |  |        |       | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |  |        |       |        |        |        |        |        |

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

## Incumbency vs. Estimated Availability

| 6BA-NR-2  |                   | Admin Sup - Bus Ops & Admin - NR - Level 2        |        |        |        |        |        |        |        |
|-----------|-------------------|---|--------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 10        | Employment %      | 40.00   | 100.00 | 10.00  | 10.00  | 0.00   | 0.00   | 0.00   | 20.00  |
|           | Availability %    | 22.38   | 80.07  | 3.86   | 4.25   | 9.11   | 1.04   | 0.80   | 3.32   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value |   |        |        |        | 0.614E | 1.000E | 1.000E |        |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 6BA-NR-3  |                   | Admin Sup - Bus Ops & Admin - NR - Level 3        |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 4         | Employment %      | 75.00   | 100.00 | 25.00  | 25.00  | 25.00  | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 25.64   | 89.81  | 6.21   | 8.53   | 5.83   | 1.09   | 0.21   | 3.78   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value |   |        |        |        |        | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 6BA-R-1   |                   | Admin Sup - Bus Ops & Admin - Represented - Lvl 1 |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 6         | Employment %      | 33.33   | 100.00 | 0.00   | 0.00   | 16.67  | 0.00   | 0.00   | 16.67  |
|           | Availability %    | 23.29   | 76.56  | 6.81   | 2.31   | 8.38   | 0.92   | 0.44   | 4.42   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value |   |        | 1.000E | 1.000E |        | 1.000E | 1.000E |        |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 6BA-R-2   |                   | Admin Sup - Bus Ops & Admin - Represented - Lvl 2 |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 2         | Employment %      | 0.00  | 100.00 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 26.74   | 75.27  | 4.86   | 4.18   | 10.72  | 1.23   | 0.94   | 4.81   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value | 1.000E  |        | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |
| 6PB       |                   | Admin Sup - PI&A                                  |        |        |        |        |        |        |        |
| Total Emp |                   | Min   | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 7         | Employment %      | 14.29   | 57.14  | 14.29  | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 33.07   | 31.69  | 2.79   | 3.70   | 16.54  | 0.45   | 0.86   | 8.74   |
|           | Emp Less Avail?   |   |        |        |        |        |        |        |        |
|           | Statistical Value | 0.438E  |        |        | 1.000E | 0.609E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |   |        |        |        |        |        |        |        |

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

## Incumbency vs. Estimated Availability

| 6PR       |                   | Admin Sup - Procurement                    |        |        |        |        |        |        |        |
|-----------|-------------------|--|--------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 9         | Employment %      | 22.22                                      | 22.22  | 0.00   | 0.00   | 0.00   | 11.11  | 0.00   | 11.11  |
|           | Availability %    | 20.65                                      | 75.51  | 5.09   | 2.64   | 8.33   | 0.25   | 1.20   | 3.14   |
|           | Emp Less Avail?   |  | YES    |        |        |        |        |        |        |
|           | Statistical Value |  | 0.001E | 1.000E | 1.000E | 1.000E |        | 1.000E |        |
|           | Stat Significant? |  | YES    |        |        |        |        |        |        |
| 7PB-CM    |                   | Skilled Craft - PI&A - Constr & Maint      |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 35        | Employment %      | 14.29                                      | 8.57   | 2.86   | 2.86   | 2.86   | 5.71   | 0.00   | 0.00   |
|           | Availability %    | 29.46                                      | 5.91   | 2.07   | 3.12   | 18.87  | 0.49   | 1.06   | 3.86   |
|           | Emp Less Avail?   | YES  |        |        |        | YES    |        |        |        |
|           | Statistical Value | 1.969                                      |        |        | 0.089  | 2.421  |        | 0.612  | 1.185  |
|           | Stat Significant? | YES  |        |        |        | YES    |        |        |        |
| 7PB-EL    |                   | Skilled Craft - PI&A - Electrical          |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 22        | Employment %      | 22.73                                      | 9.09   | 4.55   | 4.55   | 13.64  | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 16.60                                      | 5.53   | 2.18   | 2.09   | 7.09   | 0.68   | 0.06   | 4.50   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value |  |        |        |        |        | 1.000E | 1.000E | 0.624E |
|           | Stat Significant? |  |        |        |        |        |        |        |        |
| 7PB-EO    |                   | Skilled Craft - PI&A - Equipment Operators |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 24        | Employment %      | 25.00                                      | 4.17   | 4.17   | 4.17   | 8.33   | 8.33   | 0.00   | 0.00   |
|           | Availability %    | 27.83                                      | 8.90   | 3.86   | 8.28   | 11.20  | 0.34   | 1.83   | 2.33   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value | 1.000E                                     | 0.719E |        | 0.717E | 1.000E |        | 1.000E | 1.000E |
|           | Stat Significant? |  |        |        |        |        |        |        |        |
| 7PB-FE    |                   | Skilled Craft - PI&A - Facil & Equip       |        |        |        |        |        |        |        |
| Total Emp |                   | Min  | Fem    | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 2         | Employment %      | 0.00                                       | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 20.35                                      | 5.21   | 4.39   | 1.44   | 10.00  | 0.70   | 0.24   | 3.59   |
|           | Emp Less Avail?   |  |        |        |        |        |        |        |        |
|           | Statistical Value | 1.000E                                     | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |  |        |        |        |        |        |        |        |

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

# Incumbency vs. Estimated Availability

| 7PB-MP    |                   | Skilled Craft - PI&A - Maint Planning/Scheduling |       |       |        |        |        |        |        |
|-----------|-------------------|--|-------|-------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min  | Fem   | Asi   | Blk    | His    | Ind    | Pac    | Two    |
| 8         | Employment %      | 12.50  | 25.00 | 12.50 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 27.12  | 9.97  | 4.76  | 5.77   | 10.44  | 0.59   | 1.97   | 3.58   |
|           | Emp Less Avail?   |  |       |       |        |        |        |        |        |
|           | Statistical Value | 0.691E   |       |       | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |  |       |       |        |        |        |        |        |

| 7PB-SW    |                   | Skilled Craft - PI&A - Storm & Wastewater Systems |      |        |        |        |        |        |        |
|-----------|-------------------|---|------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min   | Fem  | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 12        | Employment %      | 0.00  | 8.33 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 16.80   | 6.75 | 2.42   | 0.50   | 10.94  | 0.21   | 0.45   | 2.27   |
|           | Emp Less Avail?   |   |      |        |        |        |        |        |        |
|           | Statistical Value | 0.238E  |      | 1.000E | 1.000E | 0.633E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |   |      |        |        |        |        |        |        |

| 8PB-CM    |                   | Service Maint - PI&A - Constr & Maint |       |      |      |       |       |      |      |
|-----------|-------------------|---------------------------------------|-------|------|------|-------|-------|------|------|
| Total Emp |                   | Min                                   | Fem   | Asi  | Blk  | His   | Ind   | Pac  | Two  |
| 124       | Employment %      | 29.03                                 | 13.71 | 4.03 | 8.06 | 8.87  | 0.81  | 4.03 | 3.23 |
|           | Availability %    | 29.23                                 | 9.42  | 2.12 | 1.32 | 21.04 | 0.99  | 1.16 | 2.60 |
|           | Emp Less Avail?   |                                       |       |      |      | YES   |       |      |      |
|           | Statistical Value | 0.048                                 |       |      |      | 3.325 | 0.206 |      |      |
|           | Stat Significant? |                                       |       |      |      | YES   |       |      |      |

| 8PB-MP-C  |                   | Service Maint - PI&A - Maint Plan/Sched - Casual |       |        |        |        |        |        |        |
|-----------|-------------------|--|-------|--------|--------|--------|--------|--------|--------|
| Total Emp |                   | Min  | Fem   | Asi    | Blk    | His    | Ind    | Pac    | Two    |
| 2         | Employment %      | 0.00   | 50.00 | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   | 0.00   |
|           | Availability %    | 52.75  | 10.54 | 1.19   | 3.48   | 45.74  | 0.21   | 0.10   | 2.02   |
|           | Emp Less Avail?   |  |       |        |        |        |        |        |        |
|           | Statistical Value | 0.223E   |       | 1.000E | 1.000E | 0.504E | 1.000E | 1.000E | 1.000E |
|           | Stat Significant? |  |       |        |        |        |        |        |        |

| 8TR       |                   | Service Maint - Transportation & Roadways |       |       |      |       |       |       |       |
|-----------|-------------------|---|-------|-------|------|-------|-------|-------|-------|
| Total Emp |                   | Min                                       | Fem   | Asi   | Blk  | His   | Ind   | Pac   | Two   |
| 66        | Employment %      | 18.18                                     | 4.55  | 1.52  | 9.09 | 7.58  | 0.00  | 0.00  | 0.00  |
|           | Availability %    | 29.03                                     | 11.66 | 4.65  | 7.36 | 10.61 | 0.56  | 2.49  | 3.35  |
|           | Emp Less Avail?   |   |       |       |      |       |       |       |       |
|           | Statistical Value | 1.942                                     | 1.801 | 1.209 |      | 0.800 | 0.610 | 1.298 | 1.512 |
|           | Stat Significant? |   |       |       |      |       |       |       |       |

Total Employment: 907

S - Significant Difference Rule

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

## Incumbency vs. Estimated Availability

A group is considered underutilized when employment is less than the plan availability by a statistically significant amount.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

**Shortfall**

| 1CH       |                  | Off/Adm - Chief Executives                        |     |     |     |     |     |     |     |  |  |
|-----------|------------------|---|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 2         | # Employed       | 0   | 1   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 0.4   | 0.9 | 0.1 | 0.1 | 0.1 | 0.0 | 0.0 | 0.1 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 1EX       |                  | Off/Adm - Executive Managers                      |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 7         | # Employed       | 0   | 3   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 1.4   | 3.0 | 0.4 | 0.3 | 0.4 | 0.0 | 0.0 | 0.3 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 1FA       |                  | Off/Adm - Finance & Accounting                    |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 6         | # Employed       | 2   | 3   | 2   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 1.9   | 3.2 | 1.1 | 0.1 | 0.4 | 0.0 | 0.1 | 0.2 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 1MA-1     |                  | Off/Adm - Managers - Level 1                      |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 7         | # Employed       | 0   | 4   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 1.9   | 3.5 | 0.6 | 0.5 | 0.5 | 0.1 | 0.1 | 0.2 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 1MA-2     |                  | Off/Adm - Managers - Level 2                      |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 16        | # Employed       | 5   | 5   | 1   | 1   | 1   | 0   | 0   | 2   |  |  |
|           | # Available      | 3.9   | 7.0 | 1.4 | 0.9 | 1.0 | 0.1 | 0.1 | 0.4 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 1MS       |                  | Off/Adm - Maint Supervisors                       |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 31        | # Employed       | 8   | 7   | 2   | 2   | 3   | 1   | 0   | 0   |  |  |
|           | # Available      | 5.6   | 3.6 | 0.8 | 0.7 | 2.5 | 0.4 | 0.1 | 1.0 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 1PB-CI    |                  | Off/Adm - PI&A - Constr Inspections & Enforcement |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 26        | # Employed       | 5   | 2   | 0   | 0   | 2   | 1   | 0   | 2   |  |  |
|           | # Available      | 5.8   | 2.4 | 1.0 | 0.7 | 3.0 | 0.4 | 0.0 | 0.7 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

