City of Portland

1130-PWB
Portland Water Bureau

Bureau
Affirmative Action Program (AAP) Plan Reports

2018 Quarter 2 (Semi-Annual)
AAP Update Plan Reports
1/1/2018 to 6/30/2018

BHR BUREAU OF HUMAN RESOURCES

Job Group Analysis Summary by EEO Category Report

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	15	46	6	2	4	0	0	3		
86 Employees	%	17.44	53.49	6.98	2.33	4.65	0.00	0.00	3.49		
2 - Professionals	#	12	45	5	3	0	0	0	4		
105 Employees	%	11.43	42.86	4.76	2.86	0.00	0.00	0.00	3.81		
3 - Technicians	#	11	26	4	3	3	0	0	1		
79 Employees	%	13.92	32.91	5.06	3.80	3.80	0.00	0.00	1.27		
5 -Protective Service Workers: Non-Sworn	#	0	3	0	0	0	0	0	0		
11 Employees	%	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00		
6 - Administrative Support	#	27	64	5	11	9	2	0	0		
96 Employees	%	28.13	66.67	5.21	11.46	9.38	2.08	0.00	0.00		
7 - Skilled Workers	#	25	10	6	5	4	7	1	2		
127 Employees	%	19.69	7.87	4.72	3.94	3.15	5.51	0.79	1.57		
8 - Service	#	27	8	3	9	11	1	0	3		
64 Employees	%	42.19	12.50	4.69	14.06	17.19	1.56	0.00	4.69		
568 Employees **Totals**	#	117	202	29	33	31	10	1	13		
	%	20.60	35.56	5.11	5.81	5.46	1.76	0.18	2.29		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1EN - Officials/Admin - Environmental		#	0	3	0	0	0	0	0	0		
4 Employees	1	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	3	8	1	0	1	0	0	1		
20 Employees	1	%	15.00	40.00	5.00	0.00	5.00	0.00	0.00	5.00		
1FL - Officials/Admin - Financial		#	1	4	1	0	0	0	0	0		
5 Employees	1	%	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	6	15	4	1	1	0	0	0		
24 Employees	1	%	25.00	62.50	16.67	4.17	4.17	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	1	9	0	1	0	0	0	0		
16 Employees	1	%	6.25	56.25	0.00	6.25	0.00	0.00	0.00	0.00		
1SP - Officials/Admin - Store & Purchases		#	0	2	0	0	0	0	0	0		
2 Employees	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1WA - Officials/Admin - Water		#	4	5	0	0	2	0	0	2		
14 Employees	1	%	28.57	35.71	0.00	0.00	14.29	0.00	0.00	14.29		
2AC - Professionals - Accounting		#	1	6	0	0	0	0	0	1		
6 Employees	2	%	16.67	100.00	0.00	0.00	0.00	0.00	0.00	16.67		
2CR - Professionals - Community Relations		#	0	5	0	0	0	0	0	0		
6 Employees	2	%	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	1	5	0	0	0	0	0	1		
11 Employees	2	%	9.09	45.45	0.00	0.00	0.00	0.00	0.00	9.09		
2ER - Professionals - Engineering & Related		#	6	14	4	1	0	0	0	1		
58 Employees	2	%	10.34	24.14	6.90	1.72	0.00	0.00	0.00	1.72		
2FL - Professionals - Financial		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2HR - Professionals - Human Resources		#	1	2	0	0	0	0	0	1		
2 Employees	2	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2IT - Professionals - Information Technology		#	3	11	1	2	0	0	0	0		
17 Employees	2	%	17.65	64.71	5.88	11.76	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2WA - Professionals - Water		#	0	2	0	0	0	0	0	0		
3 Employees	2	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
3EL - Technicians - Electronics		#	0	0	0	0	0	0	0	0		
6 Employees	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3EN - Technicians - Environmental		#	0	5	0	0	0	0	0	0		
7 Employees	3	%	0.00	71.43	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	8	11	4	3	1	0	0	0		
40 Employees	3	%	20.00	27.50	10.00	7.50	2.50	0.00	0.00	0.00		
3LB - Technicians - Laboratory		#	3	6	0	0	2	0	0	1		
11 Employees	3	%	27.27	54.55	0.00	0.00	18.18	0.00	0.00	9.09		
3RM - Technicians - Risk Management		#	0	1	0	0	0	0	0	0		
2 Employees	3	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
3WA - Technicians - Water		#	0	3	0	0	0	0	0	0		
13 Employees	3	%	0.00	23.08	0.00	0.00	0.00	0.00	0.00	0.00		
5LE - Protective Service - Non-Sworn - Law Enforcement		#	0	0	0	0	0	0	0	0		
1 Employee	5	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
5WA - Protective Service - Non-Sworn - Water		#	0	3	0	0	0	0	0	0		
10 Employees	5	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		
6ER - Administrative Support - Engineering Related		#	1	1	0	0	1	0	0	0		
1 Employee	6	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	7	19	1	5	0	1	0	0		
20 Employees	6	%	35.00	95.00	5.00	25.00	0.00	5.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	16	36	3	4	8	1	0	0		
52 Employees	6	%	30.77	69.23	5.77	7.69	15.38	1.92	0.00	0.00		
6PM - Administrative Support - Program Management		#	0	3	0	0	0	0	0	0		
5 Employees	6	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	0	0	0	0	0	0	0	0		
3 Employees	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6WA - Administrative Support - Water		#	3	5	1	2	0	0	0	0		
15 Employees	6	%	20.00	33.33	6.67	13.33	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	5	1	0	1	3	1	0	0		
44 Employees	7	%	11.36	2.27	0.00	2.27	6.82	2.27	0.00	0.00		
7PR - Skilled Craft - Parks/Recreation		#	0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7WA - Skilled Craft - Water		#	20	9	6	4	1	6	1	2		
82 Employees	7	%	24.39	10.98	7.32	4.88	1.22	7.32	1.22	2.44		
8BO - Service Maintenance - Botanic		#	0	0	0	0	0	0	0	0		
1 Employee	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	27	8	3	9	11	1	0	3		
63 Employees	8	%	42.86	12.70	4.76	14.29	17.46	1.59	0.00	4.76		
568 Employees	Totals	#	117	202	29	33	31	10	1	13		
		%	20.60	35.56	5.11	5.81	5.46	1.76	0.18	2.29		

