

City of Portland



**1130-PWB
Portland Water Bureau**

Bureau Affirmative Action Program (AAP) Plan Reports

**2019 AAP Annual Plan Reports
1/1/2018 to 12/31/2018**



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	#	8	33	5	0	1	0	0	2		
61 Employees	%	13.11	54.10	8.20	0.00	1.64	0.00	0.00	3.28		
2 - Professionals	#	14	46	5	4	1	0	0	4		
114 Employees	%	12.28	40.35	4.39	3.51	0.88	0.00	0.00	3.51		
3 - Technicians	#	13	26	5	3	3	0	0	2		
79 Employees	%	16.46	32.91	6.33	3.80	3.80	0.00	0.00	2.53		
5 - Protective Service Workers: Non-Sworn	#	0	3	0	0	0	0	0	0		
10 Employees	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 - Administrative Support	#	31	70	5	12	12	2	0	0		
115 Employees	%	26.96	60.87	4.35	10.43	10.43	1.74	0.00	0.00		
7 - Skilled Workers	#	26	11	5	6	6	6	1	2		
130 Employees	%	20.00	8.46	3.85	4.62	4.62	4.62	0.77	1.54		
8 - Service	#	27	9	3	8	12	1	0	3		
59 Employees	%	45.76	15.25	5.08	13.56	20.34	1.69	0.00	5.08		
568 Employees	Totals	#	119	198	28	33	35	9	13		
		%	20.95	34.86	4.93	5.81	6.16	1.58	2.29		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1CR - Officials/Admin - Community Relations	#		0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related	#		2	7	0	0	0	0	0	2		
13 Employees	1	%	15.38	53.85	0.00	0.00	0.00	0.00	0.00	15.38		
1FL - Officials/Admin - Financial	#		1	5	1	0	0	0	0	0		
7 Employees	1	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative	#		5	17	4	0	1	0	0	0		
35 Employees	1	%	14.29	48.57	11.43	0.00	2.86	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management	#		0	2	0	0	0	0	0	0		
3 Employees	1	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting	#		1	2	1	0	0	0	0	0		
3 Employees	2	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations	#		0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2EN - Professionals - Environmental	#		2	4	0	0	1	0	0	1		
11 Employees	2	%	18.18	36.36	0.00	0.00	9.09	0.00	0.00	9.09		
2ER - Professionals - Engineering & Related	#		6	17	3	1	0	0	0	2		
63 Employees	2	%	9.52	26.98	4.76	1.59	0.00	0.00	0.00	3.17		
2IT - Professionals - Information Technology	#		3	10	1	2	0	0	0	0		
15 Employees	2	%	20.00	66.67	6.67	13.33	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		
2PM - Professionals - Program Management	#		2	12	0	1	0	0	0	1		
20 Employees	2	%	10.00	60.00	0.00	5.00	0.00	0.00	0.00	5.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	4	0	0	0	0	0	0		
5 Employees	3	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related	#		9	11	4	3	1	0	0	1		
40 Employees	3	%	22.50	27.50	10.00	7.50	2.50	0.00	0.00	2.50		
3LB - Technicians - Laboratory	#		4	6	1	0	2	0	0	1		
11 Employees	3	%	36.36	54.55	9.09	0.00	18.18	0.00	0.00	9.09		
3RM - Technicians - Risk Management	#		0	2	0	0	0	0	0	0		
4 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		
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	#		10	26	1	6	2	1	0	0		
38 Employees	6	%	26.32	68.42	2.63	15.79	5.26	2.63	0.00	0.00		
6OS - Administrative Support - Office Support	#		16	34	3	4	8	1	0	0		
50 Employees	6	%	32.00	68.00	6.00	8.00	16.00	2.00	0.00	0.00		
6PM - Administrative Support - Program Management	#		2	6	1	0	1	0	0	0		
10 Employees	6	%	20.00	60.00	10.00	0.00	10.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases	#		0	0	0	0	0	0	0	0		
4 Employees	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6WA - Administrative Support - Water	#		2	3	0	2	0	0	0	0		
12 Employees	6	%	16.67	25.00	0.00	16.67	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades	#		8	2	0	2	4	2	0	0		
49 Employees	7	%	16.33	4.08	0.00	4.08	8.16	4.08	0.00	0.00		
7WA - Skilled Craft - Water	#		18	9	5	4	2	4	1	2		
81 Employees	7	%	22.22	11.11	6.17	4.94	2.47	4.94	1.23	2.47		
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		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8GM - Service Maintenance - General Maintenance/Trades		#	27	9	3	8	12	1	0	3		
58 Employees	8	%	46.55	15.52	5.17	13.79	20.69	1.72	0.00	5.17		
568 Employees	Totals	#	119	198	28	33	35	9	1	13		
		%	20.95	34.86	4.93	5.81	6.16	1.58	0.18	2.29		