# Shortfall

| 1PB-CP-NR |                  | Off/Adm - PI&A - Constr Planning - NR |     |     |     |     |     |     |     |  |  |
|-----------|------------------|---------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                                   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 6         | # Employed       | 1                                     | 2   | 1   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 1.4                                   | 2.3 | 0.3 | 0.3 | 0.7 | 0.0 | 0.0 | 0.0 |  |  |
|           | Persons Required | 0                                     | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 1PB-CP-R  |                  | Off/Adm - PI&A - Constr Planning - Represented |     |     |     |     |     |     |     |  |  |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min  | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 12        | # Employed       | 4  | 6   | 2   | 1   | 1   | 0   | 0   | 0   |  |  |
|           | # Available      | 2.4  | 3.3 | 0.5 | 0.6 | 0.7 | 0.0 | 0.2 | 0.4 |  |  |
|           | Persons Required | 0  | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 1SU-1     |                  | Off/Adm - Supervisors - Level 1 |     |     |     |     |     |     |     |  |  |
|-----------|------------------|---------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                             | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 19        | # Employed       | 3                               | 8   | 1   | 2   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 4.1                             | 7.9 | 1.2 | 1.0 | 1.0 | 0.0 | 0.1 | 0.7 |  |  |
|           | Persons Required | 0                               | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 1SU-2     |                  | Off/Adm - Supervisors - Level 2 |     |     |     |     |     |     |     |  |  |
|-----------|------------------|---------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                             | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 18        | # Employed       | 4                               | 9   | 2   | 1   | 1   | 0   | 0   | 0   |  |  |
|           | # Available      | 5.8                             | 9.7 | 1.7 | 1.3 | 1.8 | 0.1 | 0.2 | 0.6 |  |  |
|           | Persons Required | 0                               | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 1SU-3     |                  | Off/Adm - Supervisors - Level 3 |     |     |     |     |     |     |     |  |  |
|-----------|------------------|---------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                             | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 21        | # Employed       | 8                               | 2   | 5   | 1   | 1   | 0   | 0   | 1   |  |  |
|           | # Available      | 4.6                             | 6.4 | 2.7 | 0.1 | 0.9 | 0.0 | 0.2 | 0.6 |  |  |
|           | Persons Required | 0                               | 1   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2AD       |                  | Professionals - Architecture, Design & Surveying |     |     |     |     |     |     |     |  |  |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min  | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 10        | # Employed       | 1  | 0   | 0   | 0   | 0   | 1   | 0   | 0   |  |  |
|           | # Available      | 4.3  | 2.1 | 1.1 | 1.2 | 1.2 | 0.0 | 0.0 | 0.8 |  |  |
|           | Persons Required | 0  | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2BA-1     |                  | Prof - Bus Ops & Admin - Level 1 |     |     |     |     |     |     |     |  |  |
|-----------|------------------|----------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                              | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 4         | # Employed       | 1                                | 3   | 1   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 0.7                              | 1.6 | 0.3 | 0.1 | 0.1 | 0.0 | 0.0 | 0.2 |  |  |
|           | Persons Required | 0                                | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2BA-2     |                  | Prof - Bus Ops & Admin - Level 2 |     |     |     |     |     |     |     |  |  |
|-----------|------------------|----------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                              | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 9         | # Employed       | 4                                | 7   | 0   | 0   | 2   | 0   | 0   | 2   |  |  |
|           | # Available      | 2.2                              | 4.5 | 0.7 | 0.5 | 0.5 | 0.0 | 0.0 | 0.4 |  |  |
|           | Persons Required | 0                                | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |



# Shortfall

| 2BA-3     |                  | Prof - Bus Ops & Admin - Level 3 |     |     |     |     |     |     |     |  |  |
|-----------|------------------|----------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                              | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 10        | # Employed       | 2                                | 5   | 0   | 0   | 1   | 1   | 0   | 0   |  |  |
|           | # Available      | 2.4                              | 4.9 | 0.7 | 0.5 | 0.6 | 0.0 | 0.0 | 0.5 |  |  |
|           | Persons Required | 0                                | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2CM       |                  | Prof - Communications |     |     |     |     |     |     |     |  |  |
|-----------|------------------|-----------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 3         | # Employed       | 2                     | 1   | 1   | 0   | 1   | 0   | 0   | 0   |  |  |
|           | # Available      | 1.0                   | 1.9 | 0.4 | 0.1 | 0.4 | 0.0 | 0.0 | 0.1 |  |  |
|           | Persons Required | 0                     | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2ER-NR    |                  | Prof - Engineering - Nonrepresented |     |     |     |     |     |     |     |  |  |
|-----------|------------------|-------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                                 | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 7         | # Employed       | 2                                   | 1   | 1   | 0   | 0   | 0   | 1   | 0   |  |  |
|           | # Available      | 1.6                                 | 2.2 | 1.0 | 0.1 | 0.3 | 0.0 | 0.1 | 0.2 |  |  |
|           | Persons Required | 0                                   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2ER-R-1   |                  | Prof - Engineering - Represented - Level 1 |     |     |     |     |     |     |     |  |  |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min  | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 33        | # Employed       | 11   | 9   | 6   | 2   | 3   | 0   | 0   | 0   |  |  |
|           | # Available      | 6.3  | 9.0 | 2.3 | 1.0 | 1.7 | 0.0 | 0.4 | 0.9 |  |  |
|           | Persons Required | 0  | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2ER-R-2   |                  | Prof - Engineering - Represented - Level 2 |     |     |     |     |     |     |     |  |  |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min  | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 32        | # Employed       | 10   | 11  | 4   | 1   | 3   | 0   | 1   | 1   |  |  |
|           | # Available      | 6.9  | 8.6 | 3.3 | 0.6 | 2.3 | 0.0 | 0.1 | 0.5 |  |  |
|           | Persons Required | 0  | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2FA       |                  | Prof - Finance & Accounting |     |     |     |     |     |     |     |  |  |
|-----------|------------------|-----------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                         | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 3         | # Employed       | 1                           | 3   | 1   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 0.9                         | 1.8 | 0.3 | 0.2 | 0.3 | 0.0 | 0.0 | 0.1 |  |  |
|           | Persons Required | 0                           | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2IT-BS    |                  | Prof - IT - Business Systems |     |     |     |     |     |     |     |  |  |
|-----------|------------------|------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                          | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 8         | # Employed       | 2                            | 2   | 0   | 1   | 1   | 0   | 0   | 0   |  |  |
|           | # Available      | 2.1                          | 2.8 | 1.2 | 0.2 | 0.3 | 0.0 | 0.0 | 0.3 |  |  |
|           | Persons Required | 0                            | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 2IT-NR    |                  | Prof - IT - Nonrepresented |     |     |     |     |     |     |     |  |  |
|-----------|------------------|----------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                        | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 1         | # Employed       | 0                          | 1   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 0.3                        | 0.4 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |  |  |
|           | Persons Required | 0                          | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

# Shortfall

| 2PL       |                  | Prof - Planning & Development                 |      |     |     |     |     |     |     |  |  |
|-----------|------------------|---|------|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min   | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |
| 19        | # Employed       | 5   | 8    | 1   | 0   | 3   | 0   | 0   | 1   |  |  |
|           | # Available      | 5.5   | 10.7 | 1.7 | 0.6 | 1.9 | 0.0 | 0.0 | 1.2 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 2PM-NR-1  |                  | Prof - Program & Project Admin - NR - Level 1 |      |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |
| 20        | # Employed       | 6   | 12   | 1   | 2   | 2   | 0   | 0   | 1   |  |  |
|           | # Available      | 3.9   | 12.1 | 1.2 | 0.5 | 1.3 | 0.1 | 0.2 | 0.8 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 2PM-NR-2  |                  | Prof - Program & Project Admin - NR - Level 2 |      |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |
| 13        | # Employed       | 2   | 9    | 0   | 0   | 0   | 0   | 0   | 2   |  |  |
|           | # Available      | 3.4   | 8.2  | 0.6 | 1.0 | 1.0 | 0.1 | 0.3 | 0.4 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 2PM-NR-3  |                  | Prof - Program & Project Admin - NR - Level 3 |      |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |
| 16        | # Employed       | 3   | 10   | 1   | 0   | 1   | 0   | 0   | 1   |  |  |
|           | # Available      | 4.0   | 9.5  | 0.9 | 1.1 | 1.0 | 0.0 | 0.2 | 0.8 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 2PM-R     |                  | Prof - Program & Project Admin - Represented  |      |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |
| 27        | # Employed       | 13  | 15   | 5   | 1   | 3   | 0   | 0   | 4   |  |  |
|           | # Available      | 4.9   | 13.9 | 1.2 | 0.6 | 1.6 | 0.0 | 0.1 | 1.3 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 2RM       |                  | Prof - Risk Management & Liability            |      |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |
| 4         | # Employed       | 0   | 2    | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 1.1   | 1.7  | 0.2 | 0.5 | 0.5 | 0.0 | 0.0 | 0.0 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 3ER-1     |                  | Technicians - Engineering - Level 1           |      |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |
| 22        | # Employed       | 13  | 4    | 3   | 3   | 4   | 0   | 0   | 3   |  |  |
|           | # Available      | 4.7   | 3.5  | 1.8 | 0.2 | 1.3 | 0.2 | 0.1 | 1.1 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 3ER-2     |                  | Technicians - Engineering - Level 2           |      |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |
| 57        | # Employed       | 14  | 23   | 3   | 4   | 4   | 0   | 1   | 2   |  |  |
|           | # Available      | 13.6  | 8.0  | 4.3 | 1.8 | 3.8 | 0.9 | 0.1 | 2.7 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

# Shortfall

| 3ER-3     |                  | Technicians - Engineering - Level 3               |      |     |     |      |     |     |     |  |  |
|-----------|------------------|---|------|-----|-----|------|-----|-----|-----|--|--|
| Total Emp |                  | Min   | Fem  | Asi | Blk | His  | Ind | Pac | Two |  |  |
| 27        | # Employed       | 4   | 7    | 2   | 2   | 0    | 0   | 0   | 0   |  |  |
|           | # Available      | 6.2   | 8.8  | 1.5 | 1.5 | 1.7  | 0.0 | 0.4 | 1.0 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0    | 0   | 0   | 0   |  |  |
| 5BA       |                  | PS - Non-Sworn - Bus Ops & Admin                  |      |     |     |      |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His  | Ind | Pac | Two |  |  |
| 59        | # Employed       | 19  | 23   | 1   | 8   | 4    | 1   | 0   | 5   |  |  |
|           | # Available      | 31.8  | 27.2 | 0.0 | 0.0 | 31.8 | 0.0 | 0.0 | 0.0 |  |  |
|           | Persons Required | 6   | 0    | 0   | 0   | 21   | 0   | 0   | 0   |  |  |
| 6BA-C-2   |                  | Admin Sup - Bus Ops & Admin - Casual - Level 2    |      |     |     |      |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His  | Ind | Pac | Two |  |  |
| 14        | # Employed       | 6   | 6    | 1   | 0   | 4    | 0   | 0   | 1   |  |  |
|           | # Available      | 3.3   | 10.7 | 1.0 | 0.3 | 1.2  | 0.1 | 0.1 | 0.6 |  |  |
|           | Persons Required | 0   | 1    | 0   | 0   | 0    | 0   | 0   | 0   |  |  |
| 6BA-NR-1  |                  | Admin Sup - Bus Ops & Admin - NR - Level 1        |      |     |     |      |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His  | Ind | Pac | Two |  |  |
| 5         | # Employed       | 2   | 5    | 2   | 0   | 0    | 0   | 0   | 0   |  |  |
|           | # Available      | 0.8   | 4.6  | 0.2 | 0.1 | 0.3  | 0.0 | 0.0 | 0.1 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0    | 0   | 0   | 0   |  |  |
| 6BA-NR-2  |                  | Admin Sup - Bus Ops & Admin - NR - Level 2        |      |     |     |      |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His  | Ind | Pac | Two |  |  |
| 10        | # Employed       | 4   | 10   | 1   | 1   | 0    | 0   | 0   | 2   |  |  |
|           | # Available      | 2.2   | 8.0  | 0.4 | 0.4 | 0.9  | 0.1 | 0.1 | 0.3 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0    | 0   | 0   | 0   |  |  |
| 6BA-NR-3  |                  | Admin Sup - Bus Ops & Admin - NR - Level 3        |      |     |     |      |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His  | Ind | Pac | Two |  |  |
| 4         | # Employed       | 3   | 4    | 1   | 1   | 1    | 0   | 0   | 0   |  |  |
|           | # Available      | 1.0   | 3.6  | 0.2 | 0.3 | 0.2  | 0.0 | 0.0 | 0.2 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0    | 0   | 0   | 0   |  |  |
| 6BA-R-1   |                  | Admin Sup - Bus Ops & Admin - Represented - Lvl 1 |      |     |     |      |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His  | Ind | Pac | Two |  |  |
| 6         | # Employed       | 2   | 6    | 0   | 0   | 1    | 0   | 0   | 1   |  |  |
|           | # Available      | 1.4   | 4.6  | 0.4 | 0.1 | 0.5  | 0.1 | 0.0 | 0.3 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0    | 0   | 0   | 0   |  |  |
| 6BA-R-2   |                  | Admin Sup - Bus Ops & Admin - Represented - Lvl 2 |      |     |     |      |     |     |     |  |  |
| Total Emp |                  | Min   | Fem  | Asi | Blk | His  | Ind | Pac | Two |  |  |
| 2         | # Employed       | 0   | 2    | 0   | 0   | 0    | 0   | 0   | 0   |  |  |
|           | # Available      | 0.5   | 1.5  | 0.1 | 0.1 | 0.2  | 0.0 | 0.0 | 0.1 |  |  |
|           | Persons Required | 0   | 0    | 0   | 0   | 0    | 0   | 0   | 0   |  |  |