Job Group Analysis Report

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000424 - Water Utility Director	#	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		
1 Employee Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1EN Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000664 - Environmental Program Manager, Sr	#	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		
30000670 - Laboratory 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		
30000663 - Environmental Program Manager	#	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		
4 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1ER Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000685 - Engineer, Chief - Water Bureau	#	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		
30000682 - Engineer, Principal	#	1	3	0	0	0	0	0	1		
5 Employees	%	20.00	60.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000681 - Engineer, Supervising	#	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		
30000696 - Engineering Survey 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		
30000687 - Capital Project Manager 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		
30000691 - Public Works Inspection Manager	#	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		
30000686 - Capital Project Manager II	#	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		
30000698 - Property Acquisition & Services 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		
30000399 - Capital Project Manager I	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
20 Employees Totals	#	3	8	1	0	1	0	0	1		
	%	15.00	40.00	5.00	0.00	5.00	0.00	0.00	5.00		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000569 - Financial Analyst, Principal	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000568 - Financial Analyst, Sr	#	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		
30000567 - Financial Analyst	#	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		
5 Employees Totals	#	1	4	1	0	0	0	0	0		
	%	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1GA Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30002433 - Water Utility Director, Assistant	#	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		
30000454 - Capital Improvmnt Program Planning Supvr	#	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		
30000441 - Business Operations Manager	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	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		
30000438 - Water Administrative 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		
30000440 - Business Operations Supervisor	#	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		
30000445 - Customer Service Supervisor	#	1	3	0	1	0	0	0	0		
5 Employees	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	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		
30000451 - Management Analyst	#	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		
30000450 - Management Assistant	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
24 Employees Totals	#	6	15	4	1	1	0	0	0		
	%	25.00	62.50	16.67	4.17	4.17	0.00	0.00	0.00		

Job Group Analysis

1PM Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000466 - Program Manager, Sr	#	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		
30001534 - Water Bureau Emergency Management Mgr	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000465 - Program Manager	#	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		
30000464 - Program Coordinator	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
16 Employees Totals	#	1	9	0	1	0	0	0	0		
	%	6.25	56.25	0.00	6.25	0.00	0.00	0.00	0.00		

Job Group Analysis

1SP Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000455 - Contracts Dev & Review 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		
30000468 - Stores System Supervisor II	#	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		
2 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1WA Officials/Admin - Water

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000655 - Water Group Manager	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000654 - Water Operations & Support 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		
30001034 - Water Quality Manager	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000657 - Hydroelectric Power Project 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		
30000653 - Mechanical Systems Supervisor-Water,Sr	#	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		
30000656 - Water Resources Program Manager	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
30000514 - Water Conservation Program 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		
30000658 - Hydroelectric Power Project Mgr, Asst	#	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		
30000651 - Water Quality Inspection Supervisor	#	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		
14 Employees Totals	#	4	5	0	0	2	0	0	2		
	%	28.57	35.71	0.00	0.00	14.29	0.00	0.00	14.29		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000560 - Accountant, Systems	#	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		
30000064 - Accountant 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		
30000063 - Accountant II	#	1	4	0	0	0	0	0	1		
4 Employees	%	25.00	100.00	0.00	0.00	0.00	0.00	0.00	25.00		
6 Employees Totals	#	1	6	0	0	0	0	0	1		
	%	16.67	100.00	0.00	0.00	0.00	0.00	0.00	16.67		