Job Group Analysis Report

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
1 Employee	#	0	1	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

1DR

Officials/Admin - Directors

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		
1 Employee	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003074 - 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		
1 Employee	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003048 - Engineer, Chief	#	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		
30003050 - Engineering Manager	#	2	4	0	0	0	0	0	2		
7 Employees	%	28.57	57.14	0.00	0.00	0.00	0.00	0.00	28.57		
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		
30003014 - 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		
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		
13 Employees	Totals	#	2	7	0	0	0	0	2		
		%	15.38	53.85	0.00	0.00	0.00	0.00	15.38		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst III	#	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		
30003055 - Financial Analyst II	#	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		
30003054 - Financial Analyst 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		
7 Employees	Totals	#	1	5	1	0	0	0	0		
		%	14.29	71.43	14.29	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		
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		
30003083 - Manager III	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
30003082 - 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		
30003009 - Analyst IV	#	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		
30003081 - Manager I	#	1	6	1	0	0	0	0	0		
10 Employees	%	10.00	60.00	10.00	0.00	0.00	0.00	0.00	0.00		
30003008 - Analyst III	#	1	3	1	0	0	0	0	0		
4 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
30003007 - Analyst II	#	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		
30003006 - Analyst I	#	2	3	1	0	1	0	0	0		
8 Employees	%	25.00	37.50	12.50	0.00	12.50	0.00	0.00	0.00		
35 Employees	#	5	17	4	0	1	0	0	0		
	%	14.29	48.57	11.43	0.00	2.86	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		
30003030 - Coordinator IV	#	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		
3 Employees	#	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant II	#	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		
3 Employees	Totals	#	1	2	1	0	0	0	0		
		%	33.33	66.67	33.33	0.00	0.00	0.00	0.00		

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - 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		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	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		
30003052 - Environmental Supervisor	#	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		
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		
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		
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		
30000661 - Environmental Program 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		
11 Employees											
Totals		#	2	4	0	0	1	0	0	1	
		%	18.18	36.36	0.00	0.00	9.09	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		
30003051 - Engineering Supervisor	#	1	2	1	0	0	0	0	0		
9 Employees	%	11.11	22.22	11.11	0.00	0.00	0.00	0.00	0.00		
30003047 - Engineer III	#	0	5	0	0	0	0	0	0		
12 Employees	%	0.00	41.67	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000365 - Engineer-Civil	#	1	4	0	0	0	0	0	1		
16 Employees	%	6.25	25.00	0.00	0.00	0.00	0.00	0.00	6.25		
30003084 - 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		
30003106 - Surveying 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		
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		
30000358 - Engineering Associate, Sr-Civil	#	4	2	2	1	0	0	0	1		
14 Employees	%	28.57	14.29	14.29	7.14	0.00	0.00	0.00	7.14		
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	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		
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		
63 Employees	#	6	17	3	1	0	0	0	2		
Totals	%	9.52	26.98	4.76	1.59	0.00	0.00	0.00	3.17		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	2	3	1	1	0	0	0	0		
4 Employees	%	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00		
30000207 - Applications Analyst IV-Generalist	#	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		
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		
30003011 - Business Systems Analyst II	#	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		
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		
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		
30003010 - Business Systems Analyst 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		
15 Employees	Totals #	3	10	1	2	0	0	0	0		
	%	20.00	66.67	6.67	13.33	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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	2	6	0	1	0	0	0	1		
13 Employees	%	15.38	46.15	0.00	7.69	0.00	0.00	0.00	7.69		
30003028 - Coordinator II	#	0	6	0	0	0	0	0	0		
7 Employees	%	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00		
20 Employees Totals	#	2	12	0	1	0	0	0	1		
	%	10.00	60.00	0.00	5.00	0.00	0.00	0.00	5.00		