# Shortfall

| 6PB       |                  | Admin Sup - PI&A                                  |     |     |     |     |     |     |     |  |  |
|-----------|------------------|---|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 7         | # Employed       | 1   | 4   | 1   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 2.3   | 2.2 | 0.2 | 0.3 | 1.2 | 0.0 | 0.1 | 0.6 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 6PR       |                  | Admin Sup - Procurement                           |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 9         | # Employed       | 2   | 2   | 0   | 0   | 0   | 1   | 0   | 1   |  |  |
|           | # Available      | 1.9   | 6.8 | 0.5 | 0.2 | 0.7 | 0.0 | 0.1 | 0.3 |  |  |
|           | Persons Required | 0   | 3   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 7PB-CM    |                  | Skilled Craft - PI&A - Constr & Maint             |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 35        | # Employed       | 5   | 3   | 1   | 1   | 1   | 2   | 0   | 0   |  |  |
|           | # Available      | 10.3  | 2.1 | 0.7 | 1.1 | 6.6 | 0.2 | 0.4 | 1.4 |  |  |
|           | Persons Required | 1   | 0   | 0   | 0   | 2   | 0   | 0   | 0   |  |  |
| 7PB-EL    |                  | Skilled Craft - PI&A - Electrical                 |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 22        | # Employed       | 5   | 2   | 1   | 1   | 3   | 0   | 0   | 0   |  |  |
|           | # Available      | 3.7   | 1.2 | 0.5 | 0.5 | 1.6 | 0.1 | 0.0 | 1.0 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 7PB-EO    |                  | Skilled Craft - PI&A - Equipment Operators        |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 24        | # Employed       | 6   | 1   | 1   | 1   | 2   | 2   | 0   | 0   |  |  |
|           | # Available      | 6.7   | 2.1 | 0.9 | 2.0 | 2.7 | 0.1 | 0.4 | 0.6 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 7PB-FE    |                  | Skilled Craft - PI&A - Facil & Equip              |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 2         | # Employed       | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 0.4   | 0.1 | 0.1 | 0.0 | 0.2 | 0.0 | 0.0 | 0.1 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 7PB-MP    |                  | Skilled Craft - PI&A - Maint Planning/Scheduling  |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 8         | # Employed       | 1   | 2   | 1   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 2.2   | 0.8 | 0.4 | 0.5 | 0.8 | 0.0 | 0.2 | 0.3 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
| 7PB-SW    |                  | Skilled Craft - PI&A - Storm & Wastewater Systems |     |     |     |     |     |     |     |  |  |
| Total Emp |                  | Min   | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 12        | # Employed       | 0   | 1   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 2.0   | 0.8 | 0.3 | 0.1 | 1.3 | 0.0 | 0.1 | 0.3 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

# Shortfall

| 8PB-CM    |                  | Service Maint - PI&A - Constr & Maint |      |     |     |      |     |     |     |  |  |
|-----------|------------------|---------------------------------------|------|-----|-----|------|-----|-----|-----|--|--|
| Total Emp |                  | Min                                   | Fem  | Asi | Blk | His  | Ind | Pac | Two |  |  |
| 124       | # Employed       | 36                                    | 17   | 5   | 10  | 11   | 1   | 5   | 4   |  |  |
|           | # Available      | 36.2                                  | 11.7 | 2.6 | 1.6 | 26.1 | 1.2 | 1.4 | 3.2 |  |  |
|           | Persons Required | 0                                     | 0    | 0   | 0   | 7    | 0   | 0   | 0   |  |  |

| 8PB-MP-C  |                  | Service Maint - PI&A - Maint Plan/Sched - Casual |     |     |     |     |     |     |     |  |  |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min  | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 2         | # Employed       | 0  | 1   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |
|           | # Available      | 1.1  | 0.2 | 0.0 | 0.1 | 0.9 | 0.0 | 0.0 | 0.0 |  |  |
|           | Persons Required | 0  | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

| 8TR       |                  | Service Maint - Transportation & Roadways |     |     |     |     |     |     |     |  |  |
|-----------|------------------|---|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp |                  | Min                                       | Fem | Asi | Blk | His | Ind | Pac | Two |  |  |
| 66        | # Employed       | 12  | 3   | 1   | 6   | 5   | 0   | 0   | 0   |  |  |
|           | # Available      | 19.2                                      | 7.7 | 3.1 | 4.9 | 7.0 | 0.4 | 1.6 | 2.2 |  |  |
|           | Persons Required | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |  |  |

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

\* When a group tests as a small group according to the Rule of Nines, an alternate rule is used instead of the Significant Difference Rule.

### Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

| 1MA-2             |        | Off/Adm - Managers - Level 2 |        |       |       |      |     | Favored Group: Wht |
|-------------------|--------|------------------------------|--------|-------|-------|------|-----|--------------------|
|                   | Asi    | Blk                          | His    | Ind   | Pac   | Two  | Wht |                    |
| Adverse IRA?      | YES    | YES                          | YES    | --    | --    | *    |     |                    |
| Selection Ratio   | 0.00   | 0.00                         | 0.00   | Infin | Infin | 7.00 |     |                    |
| Statistical Value | 0.913F | 0.875F                       | 0.913F |       |       |      |     |                    |
| Significant?      | NO     | NO                           | NO     | --    | --    | NO   |     |                    |
| Shortfall         | 0      | 0                            | 0      |       |       |      |     |                    |

| 1MS               |        | Off/Adm - Maint Supervisors |     |       |       |        |        | Favored Group: His |
|-------------------|--------|-----------------------------|-----|-------|-------|--------|--------|--------------------|
|                   | Asi    | Blk                         | His | Ind   | Pac   | Two    | Wht    |                    |
| Adverse IRA?      | YES    | YES                         |     | --    | --    | YES    | YES    |                    |
| Selection Ratio   | 0.00   | 0.00                        |     | Infin | Infin | 0.00   | 0.36   |                    |
| Statistical Value | 0.833F | 0.625F                      |     |       |       | 0.625F | 0.468F |                    |
| Significant?      | NO     | NO                          |     | --    | --    | NO     | NO     |                    |
| Shortfall         | 0      | 0                           |     |       |       | 0      | 0      |                    |

| 1PB-CI            |       | Off/Adm - PI&A - Constr Inspections & Enforcement |        |     |       |        |        | Favored Group: Ind |
|-------------------|-------|---|--------|-----|-------|--------|--------|--------------------|
|                   | Asi   | Blk   | His    | Ind | Pac   | Two    | Wht    |                    |
| Adverse IRA?      | --    | --  | YES    |     | --    | YES    | YES    |                    |
| Selection Ratio   | Infin | Infin   | 0.00   |     | Infin | 0.00   | 0.25   |                    |
| Statistical Value |       |   | 0.333F |     |       | 0.500F | 0.308F |                    |
| Significant?      | --    | --  | NO     |     | --    | NO     | NO     |                    |
| Shortfall         |       |   | 0      |     |       | 0      | 0      |                    |

| 1PB-CP-R          |        | Off/Adm - PI&A - Constr Planning - Represented |        |       |       |      |     | Favored Group: Wht |
|-------------------|--------|--|--------|-------|-------|------|-----|--------------------|
|                   | Asi    | Blk  | His    | Ind   | Pac   | Two  | Wht |                    |
| Adverse IRA?      | YES    | YES  | YES    | --    | --    | *    |     |                    |
| Selection Ratio   | 0.00   | 0.00   | 0.00   | Infin | Infin | 8.00 |     |                    |
| Statistical Value | 0.800F | 0.889F   | 0.889F |       |       |      |     |                    |
| Significant?      | NO     | NO   | NO     | --    | --    | NO   |     |                    |
| Shortfall         | 0      | 0  | 0      |       |       |      |     |                    |

| 1SU-1             |       | Off/Adm - Supervisors - Level 1 |        |       |        |       |     | Favored Group: Wht |
|-------------------|-------|---------------------------------|--------|-------|--------|-------|-----|--------------------|
|                   | Asi   | Blk                             | His    | Ind   | Pac    | Two   | Wht |                    |
| Adverse IRA?      | --    | YES                             | YES    | --    | YES    | --    |     |                    |
| Selection Ratio   | Infin | 0.00                            | 0.00   | Infin | 0.00   | Infin |     |                    |
| Statistical Value |       | 0.393F                          | 0.769F |       | 0.769F |       |     |                    |
| Significant?      | --    | NO                              | NO     | --    | NO     | --    |     |                    |
| Shortfall         |       | 0                               | 0      |       | 0      |       |     |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

| 1SU-2             |        | Off/Adm - Supervisors - Level 2 |        |        |       |       |     | Favored Group: Wht |
|-------------------|--------|---------------------------------|--------|--------|-------|-------|-----|--------------------|
|                   | Asi    | Blk                             | His    | Ind    | Pac   | Two   | Wht |                    |
| Adverse IRA?      | YES    | YES                             | YES    | YES    | --    | --    |     |                    |
| Selection Ratio   | 0.00   | 0.00                            | 0.00   | 0.00   | Infin | Infin |     |                    |
| Statistical Value | 0.875F | 0.933F                          | 0.933F | 0.933F |       |       |     |                    |
| Significant?      | NO     | NO                              | NO     | NO     | --    | --    |     |                    |
| Shortfall         | 0      | 0                               | 0      | 0      |       |       |     |                    |

| 1SU-3             |        | Off/Adm - Supervisors - Level 3 |        |       |       |       |     | Favored Group: Wht |
|-------------------|--------|---------------------------------|--------|-------|-------|-------|-----|--------------------|
|                   | Asi    | Blk                             | His    | Ind   | Pac   | Two   | Wht |                    |
| Adverse IRA?      | YES    | --                              | YES    | --    | --    | --    |     |                    |
| Selection Ratio   | 0.00   | Infin                           | 0.00   | Infin | Infin | Infin |     |                    |
| Statistical Value | 0.509F |                                 | 0.778F |       |       |       |     |                    |
| Significant?      | NO     | --                              | NO     | --    | --    | --    |     |                    |
| Shortfall         | 0      |                                 | 0      |       |       |       |     |                    |

| 2AD               |       | Professionals - Architecture, Design & Surveying |        |       |       |       |     | Favored Group: Wht |
|-------------------|-------|--|--------|-------|-------|-------|-----|--------------------|
|                   | Asi   | Blk  | His    | Ind   | Pac   | Two   | Wht |                    |
| Adverse IRA?      | --    | --   | YES    | --    | --    | --    |     |                    |
| Selection Ratio   | Infin | Infin  | 0.00   | Infin | Infin | Infin |     |                    |
| Statistical Value |       |  | 0.667F |       |       |       |     |                    |
| Significant?      | --    | --   | NO     | --    | --    | --    |     |                    |
| Shortfall         |       |  | 0      |       |       |       |     |                    |

| 2BA-2             |       | Prof - Bus Ops & Admin - Level 2 |        |       |       |      |     | Favored Group: Wht |
|-------------------|-------|----------------------------------|--------|-------|-------|------|-----|--------------------|
|                   | Asi   | Blk                              | His    | Ind   | Pac   | Two  | Wht |                    |
| Adverse IRA?      | --    | YES                              | YES    | --    | --    | *    |     |                    |
| Selection Ratio   | Infin | 0.00                             | 0.00   | Infin | Infin | 4.50 |     |                    |
| Statistical Value |       | 0.900F                           | 0.947F |       |       |      |     |                    |
| Significant?      | --    | NO                               | NO     | --    | --    | NO   |     |                    |
| Shortfall         |       | 0                                | 0      |       |       |      |     |                    |