Job Group Analysis

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000495 - Public Information Officer	#	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		
30000493 - Community Outreach & Informtn Rep, Sr	#	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		
30000492 - Community Outreach & Informtn Rep	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees Totals	#	0	5	0	0	0	0	0	0		
	%	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2EN Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000662 - Environmental Program Coordinator	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30001908 - Environmental Spec-Wildlife Biologist	#	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		
30000339 - Environmental Specialist-Generalist	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000661 - Environmental Program Specialist	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees Totals	#	1	5	0	0	0	0	0	1		
	%	9.09	45.45	0.00	0.00	0.00	0.00	0.00	9.09		

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	1	5	1	0	0	0	0	0		
15 Employees	%	6.67	33.33	6.67	0.00	0.00	0.00	0.00	0.00		
30000366 - Engineer-Electrical	#	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		
30000365 - Engineer-Civil	#	1	2	0	0	0	0	0	1		
13 Employees	%	7.69	15.38	0.00	0.00	0.00	0.00	0.00	7.69		
30000364 - Engineer-Chemical/Environmental	#	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		
30000693 - Mapping & GIS Supervisor	#	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		
30000358 - Engineering Associate, Sr-Civil	#	3	2	2	1	0	0	0	0		
14 Employees	%	21.43	14.29	14.29	7.14	0.00	0.00	0.00	0.00		
30000357 - Engineering Associate, Sr-Chemical/Envir	#	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		
30000695 - Surveying Supvr/Water Rights Examiner	#	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		
30000226 - Surveyor II	#	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		
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		
30000353 - Engineering Associate-Civil	#	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		
30000355 - Engineering Associate-Mechanical	#	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		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
58 Employees Totals	#	6	14	4	1	0	0	0	1		
	%	10.34	24.14	6.90	1.72	0.00	0.00	0.00	1.72		

Job Group Analysis

2FL Professionals - Financial

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000577 - Economist, Principal	#	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		
1 Employee Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2HR Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000532 - Training & Development Officer	#	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		
30000531 - Training & Development Analyst	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
2 Employees Totals	#	1	2	0	0	0	0	0	1		
	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis

2IT Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000218 - Inf Syst Analyst, Principal-Gen	#	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		
30000603 - Inf Syst Analyst IV(Supvr)-Gen	#	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		
30000207 - Applications Analyst IV-Generalist	#	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		
30000449 - Business Systems Analyst, Sr	#	2	2	1	1	0	0	0	0		
3 Employees	%	66.67	66.67	33.33	33.33	0.00	0.00	0.00	0.00		
30000204 - Applications Analyst III-Generalist	#	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		
30000373 - Graphics Designer 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		
30000448 - Business Systems Analyst	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000203 - Applications Analyst II-Generalist	#	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		
30000447 - Business Systems Analyst, Assistant	#	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		
17 Employees Totals	#	3	11	1	2	0	0	0	0		
	%	17.65	64.71	5.88	11.76	0.00	0.00	0.00	0.00		

Job Group Analysis

2PL Professionals - Planning

EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000398 - Planner, Sr City-Water Resources		#	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		
1 Employee	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2WA	Professionals - Water	EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000647 - Water Resource & Urban Affairs Coord	#	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		
30000512 - Water Conservation Program Coordinator	#	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		
3 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3EL	Technicians - Electronics	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000240 - Instrument Technician, Lead	#	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		
30000239 - Instrument Technician	#	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		
6 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3EN	Technicians - Environmental	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000338 - Environmental Technician II	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000337 - Environmental Technician I	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees Totals	#	0	5	0	0	0	0	0	0		
	%	0.00	71.43	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000343 - GIS Technician III	#	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		
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	#	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		
30000326 - Engineering Technician III	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000229 - Public Works Inspector, Sr	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
30000228 - Public Works Inspector	#	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		
30000329 - CAD Technician II	#	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		
30000342 - GIS Technician II	#	1	1	1	0	0	0	0	0		
5 Employees	%	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	1	5	1	0	0	0	0	0		
8 Employees	%	12.50	62.50	12.50	0.00	0.00	0.00	0.00	0.00		
30000224 - Surveying Aide 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		
30001037 - Utility Locator	#	4	2	1	3	0	0	0	0		
8 Employees	%	50.00	25.00	12.50	37.50	0.00	0.00	0.00	0.00		
30000341 - GIS 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		
40 Employees Totals	#	8	11	4	3	1	0	0	0		
	%	20.00	27.50	10.00	7.50	2.50	0.00	0.00	0.00		