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	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000337 - Environmental Technician I	#	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 #	0	4	0	0	0	0	0	0		
	%	0.00	80.00	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		
30000326 - Engineering Technician III	#	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		
30000343 - GIS 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		
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		
30000229 - Public Works Inspector, Sr	#	1	1	0	0	1	0	0	0		
4 Employees	%	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000228 - Public Works Inspector	#	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		
30000325 - Engineering Technician II	#	1	4	1	0	0	0	0	0		
8 Employees	%	12.50	50.00	12.50	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		
30000342 - GIS Technician II	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	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	#	5	2	1	3	0	0	0	1		
8 Employees	%	62.50	25.00	12.50	37.50	0.00	0.00	0.00	12.50		
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 #	9	11	4	3	1	0	0	1		
	%	22.50	27.50	10.00	7.50	2.50	0.00	0.00	2.50		

Job Group Analysis

3LB

Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	3	3	1	0	2	0	0	0		
6 Employees	%	50.00	50.00	16.67	0.00	33.33	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	#	4	6	1	0	2	0	1		
		%	36.36	54.55	9.09	0.00	18.18	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		
30003100 - Risk Specialist 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		
4 Employees Totals	#	0	2	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		
		%	0.00	23.08	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	#	1	1	0	0	1	0	0	0		
Totals	%	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		
30003104 - Supervisor II	#	2	4	0	0	2	0	0	0		
10 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	1	4	0	1	0	0	0	0		
9 Employees	%	11.11	44.44	0.00	11.11	0.00	0.00	0.00	0.00		
30003004 - Administrative Specialist III	#	1	5	0	0	0	1	0	0		
5 Employees	%	20.00	100.00	0.00	0.00	0.00	20.00	0.00	0.00		
30003003 - Administrative Specialist II	#	5	11	0	5	0	0	0	0		
12 Employees	%	41.67	91.67	0.00	41.67	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		
38 Employees	Totals	#	10	26	1	6	2	1	0	0	
		%	26.32	68.42	2.63	15.79	5.26	2.63	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		
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		
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		
30001558 - Timekeeping Specialist	#	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	22	3	3	6	0	0	0		
33 Employees	%	36.36	66.67	9.09	9.09	18.18	0.00	0.00	0.00		
30000029 - Service Dispatcher	#	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		
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		
50 Employees											
Totals		#	16	34	3	4	8	1	0	0	
	%		32.00	68.00	6.00	8.00	16.00	2.00	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		
30003027 - Coordinator I - NE	#	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		
30003235 - Coordinator I - E	#	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		
10 Employees Totals	#	2	6	1	0	1	0	0	0		
	%	20.00	60.00	10.00	0.00	10.00	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		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 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		
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		
12 Employees Totals	#	2	3	0	2	0	0	0	0		
	%	16.67	25.00	0.00	16.67	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		
30003080 - Maintenance Supervisor II	#	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		
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		
30003079 - Maintenance Supervisor I - E	#	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		
30003234 - Maintenance Supervisor I - NE	#	4	0	0	1	2	1	0	0		
9 Employees	%	44.44	0.00	0.00	11.11	22.22	11.11	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		
30000114 - Industrial Painter	#	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		
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		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000105 - Construction Equipment Operator	#	3	1	0	0	2	1	0	0		
20 Employees	%	15.00	5.00	0.00	0.00	10.00	5.00	0.00	0.00		
49 Employees	#	8	2	0	2	4	2	0	0		
Totals	%	16.33	4.08	0.00	4.08	8.16	4.08	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		
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		
12 Employees	%	33.33	16.67	0.00	0.00	8.33	16.67	0.00	8.33		
30000147 - Water Treatment Operator II	#	1	2	1	0	0	0	0	0		
8 Employees	%	12.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00		
30000145 - Water Operations Mechanic	#	4	1	2	2	0	0	0	0		
24 Employees	%	16.67	4.17	8.33	8.33	0.00	0.00	0.00	0.00		
30000143 - Water Meter Technician III	#	2	0	1	0	0	1	0	0		
6 Employees	%	33.33	0.00	16.67	0.00	0.00	16.67	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	#	3	1	0	1	1	0	0	1		
11 Employees	%	27.27	9.09	0.00	9.09	9.09	0.00	0.00	9.09		
30000142 - Water Meter Technician II	#	1	1	0	0	0	0	1	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	33.33	0.00		
30000146 - Water Treatment Operator 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		
30000152 - Operating Engineer 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		
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		
4 Employees	%	50.00	25.00	0.00	25.00	0.00	25.00	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		
81 Employees	#	18	9	5	4	2	4	1	2		
Totals	%	22.22	11.11	6.17	4.94	2.47	4.94	1.23	2.47		