| 2BA-3             |        | Prof - Bus Ops & Admin - Level 3 |     |       |       |       |        | Favored Group: His |
|-------------------|--------|----------------------------------|-----|-------|-------|-------|--------|--------------------|
|                   | Asi    | Blk                              | His | Ind   | Pac   | Two   | Wht    |                    |
| Adverse IRA?      | YES    | YES                              |     | --    | --    | --    | YES    |                    |
| Selection Ratio   | 0.00   | 0.00                             |     | Infin | Infin | Infin | 0.00   |                    |
| Statistical Value | 0.583F | 0.636F                           |     |       |       |       | 0.467F |                    |
| Significant?      | NO     | NO                               |     | --    | --    | --    | NO     |                    |
| Shortfall         | 0      | 0                                |     |       |       |       | 0      |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

| 2CM               |     | Prof - Communications |        |       |       |        |        | Favored Group: Asi |
|-------------------|-----|-----------------------|--------|-------|-------|--------|--------|--------------------|
|                   | Asi | Blk                   | His    | Ind   | Pac   | Two    | Wht    |                    |
| Adverse IRA?      |     | --                    | YES    | --    | --    | YES    | YES    |                    |
| Selection Ratio   |     | Infin                 | 0.00   | Infin | Infin | 0.00   | 0.00   |                    |
| Statistical Value |     |                       | 0.800F |       |       | 0.800F | 0.174F |                    |
| Significant?      |     | --                    | NO     | --    | --    | NO     | NO     |                    |
| Shortfall         |     |                       | 0      |       |       | 0      | 0      |                    |

| 2ER-NR            |       | Prof - Engineering - Nonrepresented |        |       |     |        |        | Favored Group: Pac |
|-------------------|-------|-------------------------------------|--------|-------|-----|--------|--------|--------------------|
|                   | Asi   | Blk                                 | His    | Ind   | Pac | Two    | Wht    |                    |
| Adverse IRA?      | --    | --                                  | YES    | --    |     | YES    | YES    |                    |
| Selection Ratio   | Infin | Infin                               | 0.00   | Infin |     | 0.00   | 0.00   |                    |
| Statistical Value |       |                                     | 0.500F |       |     | 0.500F | 0.125F |                    |
| Significant?      | --    | --                                  | NO     | --    |     | NO     | NO     |                    |
| Shortfall         |       |                                     | 0      |       |     | 0      | 0      |                    |

| 2ER-R-1           |        | Prof - Engineering - Represented - Level 1 |        |        |       |        |       | Favored Group: Blk |
|-------------------|--------|--|--------|--------|-------|--------|-------|--------------------|
|                   | Asi    | Blk  | His    | Ind    | Pac   | Two    | Wht   |                    |
| Adverse IRA?      | YES    |  | YES    | YES    | --    | YES    | YES   |                    |
| Selection Ratio   | 0.00   |  | 0.00   | 0.00   | Infin | 0.00   | 0.12  |                    |
| Statistical Value | 0.222F |  | 0.182F | 0.500F |       | 0.286F | 2.155 |                    |
| Significant?      | NO     |  | NO     | NO     | --    | NO     | YES   |                    |
| Shortfall         | 0      |  | 0      | 0      |       | 0      | 0     |                    |

| 2PL               |        | Prof - Planning & Development |     |       |       |      |       | Favored Group: His |
|-------------------|--------|-------------------------------|-----|-------|-------|------|-------|--------------------|
|                   | Asi    | Blk                           | His | Ind   | Pac   | Two  | Wht   |                    |
| Adverse IRA?      | YES    | YES                           |     | --    | --    | *    | YES   |                    |
| Selection Ratio   | 0.00   | 0.00                          |     | Infin | Infin | 1.67 | 0.18  |                    |
| Statistical Value | 0.625F | 0.714F                        |     |       |       |      | 1.418 |                    |
| Significant?      | NO     | NO                            |     | --    | --    | NO   | NO    |                    |
| Shortfall         | 0      | 0                             |     |       |       |      | 1     |                    |

| 2PM-NR-1          |        | Prof - Program & Project Admin - NR - Level 1 |     |        |        |        |       | Favored Group: His |
|-------------------|--------|---|-----|--------|--------|--------|-------|--------------------|
|                   | Asi    | Blk   | His | Ind    | Pac    | Two    | Wht   |                    |
| Adverse IRA?      | YES    | YES   |     | YES    | YES    | YES    | YES   |                    |
| Selection Ratio   | 0.00   | 0.00  |     | 0.00   | 0.00   | 0.00   | 0.28  |                    |
| Statistical Value | 0.750F | 0.583F  |     | 0.467F | 0.583F | 0.382F | 1.564 |                    |
| Significant?      | NO     | NO  |     | NO     | NO     | NO     | NO    |                    |
| Shortfall         | 0      | 0   |     | 0      | 0      | 0      | 0     |                    |



# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

| 2PM-R             |        | Prof - Program & Project Admin - Represented |        |       |       |        |     | Favored Group: Wht |
|-------------------|--------|--|--------|-------|-------|--------|-----|--------------------|
|                   | Asi    | Blk  | His    | Ind   | Pac   | Two    | Wht |                    |
| Adverse IRA?      | YES    | YES  | YES    | --    | --    | YES    |     |                    |
| Selection Ratio   | 0.00   | 0.00   | 0.00   | Infin | Infin | 0.00   |     |                    |
| Statistical Value | 0.786F | 0.920F                                       | 0.680F |       |       | 0.786F |     |                    |
| Significant?      | NO     | NO   | NO     | --    | --    | NO     |     |                    |
| Shortfall         | 0      | 0  | 0      |       |       | 0      |     |                    |

  

| 2RM               |       | Prof - Risk Management & Liability |        |       |        |        |     | Favored Group: Wht |
|-------------------|-------|------------------------------------|--------|-------|--------|--------|-----|--------------------|
|                   | Asi   | Blk                                | His    | Ind   | Pac    | Two    | Wht |                    |
| Adverse IRA?      | --    | YES                                | YES    | --    | YES    | YES    |     |                    |
| Selection Ratio   | Infin | 0.00                               | 0.00   | Infin | 0.00   | 0.00   |     |                    |
| Statistical Value |       | 0.509F                             | 0.700F |       | 0.700F | 0.700F |     |                    |
| Significant?      | --    | NO                                 | NO     | --    | NO     | NO     |     |                    |
| Shortfall         |       | 0                                  | 0      |       | 0      | 0      |     |                    |

  

| 3ER-1             |      | Technicians - Engineering - Level 1 |     |        |       |       |       | Favored Group: His |
|-------------------|------|-------------------------------------|-----|--------|-------|-------|-------|--------------------|
|                   | Asi  | Blk                                 | His | Ind    | Pac   | Two   | Wht   |                    |
| Adverse IRA?      | NO   | YES                                 |     | YES    | --    | --    | YES   |                    |
| Selection Ratio   | 0.80 | 0.00                                |     | 0.00   | Infin | Infin | 0.47  |                    |
| Statistical Value |      | 0.484F                              |     | 0.769F |       |       | 1.162 |                    |
| Significant?      | NO   | NO                                  |     | NO     | --    | --    | NO    |                    |
| Shortfall         |      | 0                                   |     | 0      |       |       | 1     |                    |

  

| 3ER-2             |       | Technicians - Engineering - Level 2 |     |       |       |       |       | Favored Group: His |
|-------------------|-------|-------------------------------------|-----|-------|-------|-------|-------|--------------------|
|                   | Asi   | Blk                                 | His | Ind   | Pac   | Two   | Wht   |                    |
| Adverse IRA?      | YES   | YES                                 |     | --    | YES   | YES   | YES   |                    |
| Selection Ratio   | 0.00  | 0.74                                |     | Infin | 0.00  | 0.00  | 0.41  |                    |
| Statistical Value | 0.965 | 0.262                               |     |       | 0.716 | 1.195 | 1.144 |                    |
| Significant?      | NO    | NO                                  |     | --    | NO    | NO    | NO    |                    |
| Shortfall         | 0     | 0                                   |     |       | 0     | 0     | 0     |                    |

  

| 5BA               |       | PS - Non-Sworn - Bus Ops & Admin |       |       |       |       |     | Favored Group: Wht |
|-------------------|-------|----------------------------------|-------|-------|-------|-------|-----|--------------------|
|                   | Asi   | Blk                              | His   | Ind   | Pac   | Two   | Wht |                    |
| Adverse IRA?      | YES   | YES                              | YES   | --    | YES   | YES   |     |                    |
| Selection Ratio   | 0.00  | 0.00                             | 0.00  | Infin | 0.00  | 0.00  |     |                    |
| Statistical Value | 0.169 | 0.652                            | 0.413 |       | 0.239 | 0.446 |     |                    |
| Significant?      | NO    | NO                               | NO    | --    | NO    | NO    |     |                    |
| Shortfall         | 0     | 0                                | 0     |       | 0     | 0     |     |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

|         |  |                    |
|---------|--|--------------------|
| 6BA-C-2 | Admin Sup - Bus Ops & Admin - Casual - Level 2 | Favored Group: His |
|---------|--|--------------------|

|                   | Asi    | Blk    | His | Ind   | Pac   | Two    | Wht   |
|-------------------|--------|--------|-----|-------|-------|--------|-------|
| Adverse IRA?      | YES    | YES    |     | --    | --    | YES    | YES   |
| Selection Ratio   | 0.64   | 0.00   |     | Infin | Infin | 0.50   | 0.23  |
| Statistical Value | 0.452F | 0.167F |     |       |       | 0.324F | 2.876 |
| Significant?      | NO     | NO     |     | --    | --    | NO     | YES   |
| Shortfall         | 0      | 0      |     |       |       | 0      | 3     |

|          |  |                    |
|----------|--|--------------------|
| 6BA-NR-1 | Admin Sup - Bus Ops & Admin - NR - Level 1 | Favored Group: Wht |
|----------|--|--------------------|

|                   | Asi    | Blk    | His    | Ind   | Pac   | Two   | Wht |
|-------------------|--------|--------|--------|-------|-------|-------|-----|
| Adverse IRA?      | YES    | YES    | YES    | --    | --    | --    |     |
| Selection Ratio   | 0.00   | 0.00   | 0.00   | Infin | Infin | Infin |     |
| Statistical Value | 0.950F | 0.950F | 0.905F |       |       |       |     |
| Significant?      | NO     | NO     | NO     | --    | --    | --    |     |
| Shortfall         | 0      | 0      | 0      |       |       |       |     |

|          |  |                       |
|----------|--|-----------------------|
| 6BA-NR-2 | Admin Sup - Bus Ops & Admin - NR - Level 2 | Favored Group: N/A*** |
|----------|--|-----------------------|

|                   | Asi   | Blk   | His   | Ind   | Pac   | Two   | Wht   |
|-------------------|-------|-------|-------|-------|-------|-------|-------|
| Adverse IRA?      | --    | --    | --    | --    | --    | --    | --    |
| Selection Ratio   | Infin | Infin | Infin | Infin | Infin | Infin | Infin |
| Statistical Value |       |       |       |       |       |       |       |
| Significant?      | --    | --    | --    | --    | --    | --    | --    |
| Shortfall         |       |       |       |       |       |       |       |

|     |                  |                    |
|-----|------------------|--------------------|
| 6PB | Admin Sup - PI&A | Favored Group: Wht |
|-----|------------------|--------------------|

|                   | Asi   | Blk    | His    | Ind   | Pac   | Two   | Wht |
|-------------------|-------|--------|--------|-------|-------|-------|-----|
| Adverse IRA?      | --    | YES    | YES    | --    | --    | --    |     |
| Selection Ratio   | Infin | 0.00   | 0.00   | Infin | Infin | Infin |     |
| Statistical Value |       | 0.843F | 0.623F |       |       |       |     |
| Significant?      | --    | NO     | NO     | --    | --    | --    |     |
| Shortfall         |       | 0      | 0      |       |       |       |     |

|        |                                       |                    |
|--------|---------------------------------------|--------------------|
| 7PB-CM | Skilled Craft - PI&A - Constr & Maint | Favored Group: Wht |
|--------|---------------------------------------|--------------------|

|                   | Asi   | Blk   | His  | Ind   | Pac    | Two    | Wht |
|-------------------|-------|-------|------|-------|--------|--------|-----|
| Adverse IRA?      | --    | --    | NO   | --    | YES    | YES    |     |
| Selection Ratio   | Infin | Infin | 1.00 | Infin | 0.00   | 0.00   |     |
| Statistical Value |       |       |      |       | 0.333F | 0.333F |     |
| Significant?      | --    | --    | NO   | --    | NO     | NO     |     |
| Shortfall         |       |       |      |       | 0      | 0      |     |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