Job Group Analysis

3LB Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002384 - Laboratory 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		
30001285 - Laboratory Coordinator	#	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		
30001284 - Laboratory Analytical Specialist	#	2	3	0	0	2	0	0	0		
5 Employees	%	40.00	60.00	0.00	0.00	40.00	0.00	0.00	0.00		
30001283 - Laboratory Analyst 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		
30000241 - Laboratory Analyst I	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
11 Employees Totals	#	3	6	0	0	2	0	0	1		
	%	27.27	54.55	0.00	0.00	18.18	0.00	0.00	9.09		

Job Group Analysis

3RM	Technicians - Risk Management	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000486 - Safety & Risk Officer II	#	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		
30000482 - Risk Specialist, Sr	#	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		
2 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3WA	Technicians - Water	EEO Code: 3

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000141 - Water Quality Inspector 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		
30000140 - Water Quality Inspector II		#	0	2	0	0	0	0	0	0		
4 Employees		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000136 - Water Service Inspector II		#	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		
30000135 - Water Service Inspector I		#	0	1	0	0	0	0	0	0		
7 Employees		%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
13 Employees	Totals	#	0	3	0	0	0	0	0	0		
		%	0.00	23.08	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

5LE Protective Service - Non-Sworn - Law Enforcement

EEO Code: 5

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000645 - Security 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		
1 Employee	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

5WA	Protective Service - Non-Sworn - Water	EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000137 - Water Security Specialist, Lead	#	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		
30000138 - Water Security Specialist	#	0	3	0	0	0	0	0	0		
9 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6ER	Administrative Support - Engineering Related	EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000349 - Right of Way Agent II		#	1	1	0	0	1	0	0	0		
1 Employee		%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	1	0	0	1	0	0	0		
		%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		

Job Group Analysis

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	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		
30000435 - Executive Assistant, Director's	#	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		
30000436 - Administrative Supervisor I	#	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		
30000434 - Administrative Assistant	#	4	7	0	3	0	1	0	0		
7 Employees	%	57.14	100.00	0.00	42.86	0.00	14.29	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	2	7	0	2	0	0	0	0		
7 Employees	%	28.57	100.00	0.00	28.57	0.00	0.00	0.00	0.00		
30000403 - Remittance Technician	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
20 Employees Totals	#	7	19	1	5	0	1	0	0		
	%	35.00	95.00	5.00	25.00	0.00	5.00	0.00	0.00		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000018 - Customer Accounts Specialist II	#	1	5	0	1	0	0	0	0		
9 Employees	%	11.11	55.56	0.00	11.11	0.00	0.00	0.00	0.00		
30000013 - Office Support Specialist III	#	1	2	0	0	0	1	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00		
30001558 - Timekeeping Specialist	#	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	2	0	0	1	0	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000017 - Customer Accounts Specialist I	#	12	25	3	3	6	0	0	0		
36 Employees	%	33.33	69.44	8.33	8.33	16.67	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
52 Employees Totals	#	16	36	3	4	8	1	0	0		
	%	30.77	69.23	5.77	7.69	15.38	1.92	0.00	0.00		

Job Group Analysis

6PM	Administrative Support - Program Management	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000463 - Program Specialist	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	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		
5 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6SP	Administrative Support - Store & Purchases	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000056 - Storekeeper/Acquisition Specialist 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		
30000054 - Storekeeper/Acquisition 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		
3 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6WA Administrative Support - Water

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000644 - Maintenance Planner/Scheduler	#	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		
30000134 - Water Meter Reader II	#	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		
30000133 - Water Meter Reader I	#	2	2	0	2	0	0	0	0		
11 Employees	%	18.18	18.18	0.00	18.18	0.00	0.00	0.00	0.00		
15 Employees Totals	#	3	5	1	2	0	0	0	0		
	%	20.00	33.33	6.67	13.33	0.00	0.00	0.00	0.00		

Job Group Analysis

7GM	Skilled Craft - General Maintenance/Trades	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000635 - Electrical/Instrumentation 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		
30001408 - Instrumentation & Security Systems Supvr	#	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	#	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		
30000116 - Electrician	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000630 - Public Works Supervisor II	#	3	0	0	1	2	0	0	0		
8 Employees	%	37.50	0.00	0.00	12.50	25.00	0.00	0.00	0.00		
30000114 - Industrial Painter	#	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		
30000107 - Concrete Finisher	#	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		
30000110 - Carpenter	#	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		
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		
30000105 - Construction Equipment Operator	#	2	0	0	0	1	1	0	0		
18 Employees	%	11.11	0.00	0.00	0.00	5.56	5.56	0.00	0.00		
44 Employees Totals	#	5	1	0	1	3	1	0	0		
	%	11.36	2.27	0.00	2.27	6.82	2.27	0.00	0.00		