| 7PB-EL            |     | Skilled Craft - PI&A - Electrical |       |       |       |       |        | Favored Group: Asi |
|-------------------|-----|-----------------------------------|-------|-------|-------|-------|--------|--------------------|
|                   | Asi | Blk                               | His   | Ind   | Pac   | Two   | Wht    |                    |
| Adverse IRA?      |     | --                                | --    | --    | --    | --    | YES    |                    |
| Selection Ratio   |     | Infin                             | Infin | Infin | Infin | Infin | 0.33   |                    |
| Statistical Value |     |                                   |       |       |       |       | 0.500F |                    |
| Significant?      |     | --                                | --    | --    | --    | --    | NO     |                    |
| Shortfall         |     |                                   |       |       |       |       | 0      |                    |

| 8PB-CM            |        | Service Maint - PI&A - Constr & Maint |        |     |        |        |       | Favored Group: Ind |
|-------------------|--------|---------------------------------------|--------|-----|--------|--------|-------|--------------------|
|                   | Asi    | Blk                                   | His    | Ind | Pac    | Two    | Wht   |                    |
| Adverse IRA?      | YES    | YES                                   | YES    |     | YES    | YES    | YES   |                    |
| Selection Ratio   | 0.00   | 0.20                                  | 0.19   |     | 0.40   | 0.28   | 0.28  |                    |
| Statistical Value | 0.200F | 0.273F                                | 0.235F |     | 0.500F | 0.316F | 1.594 |                    |
| Significant?      | NO     | NO                                    | NO     |     | NO     | NO     | NO    |                    |
| Shortfall         | 1      | 0                                     | 1      |     | 0      | 0      | 0     |                    |

| 8PB-MP-C          |       | Service Maint - PI&A - Maint Plan/Sched - Casual |      |       |       |       |     | Favored Group: Wht |
|-------------------|-------|--|------|-------|-------|-------|-----|--------------------|
|                   | Asi   | Blk  | His  | Ind   | Pac   | Two   | Wht |                    |
| Adverse IRA?      | --    | --   | NO   | --    | --    | --    |     |                    |
| Selection Ratio   | Infin | Infin  | 1.00 | Infin | Infin | Infin |     |                    |
| Statistical Value |       |  |      |       |       |       |     |                    |
| Significant?      | --    | --   | NO   | --    | --    | --    |     |                    |
| Shortfall         |       |  |      |       |       |       |     |                    |

| 8TR               |       | Service Maint - Transportation & Roadways |        |       |       |       |     | Favored Group: Wht |
|-------------------|-------|---|--------|-------|-------|-------|-----|--------------------|
|                   | Asi   | Blk                                       | His    | Ind   | Pac   | Two   | Wht |                    |
| Adverse IRA?      | --    | YES                                       | YES    | --    | --    | --    |     |                    |
| Selection Ratio   | Infin | 0.00                                      | 0.00   | Infin | Infin | Infin |     |                    |
| Statistical Value |       | 0.667F                                    | 0.800F |       |       |       |     |                    |
| Significant?      | --    | NO  | NO     | --    | --    | --    |     |                    |
| Shortfall         |       | 0   | 0      |       |       |       |     |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

| 1MA-2             |     | Off/Adm - Managers - Level 2 | Favored Group: Min |
|-------------------|-----|------------------------------|--------------------|
|                   | Min | Wht                          |                    |
| Adverse IRA?      |     | YES                          |                    |
| Selection Ratio   |     | 0.48                         |                    |
| Statistical Value |     | 0.555                        |                    |
| Significant?      |     | NO                           |                    |
| Shortfall         |     | 0                            |                    |

| 1MS               |     | Off/Adm - Maint Supervisors | Favored Group: Min |
|-------------------|-----|-----------------------------|--------------------|
|                   | Min | Wht                         |                    |
| Adverse IRA?      |     | NO                          |                    |
| Selection Ratio   |     | 0.86                        |                    |
| Statistical Value |     |                             |                    |
| Significant?      |     | NO                          |                    |
| Shortfall         |     |                             |                    |

| 1PB-CI            |     | Off/Adm - PI&A - Constr Inspections & Enforcement | Favored Group: Min |
|-------------------|-----|---|--------------------|
|                   | Min | Wht   |                    |
| Adverse IRA?      |     | NO  |                    |
| Selection Ratio   |     | 1.00  |                    |
| Statistical Value |     |   |                    |
| Significant?      |     | NO  |                    |
| Shortfall         |     |   |                    |

| 1PB-CP-R          |     | Off/Adm - PI&A - Constr Planning - Represented | Favored Group: Min |
|-------------------|-----|--|--------------------|
|                   | Min | Wht  |                    |
| Adverse IRA?      |     | YES  |                    |
| Selection Ratio   |     | 0.62   |                    |
| Statistical Value |     | 0.641F   |                    |
| Significant?      |     | NO   |                    |
| Shortfall         |     | 0  |                    |

| 1SU-1             |        | Off/Adm - Supervisors - Level 1 | Favored Group: Wht |
|-------------------|--------|---------------------------------|--------------------|
|                   | Min    | Wht                             |                    |
| Adverse IRA?      | YES    |                                 |                    |
| Selection Ratio   | 0.00   |                                 |                    |
| Statistical Value | 0.270F |                                 |                    |
| Significant?      | NO     |                                 |                    |
| Shortfall         | 1      |                                 |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

| 1SU-2             |        | Off/Adm - Supervisors - Level 2 |  | Favored Group: Wht |
|-------------------|--------|---------------------------------|--|--------------------|
|                   | Min    | Wht                             |  |                    |
| Adverse IRA?      | YES    |                                 |  |                    |
| Selection Ratio   | 0.00   |                                 |  |                    |
| Statistical Value | 0.737F |                                 |  |                    |
| Significant?      | NO     |                                 |  |                    |
| Shortfall         | 0      |                                 |  |                    |

| 1SU-3             |        | Off/Adm - Supervisors - Level 3 |  | Favored Group: Wht |
|-------------------|--------|---------------------------------|--|--------------------|
|                   | Min    | Wht                             |  |                    |
| Adverse IRA?      | YES    |                                 |  |                    |
| Selection Ratio   | 0.00   |                                 |  |                    |
| Statistical Value | 0.424F |                                 |  |                    |
| Significant?      | NO     |                                 |  |                    |
| Shortfall         | 0      |                                 |  |                    |

| 2AD               |        | Professionals - Architecture, Design & Surveying |  | Favored Group: Wht |
|-------------------|--------|--|--|--------------------|
|                   | Min    | Wht  |  |                    |
| Adverse IRA?      | YES    |  |  |                    |
| Selection Ratio   | 0.00   |  |  |                    |
| Statistical Value | 0.667F |  |  |                    |
| Significant?      | NO     |  |  |                    |
| Shortfall         | 0      |  |  |                    |

| 2BA-2             |     | Prof - Bus Ops & Admin - Level 2 |  | Favored Group: Min |
|-------------------|-----|----------------------------------|--|--------------------|
|                   | Min | Wht                              |  |                    |
| Adverse IRA?      |     | YES                              |  |                    |
| Selection Ratio   |     | 0.39                             |  |                    |
| Statistical Value |     | 0.490F                           |  |                    |
| Significant?      |     | NO                               |  |                    |
| Shortfall         |     | 0                                |  |                    |

| 2BA-3             |     | Prof - Bus Ops & Admin - Level 3 |  | Favored Group: Min |
|-------------------|-----|----------------------------------|--|--------------------|
|                   | Min | Wht                              |  |                    |
| Adverse IRA?      |     | YES                              |  |                    |
| Selection Ratio   |     | 0.00                             |  |                    |
| Statistical Value |     | 0.667F                           |  |                    |
| Significant?      |     | NO                               |  |                    |
| Shortfall         |     | 0                                |  |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

| 2CM               |     | Prof - Communications |  | Favored Group: Min |
|-------------------|-----|-----------------------|--|--------------------|
|                   | Min | Wht                   |  |                    |
| Adverse IRA?      |     | YES                   |  |                    |
| Selection Ratio   |     | 0.00                  |  |                    |
| Statistical Value |     | 0.240F                |  |                    |
| Significant?      |     | NO                    |  |                    |
| Shortfall         |     | 0                     |  |                    |

| 2ER-NR            |     | Prof - Engineering - Nonrepresented |  | Favored Group: Min |
|-------------------|-----|-------------------------------------|--|--------------------|
|                   | Min | Wht                                 |  |                    |
| Adverse IRA?      |     | YES                                 |  |                    |
| Selection Ratio   |     | 0.00                                |  |                    |
| Statistical Value |     | 0.300F                              |  |                    |
| Significant?      |     | NO                                  |  |                    |
| Shortfall         |     | 0                                   |  |                    |

| 2ER-R-1           |       | Prof - Engineering - Represented - Level 1 |  | Favored Group: Wht |
|-------------------|-------|--|--|--------------------|
|                   | Min   | Wht  |  |                    |
| Adverse IRA?      | YES   |  |  |                    |
| Selection Ratio   | 0.66  |  |  |                    |
| Statistical Value | 0.351 |  |  |                    |
| Significant?      | NO    |  |  |                    |
| Shortfall         | 0     |  |  |                    |

| 2PL               |     | Prof - Planning & Development |  | Favored Group: Min |
|-------------------|-----|-------------------------------|--|--------------------|
|                   | Min | Wht                           |  |                    |
| Adverse IRA?      |     | YES                           |  |                    |
| Selection Ratio   |     | 0.23                          |  |                    |
| Statistical Value |     | 1.352                         |  |                    |
| Significant?      |     | NO                            |  |                    |
| Shortfall         |     | 1                             |  |                    |

| 2PM-NR-1          |     | Prof - Program & Project Admin - NR - Level 1 |  | Favored Group: Min |
|-------------------|-----|---|--|--------------------|
|                   | Min | Wht   |  |                    |
| Adverse IRA?      |     | YES   |  |                    |
| Selection Ratio   |     | 0.77  |  |                    |
| Statistical Value |     | 0.300   |  |                    |
| Significant?      |     | NO  |  |                    |
| Shortfall         |     | 0   |  |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

|       |  |  |                    |
|-------|--|--|--------------------|
| 2PM-R | Prof - Program & Project Admin - Represented |  | Favored Group: Wht |
|-------|--|--|--------------------|

|                   | Min   | Wht |
|-------------------|-------|-----|
| Adverse IRA?      | YES   |     |
| Selection Ratio   | 0.00  |     |
| Statistical Value | 1.029 |     |
| Significant?      | NO    |     |
| Shortfall         | 0     |     |

|     |                                    |  |                    |
|-----|------------------------------------|--|--------------------|
| 2RM | Prof - Risk Management & Liability |  | Favored Group: Wht |
|-----|------------------------------------|--|--------------------|

|                   | Min    | Wht |
|-------------------|--------|-----|
| Adverse IRA?      | YES    |     |
| Selection Ratio   | 0.00   |     |
| Statistical Value | 0.231F |     |
| Significant?      | NO     |     |
| Shortfall         | 1      |     |

|       |                                     |  |                    |
|-------|-------------------------------------|--|--------------------|
| 3ER-1 | Technicians - Engineering - Level 1 |  | Favored Group: Min |
|-------|-------------------------------------|--|--------------------|

|                   | Min | Wht   |
|-------------------|-----|-------|
| Adverse IRA?      |     | YES   |
| Selection Ratio   |     | 0.61  |
| Statistical Value |     | 0.802 |
| Significant?      |     | NO    |
| Shortfall         |     | 1     |

|       |                                     |  |                    |
|-------|-------------------------------------|--|--------------------|
| 3ER-2 | Technicians - Engineering - Level 2 |  | Favored Group: Min |
|-------|-------------------------------------|--|--------------------|

|                   | Min | Wht  |
|-------------------|-----|------|
| Adverse IRA?      |     | NO   |
| Selection Ratio   |     | 0.84 |
| Statistical Value |     |      |
| Significant?      |     | NO   |
| Shortfall         |     |      |

|     |                                  |  |                    |
|-----|----------------------------------|--|--------------------|
| 5BA | PS - Non-Sworn - Bus Ops & Admin |  | Favored Group: Wht |
|-----|----------------------------------|--|--------------------|