Job Group Analysis

7PR	Skilled Craft - Parks/Recreation	EEO Code: 7

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000759 - Parks Maintenance 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		
1 Employee	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7WA	Skilled Craft - Water	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000652 - Water Maintenance Supervisor, Sr	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30001081 - Watershed & Conduit Supvr	#	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		
30000650 - Water Treatment Operations 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		
30000148 - Water Treatment Operator, Lead	#	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		
30000154 - Operating Engineer III	#	4	2	0	0	1	2	0	1		
11 Employees	%	36.36	18.18	0.00	0.00	9.09	18.18	0.00	9.09		
30000147 - Water Treatment Operator II	#	1	1	1	0	0	0	0	0		
7 Employees	%	14.29	14.29	14.29	0.00	0.00	0.00	0.00	0.00		
30000145 - Water Operations Mechanic	#	5	1	2	2	0	1	0	0		
25 Employees	%	20.00	4.00	8.00	8.00	0.00	4.00	0.00	0.00		
30000143 - Water Meter Technician III	#	3	0	1	0	0	2	0	0		
6 Employees	%	50.00	0.00	16.67	0.00	0.00	33.33	0.00	0.00		
30001308 - Watershed Specialist 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		
30000153 - Operating Engineer II	#	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		
30000144 - Water Operations Mechanic, Apprentice	#	1	1	0	0	0	0	0	1		
9 Employees	%	11.11	11.11	0.00	0.00	0.00	0.00	0.00	11.11		
30000142 - Water Meter Technician II	#	2	2	1	0	0	0	1	0		
4 Employees	%	50.00	50.00	25.00	0.00	0.00	0.00	25.00	0.00		
30000151 - Watershed 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		
30002158 - Water Meter Technician I	#	2	1	0	1	0	1	0	0		
5 Employees	%	40.00	20.00	0.00	20.00	0.00	20.00	0.00	0.00		
30000149 - Watershed Specialist I	#	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		

Job Group Analysis

7WA	Skilled Craft - Water	EEO Code: 7

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
82 Employees	Totals	#	20	9	6	4	1	6	1	2		
		%	24.39	10.98	7.32	4.88	1.22	7.32	1.22	2.44		

Job Group Analysis

8BO Service Maintenance - Botanic

EEO Code: 8

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000252 - Horticulturist		#	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		
1 Employee	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8GM — Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000104 - Automotive Equip Oper II: Tractor-Trailr	#	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		
30000102 - Automotive Equip Oper II: Sewer Vacuum	#	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		
30000078 - Water Utility Worker, Sr	#	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		
30000077 - Utility Worker II	#	12	1	0	6	3	1	0	2		
21 Employees	%	57.14	4.76	0.00	28.57	14.29	4.76	0.00	9.52		
30000081 - Parks Technician	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000101 - Automotive Equipment Oper I	#	5	4	1	1	3	0	0	0		
17 Employees	%	29.41	23.53	5.88	5.88	17.65	0.00	0.00	0.00		
30000076 - Utility Worker I	#	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		
30000075 - Utility Worker II, Apprentice	#	8	2	2	1	4	0	0	1		
14 Employees	%	57.14	14.29	14.29	7.14	28.57	0.00	0.00	7.14		
30000073 - Maintenance Worker	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
63 Employees Totals	#	27	8	3	9	11	1	0	3		
	%	42.86	12.70	4.76	14.29	17.46	1.59	0.00	4.76		

Incumbency vs. Estimated Availability Report

(If Employment is less than Availability, the Availability % becomes the Placement Goal)

Incumbency vs. Estimated Availability

1DR Officials/Admin - Directors

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

1EN Officials/Admin - Environmental

Total Emp: 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.81	12.24	2.96	0.08	5.34	0.27	0.00	1.15
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

1ER Officials/Admin - Engineering & Related

Total Emp: 20

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	15.00	40.00	5.00	0.00	5.00	0.00	0.00	5.00
Availability %	17.91	13.61	7.94	1.37	6.32	0.51	0.11	1.64
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	
Stat Significant?								
Shortfall								

1FL Officials/Admin - Financial

Total Emp: 5

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00
Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
Emp Less Avail?								
Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 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

1GA	Officials/Admin - General Administrative								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	25.00	62.50	16.67	4.17	4.17	0.00	0.00	0.00
	Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
	Emp Less Avail?								
	Statistical Value						1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