|                   | Min   | Wht |
|-------------------|-------|-----|
| Adverse IRA?      | YES   |     |
| Selection Ratio   | 0.00  |     |
| Statistical Value | 0.935 |     |
| Significant?      | NO    |     |
| Shortfall         | 0     |     |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

|         |   |                    |
|---------|---|--------------------|
| 6BA-C-2 | Admin Sup - Bus Ops & Admin -<br>Casual - Level 2 | Favored Group: Min |
|---------|---|--------------------|

|                   | Min | Wht   |
|-------------------|-----|-------|
| Adverse IRA?      |     | YES   |
| Selection Ratio   |     | 0.37  |
| Statistical Value |     | 2.282 |
| Significant?      |     | YES   |
| Shortfall         |     | 3     |

|          |   |                    |
|----------|---|--------------------|
| 6BA-NR-1 | Admin Sup - Bus Ops & Admin - NR<br>- Level 1 | Favored Group: Wht |
|----------|---|--------------------|

|                   | Min    | Wht |
|-------------------|--------|-----|
| Adverse IRA?      | YES    |     |
| Selection Ratio   | 0.00   |     |
| Statistical Value | 0.826F |     |
| Significant?      | NO     |     |
| Shortfall         | 0      |     |

|          |   |                    |
|----------|---|--------------------|
| 6BA-NR-2 | Admin Sup - Bus Ops & Admin - NR<br>- Level 2 | Favored Group: Min |
|----------|---|--------------------|

|                   | Min | Wht    |
|-------------------|-----|--------|
| Adverse IRA?      |     | YES    |
| Selection Ratio   |     | 0.00   |
| Statistical Value |     | 0.276F |
| Significant?      |     | NO     |
| Shortfall         |     | 0      |

|     |                  |                    |
|-----|------------------|--------------------|
| 6PB | Admin Sup - PI&A | Favored Group: Wht |
|-----|------------------|--------------------|

|                   | Min   | Wht |
|-------------------|-------|-----|
| Adverse IRA?      | YES   |     |
| Selection Ratio   | 0.00  |     |
| Statistical Value | 0.862 |     |
| Significant?      | NO    |     |
| Shortfall         | 0     |     |

|        |                                       |                    |
|--------|---------------------------------------|--------------------|
| 7PB-CM | Skilled Craft - PI&A - Constr & Maint | Favored Group: Wht |
|--------|---------------------------------------|--------------------|

|                   | Min    | Wht |
|-------------------|--------|-----|
| Adverse IRA?      | YES    |     |
| Selection Ratio   | 0.33   |     |
| Statistical Value | 0.300F |     |
| Significant?      | NO     |     |
| Shortfall         | 0      |     |



# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

| 7PB-EL            |     | Skilled Craft - PI&A - Electrical | Favored Group: Min |
|-------------------|-----|-----------------------------------|--------------------|
|                   | Min | Wht                               |                    |
| Adverse IRA?      |     | YES                               |                    |
| Selection Ratio   |     | 0.33                              |                    |
| Statistical Value |     | 0.500F                            |                    |
| Significant?      |     | NO                                |                    |
| Shortfall         |     | 0                                 |                    |

| 8PB-CM            |      | Service Maint - PI&A - Constr & Maint | Favored Group: Wht |
|-------------------|------|---------------------------------------|--------------------|
|                   | Min  | Wht                                   |                    |
| Adverse IRA?      | NO   |                                       |                    |
| Selection Ratio   | 0.87 |                                       |                    |
| Statistical Value |      |                                       |                    |
| Significant?      | NO   |                                       |                    |
| Shortfall         |      |                                       |                    |

| 8PB-MP-C          |     | Service Maint - PI&A - Maint Plan/Sched - Casual | Favored Group: Min |
|-------------------|-----|--|--------------------|
|                   | Min | Wht  |                    |
| Adverse IRA?      |     | NO   |                    |
| Selection Ratio   |     | 1.00   |                    |
| Statistical Value |     |  |                    |
| Significant?      |     | NO   |                    |
| Shortfall         |     |  |                    |

| 8TR               |        | Service Maint - Transportation & Roadways | Favored Group: Wht |
|-------------------|--------|---|--------------------|
|                   | Min    | Wht                                       |                    |
| Adverse IRA?      | YES    |   |                    |
| Selection Ratio   | 0.00   |   |                    |
| Statistical Value | 0.571F |   |                    |
| Significant?      | NO     |   |                    |
| Shortfall         | 0      |   |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

| 1MA-2             |       | Off/Adm - Managers - Level 2 |  | Favored Group: Mal |
|-------------------|-------|------------------------------|--|--------------------|
|                   | Fem   | Mal                          |  |                    |
| Adverse IRA?      | YES   |                              |  |                    |
| Selection Ratio   | 0.00  |                              |  |                    |
| Statistical Value | 0.641 |                              |  |                    |
| Significant?      | NO    |                              |  |                    |
| Shortfall         | 0     |                              |  |                    |

| 1MS               |        | Off/Adm - Maint Supervisors |  | Favored Group: Mal |
|-------------------|--------|-----------------------------|--|--------------------|
|                   | Fem    | Mal                         |  |                    |
| Adverse IRA?      | YES    |                             |  |                    |
| Selection Ratio   | 0.00   |                             |  |                    |
| Statistical Value | 0.778F |                             |  |                    |
| Significant?      | NO     |                             |  |                    |
| Shortfall         | 0      |                             |  |                    |

| 1PB-CI            |     | Off/Adm - PI&A - Constr Inspections & Enforcement |  | Favored Group: Fem |
|-------------------|-----|---|--|--------------------|
|                   | Fem | Mal   |  |                    |
| Adverse IRA?      |     | YES   |  |                    |
| Selection Ratio   |     | 0.43  |  |                    |
| Statistical Value |     | 0.450F  |  |                    |
| Significant?      |     | NO  |  |                    |
| Shortfall         |     | 0   |  |                    |

| 1PB-CP-R          |        | Off/Adm - PI&A - Constr Planning - Represented |  | Favored Group: Mal |
|-------------------|--------|--|--|--------------------|
|                   | Fem    | Mal  |  |                    |
| Adverse IRA?      | YES    |  |  |                    |
| Selection Ratio   | 0.00   |  |  |                    |
| Statistical Value | 0.359F |  |  |                    |
| Significant?      | NO     |  |  |                    |
| Shortfall         | 0      |  |  |                    |

| 1SU-1             |     | Off/Adm - Supervisors - Level 1 |  | Favored Group: Fem |
|-------------------|-----|---------------------------------|--|--------------------|
|                   | Fem | Mal                             |  |                    |
| Adverse IRA?      |     | YES                             |  |                    |
| Selection Ratio   |     | 0.14                            |  |                    |
| Statistical Value |     | 0.108F                          |  |                    |
| Significant?      |     | NO                              |  |                    |
| Shortfall         |     | 1                               |  |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

| 1SU-2             |     | Off/Adm - Supervisors - Level 2 | Favored Group: Fem |
|-------------------|-----|---------------------------------|--------------------|
|                   | Fem | Mal                             |                    |
| Adverse IRA?      |     | YES                             |                    |
| Selection Ratio   |     | 0.00                            |                    |
| Statistical Value |     | 0.500F                          |                    |
| Significant?      |     | NO                              |                    |
| Shortfall         |     | 0                               |                    |

| 1SU-3             |        | Off/Adm - Supervisors - Level 3 | Favored Group: Mal |
|-------------------|--------|---------------------------------|--------------------|
|                   | Fem    | Mal                             |                    |
| Adverse IRA?      | YES    |                                 |                    |
| Selection Ratio   | 0.00   |                                 |                    |
| Statistical Value | 0.682F |                                 |                    |
| Significant?      | NO     |                                 |                    |
| Shortfall         | 0      |                                 |                    |

| 2AD               |       | Professionals - Architecture, Design & Surveying | Favored Group: Mal |
|-------------------|-------|--|--------------------|
|                   | Fem   | Mal  |                    |
| Adverse IRA?      | --    |  |                    |
| Selection Ratio   | Infin |  |                    |
| Statistical Value |       |  |                    |
| Significant?      | --    |  |                    |
| Shortfall         |       |  |                    |

| 2BA-2             |     | Prof - Bus Ops & Admin - Level 2 | Favored Group: Fem |
|-------------------|-----|----------------------------------|--------------------|
|                   | Fem | Mal                              |                    |
| Adverse IRA?      |     | YES                              |                    |
| Selection Ratio   |     | 0.00                             |                    |
| Statistical Value |     | 0.120F                           |                    |
| Significant?      |     | NO                               |                    |
| Shortfall         |     | 1                                |                    |

| 2BA-3             |     | Prof - Bus Ops & Admin - Level 3 | Favored Group: Fem |
|-------------------|-----|----------------------------------|--------------------|
|                   | Fem | Mal                              |                    |
| Adverse IRA?      |     | YES                              |                    |
| Selection Ratio   |     | 0.00                             |                    |
| Statistical Value |     | 0.640F                           |                    |
| Significant?      |     | NO                               |                    |
| Shortfall         |     | 0                                |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

| 2CM               |     | Prof - Communications |  | Favored Group: Fem |
|-------------------|-----|-----------------------|--|--------------------|
|                   | Fem | Mal                   |  |                    |
| Adverse IRA?      |     | YES                   |  |                    |
| Selection Ratio   |     | 0.00                  |  |                    |
| Statistical Value |     | 0.640F                |  |                    |
| Significant?      |     | NO                    |  |                    |
| Shortfall         |     | 0                     |  |                    |

| 2ER-NR            |        | Prof - Engineering - Nonrepresented |  | Favored Group: Mal |
|-------------------|--------|-------------------------------------|--|--------------------|
|                   | Fem    | Mal                                 |  |                    |
| Adverse IRA?      | YES    |                                     |  |                    |
| Selection Ratio   | 0.00   |                                     |  |                    |
| Statistical Value | 0.700F |                                     |  |                    |
| Significant?      | NO     |                                     |  |                    |
| Shortfall         | 0      |                                     |  |                    |

| 2ER-R-1           |       | Prof - Engineering - Represented - Level 1 |  | Favored Group: Mal |
|-------------------|-------|--|--|--------------------|
|                   | Fem   | Mal  |  |                    |
| Adverse IRA?      | YES   |  |  |                    |
| Selection Ratio   | 0.00  |  |  |                    |
| Statistical Value | 0.956 |  |  |                    |
| Significant?      | NO    |  |  |                    |
| Shortfall         | 0     |  |  |                    |

| 2PL               |       | Prof - Planning & Development |  | Favored Group: Mal |
|-------------------|-------|-------------------------------|--|--------------------|
|                   | Fem   | Mal                           |  |                    |
| Adverse IRA?      | YES   |                               |  |                    |
| Selection Ratio   | 0.71  |                               |  |                    |
| Statistical Value | 0.297 |                               |  |                    |
| Significant?      | NO    |                               |  |                    |
| Shortfall         | 0     |                               |  |                    |

| 2PM-NR-1          |      | Prof - Program & Project Admin - NR - Level 1 |  | Favored Group: Mal |
|-------------------|------|---|--|--------------------|
|                   | Fem  | Mal   |  |                    |
| Adverse IRA?      | NO   |   |  |                    |
| Selection Ratio   | 0.83 |   |  |                    |
| Statistical Value |      |   |  |                    |
| Significant?      | NO   |   |  |                    |
| Shortfall         |      |   |  |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

| 2PM-R             |       | Prof - Program & Project Admin - Represented |  | Favored Group: Mal |
|-------------------|-------|--|--|--------------------|
|                   | Fem   | Mal  |  |                    |
| Adverse IRA?      | YES   |  |  |                    |
| Selection Ratio   | 0.76  |  |  |                    |
| Statistical Value | 0.198 |  |  |                    |
| Significant?      | NO    |  |  |                    |
| Shortfall         | 0     |  |  |                    |

  

| 2RM               |     | Prof - Risk Management & Liability |  | Favored Group: Fem |
|-------------------|-----|------------------------------------|--|--------------------|
|                   | Fem | Mal                                |  |                    |
| Adverse IRA?      |     | YES                                |  |                    |
| Selection Ratio   |     | 0.00                               |  |                    |
| Statistical Value |     | 0.003F                             |  |                    |
| Significant?      |     | YES                                |  |                    |
| Shortfall         |     | 2                                  |  |                    |