1PM	Officials/Admin - Program Management								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	6.25	56.25	0.00	6.25	0.00	0.00	0.00	0.00
	Availability %	18.99	48.81	5.89	5.06	3.65	0.56	0.15	3.71
	Emp Less Avail?	YES							
	Statistical Value	0.336E		0.621E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall	2							

1SP	Officials/Admin - Store & Purchases								
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 %	9.64	53.70	3.81	0.32	3.47	0.17	0.00	1.86
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								

1WA	Officials/Admin - Water								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	28.57	35.71	0.00	0.00	14.29	0.00	0.00	14.29
	Availability %	19.97	34.66	7.93	1.41	7.35	0.41	0.26	2.66
	Emp Less Avail?			YES					
	Statistical Value			0.621E	1.000E		1.000E	1.000E	
	Stat Significant?								
	Shortfall			1					

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Incumbency vs. Estimated Availability

2AC	Professionals - Accounting							
Total Emp 6	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	100.00	0.00	0.00	0.00	0.00	0.00	16.67
Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
Emp Less Avail?								
Statistical Value			1.000E	1.000E	1.000E	1.000E	1.000E	
Stat Significant?								
Shortfall								

2CR	Professionals - Community Relations							
Total Emp 6	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	15.45	54.05	6.01	1.79	6.54	0.48	0.00	0.61
Emp Less Avail?								
Statistical Value	0.599E		1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

2EN	Professionals - Environmental							
Total Emp 11	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	9.09	45.45	0.00	0.00	0.00	0.00	0.00	9.09
Availability %	8.12	27.26	0.21	0.00	4.91	0.00	2.16	0.84
Emp Less Avail?								
Statistical Value			1.000E		1.000E		1.000E	
Stat Significant?								
Shortfall								

2ER	Professionals - Engineering & Related							
Total Emp 58	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	10.34	24.14	6.90	1.72	0.00	0.00	0.00	1.72
Availability %	12.25	13.76	6.76	0.44	1.86	0.69	0.00	2.51
Emp Less Avail?	YES				YES			
Statistical Value	0.443				1.048	0.635		0.383
Stat Significant?								
Shortfall	1				1			

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Incumbency vs. Estimated Availability

2FL	Professionals - Financial							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value		1.000E						
Stat Significant?								
Shortfall								

2HR	Professionals - Human Resources							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00
Availability %	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
Emp Less Avail?								
Statistical Value			1.000E	1.000E	1.000E	1.000E		
Stat Significant?								
Shortfall								

2IT	Professionals - Information Technology							
Total Emp 17	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	17.65	64.71	5.88	11.76	0.00	0.00	0.00	0.00
Availability %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
Emp Less Avail?								
Statistical Value					1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

2PL	Professionals - Planning							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value	1.000E	0.491E	1.000E					
Stat Significant?								
Shortfall								

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Incumbency vs. Estimated Availability

2WA	Professionals - Water							
Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	14.27	28.41	1.69	0.00	6.23	1.69	0.00	4.65
Emp Less Avail?								
Statistical Value	1.000E		1.000E		1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

3EL	Technicians - Electronics							
Total Emp 6	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	24.76	21.15	11.74	2.38	7.49	1.29	0.00	1.85
Emp Less Avail?	YES	YES						
Statistical Value	0.347E	0.354E	1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall	1	1						

3EN	Technicians - Environmental							
Total Emp 7	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	71.43	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	18.94	58.68	6.38	1.69	1.78	1.66	0.00	7.43
Emp Less Avail?	YES							
Statistical Value	0.360E		1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall	1							

3ER	Technicians - Engineering & Related							
Total Emp 40	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	27.50	10.00	7.50	2.50	0.00	0.00	0.00
Availability %	17.00	32.32	7.15	1.55	3.56	1.13	0.09	3.52
Emp Less Avail?		YES						YES
Statistical Value		0.652			0.362	0.676	0.190	1.208
Stat Significant?								
Shortfall		1						1

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Incumbency vs. Estimated Availability

3LB	Technicians - Laboratory							
Total Emp 11	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	54.55	0.00	0.00	18.18	0.00	0.00	9.09
Availability %	29.91	22.90	8.88	0.00	4.67	0.00	0.00	16.36
Emp Less Avail?								
Statistical Value	1.000E		0.615E					1.000E
Stat Significant?								
Shortfall								

3RM	Technicians - Risk Management							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
Emp Less Avail?								
Statistical Value	1.000E		1.000E		1.000E			1.000E
Stat Significant?								
Shortfall								