  

| 3ER-1             |      | Technicians - Engineering - Level 1 |  | Favored Group: Mal |
|-------------------|------|-------------------------------------|--|--------------------|
|                   | Fem  | Mal                                 |  |                    |
| Adverse IRA?      | NO   |                                     |  |                    |
| Selection Ratio   | 0.97 |                                     |  |                    |
| Statistical Value |      |                                     |  |                    |
| Significant?      | NO   |                                     |  |                    |
| Shortfall         |      |                                     |  |                    |

  

| 3ER-2             |     | Technicians - Engineering - Level 2 |  | Favored Group: Fem |
|-------------------|-----|-------------------------------------|--|--------------------|
|                   | Fem | Mal                                 |  |                    |
| Adverse IRA?      |     | YES                                 |  |                    |
| Selection Ratio   |     | 0.23                                |  |                    |
| Statistical Value |     | 2.318                               |  |                    |
| Significant?      |     | YES                                 |  |                    |
| Shortfall         |     | 3                                   |  |                    |

  

| 5BA               |       | PS - Non-Sworn - Bus Ops & Admin |  | Favored Group: Mal |
|-------------------|-------|----------------------------------|--|--------------------|
|                   | Fem   | Mal                              |  |                    |
| Adverse IRA?      | YES   |                                  |  |                    |
| Selection Ratio   | 0.00  |                                  |  |                    |
| Statistical Value | 0.582 |                                  |  |                    |
| Significant?      | NO    |                                  |  |                    |
| Shortfall         | 0     |                                  |  |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

|         |  |                    |
|---------|--|--------------------|
| 6BA-C-2 | Admin Sup - Bus Ops & Admin - Casual - Level 2 | Favored Group: Mal |
|---------|--|--------------------|

|                   | Fem  | Mal |
|-------------------|------|-----|
| Adverse IRA?      | NO   |     |
| Selection Ratio   | 0.93 |     |
| Statistical Value |      |     |
| Significant?      | NO   |     |
| Shortfall         |      |     |

|          |  |                    |
|----------|--|--------------------|
| 6BA-NR-1 | Admin Sup - Bus Ops & Admin - NR - Level 1 | Favored Group: Fem |
|----------|--|--------------------|

|                   | Fem | Mal    |
|-------------------|-----|--------|
| Adverse IRA?      |     | YES    |
| Selection Ratio   |     | 0.00   |
| Statistical Value |     | 0.583F |
| Significant?      |     | NO     |
| Shortfall         |     | 0      |

|          |  |                    |
|----------|--|--------------------|
| 6BA-NR-2 | Admin Sup - Bus Ops & Admin - NR - Level 2 | Favored Group: Fem |
|----------|--|--------------------|

|                   | Fem | Mal    |
|-------------------|-----|--------|
| Adverse IRA?      |     | YES    |
| Selection Ratio   |     | 0.00   |
| Statistical Value |     | 0.759F |
| Significant?      |     | NO     |
| Shortfall         |     | 0      |

|     |                  |                    |
|-----|------------------|--------------------|
| 6PB | Admin Sup - PI&A | Favored Group: Mal |
|-----|------------------|--------------------|

|                   | Fem  | Mal |
|-------------------|------|-----|
| Adverse IRA?      | NO   |     |
| Selection Ratio   | 0.94 |     |
| Statistical Value |      |     |
| Significant?      | NO   |     |
| Shortfall         |      |     |

|        |                                       |                    |
|--------|---------------------------------------|--------------------|
| 7PB-CM | Skilled Craft - PI&A - Constr & Maint | Favored Group: Mal |
|--------|---------------------------------------|--------------------|

|                   | Fem   | Mal |
|-------------------|-------|-----|
| Adverse IRA?      | --    |     |
| Selection Ratio   | Infin |     |
| Statistical Value |       |     |
| Significant?      | --    |     |
| Shortfall         |       |     |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

| 7PB-EL            |       | Skilled Craft - PI&A - Electrical |  | Favored Group: Mal |
|-------------------|-------|-----------------------------------|--|--------------------|
|                   | Fem   | Mal                               |  |                    |
| Adverse IRA?      | --    |                                   |  |                    |
| Selection Ratio   | Infin |                                   |  |                    |
| Statistical Value |       |                                   |  |                    |
| Significant?      | --    |                                   |  |                    |
| Shortfall         |       |                                   |  |                    |

| 8PB-CM            |     | Service Maint - PI&A - Constr & Maint |  | Favored Group: Fem |
|-------------------|-----|---------------------------------------|--|--------------------|
|                   | Fem | Mal                                   |  |                    |
| Adverse IRA?      |     | YES                                   |  |                    |
| Selection Ratio   |     | 0.25                                  |  |                    |
| Statistical Value |     | 4.711                                 |  |                    |
| Significant?      |     | YES                                   |  |                    |
| Shortfall         |     | 6                                     |  |                    |

| 8PB-MP-C          |      | Service Maint - PI&A - Maint Plan/Sched - Casual |  | Favored Group: Mal |
|-------------------|------|--|--|--------------------|
|                   | Fem  | Mal  |  |                    |
| Adverse IRA?      | NO   |  |  |                    |
| Selection Ratio   | 1.00 |  |  |                    |
| Statistical Value |      |  |  |                    |
| Significant?      | NO   |  |  |                    |
| Shortfall         |      |  |  |                    |

| 8TR               |        | Service Maint - Transportation & Roadways |  | Favored Group: Mal |
|-------------------|--------|---|--|--------------------|
|                   | Fem    | Mal                                       |  |                    |
| Adverse IRA?      | YES    |   |  |                    |
| Selection Ratio   | 0.00   |   |  |                    |
| Statistical Value | 0.714F |   |  |                    |
| Significant?      | NO     |   |  |                    |
| Shortfall         | 0      |   |  |                    |

# Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

Infin - indicates that the denominator was zero

"--" indicates that the result could not be calculated

^ Standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups under 30, scores are marked with "F" and use Fisher's Exact test. "F" scores of .025 or less are generally regarded as statistically significant.

\*\*\* indicates that favored group could not be determined.

Applicants with missing race information are included in calculations by gender.

Applicants with missing gender information are included in calculations by race.



Goal Attainment

| 1PS             |       | Off/Adm - Public Safety Supervisors |         |     |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|-------------------------------------|---------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                                 | Fem     | Asi | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |                                     | 66.77   |     |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     |                                     | 0 N/A   |     |     |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 0     |                                     | 0 N/A   |     |     |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 0     |                                     | 0 N/A   |     |     |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       |                                     | NO OPPS |     |     |     |     |     |     |  |  |  |  |  |  |

| 1SU-2           |       | Off/Adm - Supervisors - Level 2 |      |     |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|---------------------------------|------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                             | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       | 30.90                           |      |     |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 1     | 0                               | 0.00 |     |     |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 3     | 0                               | 0.00 |     |     |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 4     | 0                               | 0.00 |     |     |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       | NO                              |      |     |     |     |     |     |     |  |  |  |  |  |  |

| 2AD             |       | Professionals - Architecture, Design & Surveying |      |     |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|--|------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min  | Fem  | Asi | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       | 43.45  |      |     |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 1     | 0  | 0.00 |     |     |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 0     | 0  | N/A  |     |     |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 1     | 0  | 0.00 |     |     |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       | LIMITED  |      |     |     |     |     |     |     |  |  |  |  |  |  |

# Goal Attainment

| 2CM             |       | Prof - Communications |       |        |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|-----------------------|-------|--------|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                   | Fem   | Asi    | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |                       | 63.08 |        |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 1     |                       | 1     | 100.00 |     |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 1     |                       | 0     | 0.00   |     |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 2     |                       | 1     | 50.00  |     |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       |                       | YES   |        |     |     |     |     |     |  |  |  |  |  |  |

| 2PL             |       | Prof - Planning & Development |     |         |      |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|-------------------------------|-----|---------|------|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                           | Fem | Asi     | Blk  | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |                               |     | 6.47    |      |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 2     |                               |     | 0       | 0.00 |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 2     |                               |     | 0       | 0.00 |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 4     |                               |     | 0       | 0.00 |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       |                               |     | LIMITED |      |     |     |     |     |  |  |  |  |  |  |

| 2PM-NR-3        |       | Prof - Program & Project Admin - NR - Level 3 |     |         |      |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|---|-----|---------|------|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min   | Fem | Asi     | Blk  | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |   |     | 6.58    |      |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     |   |     | 0       | N/A  |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 1     |   |     | 0       | 0.00 |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 1     |   |     | 0       | 0.00 |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       |   |     | LIMITED |      |     |     |     |     |  |  |  |  |  |  |

## Goal Attainment

| 3EN             |       | Technicians - Environmental Sustainability |     |     |     |         |     |     |     |  |  |  |  |  |  |
|-----------------|-------|--|-----|-----|-----|---------|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min  | Fem | Asi | Blk | His     | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |  |     |     |     | 11.09   |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     |  |     |     |     | 0       | N/A |     |     |  |  |  |  |  |  |
| Promotion       | 0     |  |     |     |     | 0       | N/A |     |     |  |  |  |  |  |  |
| Total Opps      | 0     |  |     |     |     | 0       | N/A |     |     |  |  |  |  |  |  |
| Achieved? *     |       |  |     |     |     | NO OPPS |     |     |     |  |  |  |  |  |  |

| 3ER-3           |       | Technicians - Engineering - Level 3 |      |     |     |         |      |     |     |  |  |  |  |  |  |
|-----------------|-------|-------------------------------------|------|-----|-----|---------|------|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                                 | Fem  | Asi | Blk | His     | Ind  | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       | 25.25                               |      |     |     | 7.18    |      |     |     |  |  |  |  |  |  |
| New Hire        | 0     | 0                                   | N/A  |     |     | 0       | N/A  |     |     |  |  |  |  |  |  |
| Promotion       | 4     | 0                                   | 0.00 |     |     | 0       | 0.00 |     |     |  |  |  |  |  |  |
| Total Opps      | 4     | 0                                   | 0.00 |     |     | 0       | 0.00 |     |     |  |  |  |  |  |  |
| Achieved? *     |       | NO                                  |      |     |     | LIMITED |      |     |     |  |  |  |  |  |  |

| 3PB             |       | Technicians - PI&A |         |     |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|--------------------|---------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                | Fem     | Asi | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |                    | 47.43   |     |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     |                    | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 0     |                    | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 0     |                    | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       |                    | NO OPPS |     |     |     |     |     |     |  |  |  |  |  |  |

## Goal Attainment

| 4FR-1           |       | PS - Sworn - Fire & Rescue - Entry Level |     |     |     |     |     |     |         |     |  |  |  |
|-----------------|-------|--|-----|-----|-----|-----|-----|-----|---------|-----|--|--|--|
|                 | Total | Min                                      | Fem | Asi | Blk | His | Ind | Pac | Two     |     |  |  |  |
| Prior Year Goal |       |  |     |     |     |     |     |     | 6.07    |     |  |  |  |
| New Hire        | 0     |  |     |     |     |     |     |     | 0       | N/A |  |  |  |
| Promotion       | 0     |  |     |     |     |     |     |     | 0       | N/A |  |  |  |
| Total Opps      | 0     |  |     |     |     |     |     |     | 0       | N/A |  |  |  |
| Achieved? *     |       |  |     |     |     |     |     |     | NO OPPS |     |  |  |  |

| 4LE-1           |       | PS - Sworn - Law Enforcement - Entry Level |     |     |         |       |         |     |     |  |  |  |  |
|-----------------|-------|--|-----|-----|---------|-------|---------|-----|-----|--|--|--|--|
|                 | Total | Min  | Fem | Asi | Blk     | His   | Ind     | Pac | Two |  |  |  |  |
| Prior Year Goal |       | 31.59                                      |     |     | 11.98   | 14.33 |         |     |     |  |  |  |  |
| New Hire        | 0     | 0  | N/A |     | 0       | N/A   | 0       | N/A |     |  |  |  |  |
| Promotion       | 0     | 0  | N/A |     | 0       | N/A   | 0       | N/A |     |  |  |  |  |
| Total Opps      | 0     | 0  | N/A |     | 0       | N/A   | 0       | N/A |     |  |  |  |  |
| Achieved? *     |       | NO OPPS                                    |     |     | NO OPPS |       | NO OPPS |     |     |  |  |  |  |

| 4LE-2           |       | PS - Sworn - Law Enforcement - Mid Level |     |     |     |         |     |     |         |     |  |  |  |
|-----------------|-------|--|-----|-----|-----|---------|-----|-----|---------|-----|--|--|--|
|                 | Total | Min                                      | Fem | Asi | Blk | His     | Ind | Pac | Two     |     |  |  |  |
| Prior Year Goal |       | 21.58                                    |     |     |     | 7.12    |     |     | 4.15    |     |  |  |  |
| New Hire        | 0     | 0  | N/A |     |     | 0       | N/A |     | 0       | N/A |  |  |  |
| Promotion       | 0     | 0  | N/A |     |     | 0       | N/A |     | 0       | N/A |  |  |  |
| Total Opps      | 0     | 0  | N/A |     |     | 0       | N/A |     | 0       | N/A |  |  |  |
| Achieved? *     |       | NO OPPS                                  |     |     |     | NO OPPS |     |     | NO OPPS |     |  |  |  |