3WA	Technicians - Water							
Total Emp 13	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	23.08	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
Emp Less Avail?	YES	YES						
Statistical Value	0.147E	0.010E	1.000E	1.000E	1.000E	1.000E		0.617E
Stat Significant?		YES						
Shortfall	2	4						

5LE	Protective Service - Non-Sworn - Law Enforcement							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Emp Less Avail?								
Statistical Value	1.000E	0.373E	1.000E	1.000E				1.000E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 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

5WA	Protective Service - Non-Sworn - Water							
Total Emp 10	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Emp Less Avail?		YES						
Statistical Value	1.000E	0.047E	1.000E	1.000E				1.000E
Stat Significant?		YES						
Shortfall		3						

6ER	Administrative Support - Engineering Related							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00
Availability %	11.34	78.83	2.01	3.80	2.64	0.45	0.00	2.46
Emp Less Avail?								
Statistical Value			1.000E	1.000E		1.000E		1.000E
Stat Significant?								
Shortfall								

6GA	Administrative Support - General Administrative							
Total Emp 20	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	35.00	95.00	5.00	25.00	0.00	5.00	0.00	0.00
Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
Emp Less Avail?					YES			
Statistical Value					0.623E		1.000E	1.000E
Stat Significant?								
Shortfall					1			

6OS	Administrative Support - Office Support							
Total Emp 52	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	30.77	69.23	5.77	7.69	15.38	1.92	0.00	0.00
Availability %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
Emp Less Avail?		YES						YES
Statistical Value		1.420	0.241				0.451	1.128
Stat Significant?								
Shortfall		4						1

In the Statistical Value section, standard deviations of 2.00 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

6PM	Administrative Support - Program Management							
Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
Emp Less Avail?								
Statistical Value	0.598E	0.603E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

6SP	Administrative Support - Store & Purchases							
Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	22.76	47.46	6.58	3.43	8.95	0.75	0.97	2.08
Emp Less Avail?		YES						
Statistical Value	1.000E	0.252E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall		1						

6WA	Administrative Support - Water							
Total Emp 15	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	33.33	6.67	13.33	0.00	0.00	0.00	0.00
Availability %	7.61	41.09	0.89	1.91	1.53	2.52	0.00	0.76
Emp Less Avail?		YES						
Statistical Value		0.610E			1.000E	1.000E		1.000E
Stat Significant?								
Shortfall		1						

7GM	Skilled Craft - General Maintenance/Trades							
Total Emp 44	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.36	2.27	0.00	2.27	6.82	2.27	0.00	0.00
Availability %	17.41	3.61	2.05	1.43	9.79	0.78	0.54	2.83
Emp Less Avail?	YES				YES			YES
Statistical Value	1.058	0.476	0.960		0.663		0.489	1.132
Stat Significant?								
Shortfall	2				1			1

In the Statistical Value section, standard deviations of 2.00 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

7PR	Skilled Craft - Parks/Recreation							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.32	7.05	0.50	1.26	5.54	0.00	0.00	2.02
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E			1.000E
Stat Significant?								
Shortfall								

7WA	Skilled Craft - Water							
Total Emp 82	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	24.39	10.98	7.32	4.88	1.22	7.32	1.22	2.44
Availability %	23.57	3.83	8.31	2.98	9.26	1.54	0.64	0.85
Emp Less Avail?					YES			
Statistical Value			0.326		2.512			
Stat Significant?					YES			
Shortfall					6			

8BO	Service Maintenance - Botanic							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	46.42	14.21	3.86	1.66	38.24	0.76	0.30	1.58
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

8GM	Service Maintenance - General Maintenance/Trades							
Total Emp 63	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	42.86	12.70	4.76	14.29	17.46	1.59	0.00	4.76
Availability %	37.42	4.40	1.28	3.81	29.08	0.45	0.57	2.23
Emp Less Avail?					YES			
Statistical Value					2.031		0.601	
Stat Significant?					YES			
Shortfall					7			

Total Employment: 568

W - Whole Person Rule

A group is considered underutilized when employment is less than the plan availability by at least one whole person.

In the Statistical Value section, standard deviations of 2.00 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 Report (Persons Required)

(This is a supplemental report to the *"Incumbency vs. Estimated Availability Report"*)

Shortfall

1DR Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.3	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1EN Officials/Admin - Environmental

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.4	0.5	0.1	0.0	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1ER Officials/Admin - Engineering & Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	3	8	1	0	1	0	0	1		
	# Available	3.6	2.7	1.6	0.3	1.3	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

1FL Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	4	1	0	0	0	0	0		
	# Available	0.7	2.3	0.2	0.2	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1GA Officials/Admin - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	6	15	4	1	1	0	0	0		
	# Available	2.6	10.0	1.1	0.4	0.6	0.1	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1PM Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	1	9	0	1	0	0	0	0		
	# Available	3.0	7.8	0.9	0.8	0.6	0.1	0.0	0.6		
	Persons Required	2	0	0	0	0	0	0	0		

1SP Officials/Admin - Store & Purchases

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.2	1.1	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1WA	Officials/Admin - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	4	5	0	0	2	0	0	2		
	# Available	2.8	4.9	1.1	0.2	1.0	0.1	0.0	0.4		
	Persons Required	0	0	1	0	0	0	0	0		

2AC	Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	6	0	0	0	0	0	1		
	# Available	0.9	3.9	0.5	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2CR	Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	5	0	0	0	0	0	0		
	# Available	0.9	3.2	0.4	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2EN	Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	1	5	0	0	0	0	0	1		
	# Available	0.9	3.0	0.0	0.0	0.5	0.0	0.2	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2ER	Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
58	# Employed	6	14	4	1	0	0	0	1		
	# Available	7.1	8.0	3.9	0.3	1.1	0.4	0.0	1.5		
	Persons Required	1	0	0	0	1	0	0	0		

2FL	Professionals - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2HR	Professionals - Human Resources									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	0	0	0	0	1		
	# Available	0.3	1.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2IT	Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	3	11	1	2	0	0	0	0		
	# Available	1.5	8.0	0.8	0.1	0.4	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2PL	Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2WA	Professionals - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.4	0.9	0.1	0.0	0.2	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

3EL	Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.5	1.3	0.7	0.1	0.4	0.1	0.0	0.1		
	Persons Required	1	1	0	0	0	0	0	0		

3EN	Technicians - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	0	5	0	0	0	0	0	0		
	# Available	1.3	4.1	0.4	0.1	0.1	0.1	0.0	0.5		
	Persons Required	1	0	0	0	0	0	0	0		

3ER	Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
40	# Employed	8	11	4	3	1	0	0	0		
	# Available	6.8	12.9	2.9	0.6	1.4	0.5	0.0	1.4		
	Persons Required	0	1	0	0	0	0	0	1		

3LB	Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	6	0	0	2	0	0	1		
	# Available	3.3	2.5	1.0	0.0	0.5	0.0	0.0	1.8		
	Persons Required	0	0	0	0	0	0	0	0		

3RM	Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	0.6	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

3WA	Technicians - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	0	3	0	0	0	0	0	0		
	# Available	2.4	7.7	0.8	0.2	0.2	0.2	0.0	1.0		
	Persons Required	2	4	0	0	0	0	0	0		

Shortfall

5LE	Protective Service - Non-Sworn - Law Enforcement										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.6	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

5WA	Protective Service - Non-Sworn - Water										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.7	6.3	0.2	0.1	0.0	0.0	0.0	0.4		
	Persons Required	0	3	0	0	0	0	0	0		

6ER	Administrative Support - Engineering Related										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.1	0.8	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6GA	Administrative Support - General Administrative										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	7	19	1	5	0	1	0	0		
	# Available	2.7	17.8	0.7	0.3	1.0	0.1	0.1	0.5		
	Persons Required	0	0	0	0	1	0	0	0		

6OS	Administrative Support - Office Support										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
52	# Employed	16	36	3	4	8	1	0	0		
	# Available	8.9	40.3	3.4	1.1	2.4	0.5	0.2	1.2		
	Persons Required	0	4	0	0	0	0	0	1		

6PM	Administrative Support - Program Management										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.8	3.8	0.3	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6SP	Administrative Support - Store & Purchases										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.7	1.4	0.2	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

6WA	Administrative Support - Water										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	5	1	2	0	0	0	0		
	# Available	1.1	6.2	0.1	0.3	0.2	0.4	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

7GM	Skilled Craft - General Maintenance/Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
44	# Employed	5	1	0	1	3	1	0	0		
	# Available	7.7	1.6	0.9	0.6	4.3	0.3	0.2	1.2		
	Persons Required	2	0	0	0	1	0	0	1		

7PR	Skilled Craft - Parks/Recreation										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7WA	Skilled Craft - Water										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
82	# Employed	20	9	6	4	1	6	1	2		
	# Available	19.3	3.1	6.8	2.4	7.6	1.3	0.5	0.7		
	Persons Required	0	0	0	0	6	0	0	0		

8BO	Service Maintenance - Botanic										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.5	0.1	0.0	0.0	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8GM	Service Maintenance - General Maintenance/Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
63	# Employed	27	8	3	9	11	1	0	3		
	# Available	23.6	2.8	0.8	2.4	18.3	0.3	0.4	1.4		
	Persons Required	0	0	0	0	7	0	0	0		

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.