## Goal Attainment

| 5BA             |       | PS - Non-Sworn - Bus Ops & Admin |      |     |     |         |      |     |     |  |  |  |  |  |  |
|-----------------|-------|----------------------------------|------|-----|-----|---------|------|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                              | Fem  | Asi | Blk | His     | Ind  | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       | 53.85                            |      |     |     | 53.85   |      |     |     |  |  |  |  |  |  |
| New Hire        | 1     | 0                                | 0.00 |     |     | 0       | 0.00 |     |     |  |  |  |  |  |  |
| Promotion       | 0     | 0                                | N/A  |     |     | 0       | N/A  |     |     |  |  |  |  |  |  |
| Total Opps      | 1     | 0                                | 0.00 |     |     | 0       | 0.00 |     |     |  |  |  |  |  |  |
| Achieved? *     |       | LIMITED                          |      |     |     | LIMITED |      |     |     |  |  |  |  |  |  |

| 5PS-EC          |       | PS - Non-Sworn - Public Safety - Emergency Comm |     |     |      |          |     |     |     |  |  |  |  |  |  |
|-----------------|-------|---|-----|-----|------|----------|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min   | Fem | Asi | Blk  | His      | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       | 27.35   |     |     | 5.24 |          |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     | 0   | N/A |     | 0    | N/A      |     |     |     |  |  |  |  |  |  |
| Promotion       | 0     | 0   | N/A |     | 0    | N/A      |     |     |     |  |  |  |  |  |  |
| Total Opps      | 0     | 0   | N/A |     | 0    | N/A      |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       | NO OPPTS  |     |     |      | NO OPPTS |     |     |     |  |  |  |  |  |  |

| 6BA-C-1         |       | Admin Sup - Bus Ops & Admin - Casual - Level 1 |          |     |     |     |     |     |     |  |  |  |  |  |  |  |
|-----------------|-------|--|----------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|--|
|                 | Total | Min  | Fem      | Asi | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |  |
| Prior Year Goal |       |  | 76.12    |     |     |     |     |     |     |  |  |  |  |  |  |  |
| New Hire        | 0     |  | 0        | N/A |     |     |     |     |     |  |  |  |  |  |  |  |
| Promotion       | 0     |  | 0        | N/A |     |     |     |     |     |  |  |  |  |  |  |  |
| Total Opps      | 0     |  | 0        | N/A |     |     |     |     |     |  |  |  |  |  |  |  |
| Achieved? *     |       |  | NO OPPTS |     |     |     |     |     |     |  |  |  |  |  |  |  |

## Goal Attainment

| 6BA-C-2         |       | Admin Sup - Bus Ops & Admin - Casual - Level 2 |       |       |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|--|-------|-------|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min  | Fem   | Asi   | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |  | 76.12 |       |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 17    |  | 7     | 41.18 |     |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 0     |  | 0     | N/A   |     |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 17    |  | 7     | 41.18 |     |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       |  | NO    |       |     |     |     |     |     |  |  |  |  |  |  |

| 6BA-NR-3        |       | Admin Sup - Bus Ops & Admin - NR - Level 3 |         |     |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|--|---------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min  | Fem     | Asi | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |  | 91.46   |     |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     |  | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 0     |  | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 0     |  | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       |  | NO OPPS |     |     |     |     |     |     |  |  |  |  |  |  |

| 6LE             |       | Admin Sup - Law Enforcement |         |     |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|-----------------------------|---------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                         | Fem     | Asi | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       | 24.87                       | 78.57   |     |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     | 0                           | N/A     | 0   | N/A |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 0     | 0                           | N/A     | 0   | N/A |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 0     | 0                           | N/A     | 0   | N/A |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       | NO OPPS                     | NO OPPS |     |     |     |     |     |     |  |  |  |  |  |  |

## Goal Attainment

| 6PB             |       | Admin Sup - PI&A |      |     |     |         |      |     |     |  |  |  |  |  |  |
|-----------------|-------|------------------|------|-----|-----|---------|------|-----|-----|--|--|--|--|--|--|
|                 | Total | Min              | Fem  | Asi | Blk | His     | Ind  | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       | 34.29            |      |     |     | 17.26   |      |     |     |  |  |  |  |  |  |
| New Hire        | 2     | 0                | 0.00 |     |     | 0       | 0.00 |     |     |  |  |  |  |  |  |
| Promotion       | 0     | 0                | N/A  |     |     | 0       | N/A  |     |     |  |  |  |  |  |  |
| Total Opps      | 2     | 0                | 0.00 |     |     | 0       | 0.00 |     |     |  |  |  |  |  |  |
| Achieved? *     |       | LIMITED          |      |     |     | LIMITED |      |     |     |  |  |  |  |  |  |

| 6PR             |       | Admin Sup - Procurement |         |     |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|-------------------------|---------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                     | Fem     | Asi | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |                         | 75.51   |     |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     |                         | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 0     |                         | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 0     |                         | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       |                         | NO OPPS |     |     |     |     |     |     |  |  |  |  |  |  |

| 7PB-CM          |       | Skilled Craft - PI&A - Constr & Maint |       |     |     |       |       |     |     |  |  |  |  |  |  |
|-----------------|-------|---------------------------------------|-------|-----|-----|-------|-------|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                                   | Fem   | Asi | Blk | His   | Ind   | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       | 31.42                                 |       |     |     | 20.34 |       |     |     |  |  |  |  |  |  |
| New Hire        | 3     | 1                                     | 33.33 |     |     | 1     | 33.33 |     |     |  |  |  |  |  |  |
| Promotion       | 0     | 0                                     | N/A   |     |     | 0     | N/A   |     |     |  |  |  |  |  |  |
| Total Opps      | 3     | 1                                     | 33.33 |     |     | 1     | 33.33 |     |     |  |  |  |  |  |  |
| Achieved? *     |       | YES                                   |       |     |     | YES   |       |     |     |  |  |  |  |  |  |

## Goal Attainment

| 7PB-SW          |       | Skilled Craft - PI&A - Storm & Wastewater Systems |     |     |     |         |     |     |     |  |  |  |  |  |  |
|-----------------|-------|---|-----|-----|-----|---------|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min   | Fem | Asi | Blk | His     | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |   |     |     |     | 11.82   |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     |   |     |     |     | 0       | N/A |     |     |  |  |  |  |  |  |
| Promotion       | 0     |   |     |     |     | 0       | N/A |     |     |  |  |  |  |  |  |
| Total Opps      | 0     |   |     |     |     | 0       | N/A |     |     |  |  |  |  |  |  |
| Achieved? *     |       |   |     |     |     | NO OPPS |     |     |     |  |  |  |  |  |  |

| 8CE-C           |       | Service Maint - CE&D - Casual |         |     |     |     |     |     |     |  |  |  |  |  |  |
|-----------------|-------|-------------------------------|---------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                           | Fem     | Asi | Blk | His | Ind | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |                               | 65.54   |     |     |     |     |     |     |  |  |  |  |  |  |
| New Hire        | 0     |                               | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Promotion       | 0     |                               | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Total Opps      | 0     |                               | 0       | N/A |     |     |     |     |     |  |  |  |  |  |  |
| Achieved? *     |       |                               | NO OPPS |     |     |     |     |     |     |  |  |  |  |  |  |

| 8PB-CM          |       | Service Maint - PI&A - Constr & Maint |     |     |     |       |       |     |     |  |  |  |  |  |  |
|-----------------|-------|---------------------------------------|-----|-----|-----|-------|-------|-----|-----|--|--|--|--|--|--|
|                 | Total | Min                                   | Fem | Asi | Blk | His   | Ind   | Pac | Two |  |  |  |  |  |  |
| Prior Year Goal |       |                                       |     |     |     | 22.94 |       |     |     |  |  |  |  |  |  |
| New Hire        | 29    |                                       |     |     |     | 3     | 10.34 |     |     |  |  |  |  |  |  |
| Promotion       | 2     |                                       |     |     |     | 0     | 0.00  |     |     |  |  |  |  |  |  |
| Total Opps      | 31    |                                       |     |     |     | 3     | 9.68  |     |     |  |  |  |  |  |  |
| Achieved? *     |       |                                       |     |     |     | NO    |       |     |     |  |  |  |  |  |  |



## Goal Attainment

| 8PB-MP          |       | Service Maint - PI&A - Maint Plan/Sched |     |     |  |     |  |     |  |         |     |     |  |     |  |     |  |
|-----------------|-------|---|-----|-----|--|-----|--|-----|--|---------|-----|-----|--|-----|--|-----|--|
|                 | Total | Min                                     |     | Fem |  | Asi |  | Blk |  | His     |     | Ind |  | Pac |  | Two |  |
| Prior Year Goal |       | 41.42                                   |     |     |  |     |  |     |  | 26.88   |     |     |  |     |  |     |  |
| New Hire        | 0     | 0                                       | N/A |     |  |     |  |     |  | 0       | N/A |     |  |     |  |     |  |
| Promotion       | 0     | 0                                       | N/A |     |  |     |  |     |  | 0       | N/A |     |  |     |  |     |  |
| Total Opps      | 0     | 0                                       | N/A |     |  |     |  |     |  | 0       | N/A |     |  |     |  |     |  |
| Achieved? *     |       | NO OPPS                                 |     |     |  |     |  |     |  | NO OPPS |     |     |  |     |  |     |  |

| 8PB-MP-C        |       | Service Maint - PI&A - Maint Plan/Sched - Casual |      |     |  |     |  |     |  |         |      |     |  |     |  |     |  |
|-----------------|-------|--|------|-----|--|-----|--|-----|--|---------|------|-----|--|-----|--|-----|--|
|                 | Total | Min  |      | Fem |  | Asi |  | Blk |  | His     |      | Ind |  | Pac |  | Two |  |
| Prior Year Goal |       | 52.75  |      |     |  |     |  |     |  | 45.74   |      |     |  |     |  |     |  |
| New Hire        | 2     | 0  | 0.00 |     |  |     |  |     |  | 0       | 0.00 |     |  |     |  |     |  |
| Promotion       | 0     | 0  | N/A  |     |  |     |  |     |  | 0       | N/A  |     |  |     |  |     |  |
| Total Opps      | 2     | 0  | 0.00 |     |  |     |  |     |  | 0       | 0.00 |     |  |     |  |     |  |
| Achieved? *     |       | NO   |      |     |  |     |  |     |  | LIMITED |      |     |  |     |  |     |  |

| 8TR             |       | Service Maint - Transportation & Roadways |       |       |      |     |  |     |  |     |  |     |  |     |  |     |  |
|-----------------|-------|---|-------|-------|------|-----|--|-----|--|-----|--|-----|--|-----|--|-----|--|
|                 | Total | Min                                       |       | Fem   |      | Asi |  | Blk |  | His |  | Ind |  | Pac |  | Two |  |
| Prior Year Goal |       | 33.10                                     |       | 12.35 |      |     |  |     |  |     |  |     |  |     |  |     |  |
| New Hire        | 1     | 0   | 0.00  | 0     | 0.00 |     |  |     |  |     |  |     |  |     |  |     |  |
| Promotion       | 13    | 6   | 46.15 | 1     | 7.69 |     |  |     |  |     |  |     |  |     |  |     |  |
| Total Opps      | 14    | 6   | 42.86 | 1     | 7.14 |     |  |     |  |     |  |     |  |     |  |     |  |
| Achieved? *     |       | YES                                       |       | YES   |      |     |  |     |  |     |  |     |  |     |  |     |  |

Note - there was no prior year goal required for categories not listed above.

\* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.