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		
		%	0.00	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		
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		
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		
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	#	9	1	1	5	0	1	0	2		
16 Employees	%	56.25	6.25	6.25	31.25	0.00	6.25	0.00	12.50		
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	#	6	3	1	1	4	0	0	0		
16 Employees	%	37.50	18.75	6.25	6.25	25.00	0.00	0.00	0.00		
30000076 - Utility Worker 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		
30000075 - Utility Worker II, Apprentice	#	10	4	1	1	7	0	0	1		
16 Employees	%	62.50	25.00	6.25	6.25	43.75	0.00	0.00	6.25		
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		
58 Employees											
Totals		#	27	9	3	8	12	1	0	3	
		%	46.55	15.52	5.17	13.79	20.69	1.72	0.00	5.17	

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1CR		Officials/Admin - Community Relations							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	7.50	61.25	0.00	7.50	0.00	0.00	0.00	0.00
	Statistical Value								
	Stat Significant?	1.000E			1.000E				
	Shortfall								
1DR		Officials/Admin - Directors							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	18.43	29.76	4.17	6.06	6.34	0.49	0.09	1.30
	Statistical Value								
	Stat Significant?	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Shortfall								
1EN		Officials/Admin - Environmental							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	10.06	13.56	2.69	0.00	6.10	0.00	0.00	1.26
	Statistical Value								
	Stat Significant?	1.000E		1.000E		1.000E			1.000E
	Shortfall								
1ER		Officials/Admin - Engineering & Related							
Total Emp 13	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	15.38	53.85	0.00	0.00	0.00	0.00	0.00	15.38
	Emp Less Avail?	16.66	9.96	6.51	1.14	6.73	0.49	0.13	1.65
	Statistical Value								
	Stat Significant?	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	
	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

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00
	Availability %	13.82	45.76	4.33	4.29	3.44	0.00	0.00	1.76
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E			1.000E
	Stat Significant?								
	Shortfall								
1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
35	Employment %	14.29	48.57	11.43	0.00	2.86	0.00	0.00	0.00
	Availability %	10.27	41.32	4.48	1.17	2.72	0.37	0.09	1.50
	Emp Less Avail?								
	Statistical Value				0.644		0.361	0.178	0.730
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.30	41.78	5.27	3.80	3.41	0.46	0.14	3.21
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00
	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								

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Incumbency vs. Estimated Availability

2CR		Professionals - Community Relations							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.65	48.09	4.50	0.09	3.31	2.07	0.00	2.66
	Emp Less Avail?								
	Statistical Value	1.000E		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 %	18.18	36.36	0.00	0.00	9.09	0.00	0.00	9.09
	Availability %	7.56	26.90	0.23	0.00	4.42	0.00	2.90	0.00
	Emp Less Avail?								
	Statistical Value			1.000E				1.000E	
	Stat Significant?								
		Shortfall							
2ER		Professionals - Engineering & Related							
Total Emp 63		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	9.52	26.98	4.76	1.59	0.00	0.00	0.00	3.17
	Availability %	12.52	13.86	7.24	0.42	1.88	0.62	0.00	2.35
	Emp Less Avail?	YES		YES		YES			
	Statistical Value	0.719		0.759		1.099	0.627		
	Stat Significant?								
		Shortfall	1	1		1			
2IT		Professionals - Information Technology							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	66.67	6.67	13.33	0.00	0.00	0.00	0.00
	Availability %	13.19	41.95	7.77	1.18	2.41	0.16	0.00	1.66
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
		Shortfall							

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Incumbency vs. Estimated Availability

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							
2PM		Professionals - Program Management							
Total Emp 20		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	10.00	60.00	0.00	5.00	0.00	0.00	0.00	5.00
	Availability %	12.73	61.46	4.44	1.11	5.17	0.73	0.16	1.10
	Emp Less Avail?					YES			
	Statistical Value	1.000E	1.000E	1.000E		0.623E	1.000E	1.000E	
	Stat Significant?								
		Shortfall				1			
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 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	80.00	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?								
	Statistical Value	0.591E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
		Shortfall							

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Incumbency vs. Estimated Availability

3ER		Technicians - Engineering & Related							
Total Emp 40		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.50	27.50	10.00	7.50	2.50	0.00	0.00	2.50
	Availability %	17.70	32.78	7.48	1.62	3.77	1.16	0.08	3.58
	Emp Less Avail?		YES						
	Statistical Value		0.711			0.422	0.685	0.179	0.368
	Stat Significant?								
	Shortfall		2						
3LB		Technicians - Laboratory							
Total Emp 11		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	36.36	54.55	9.09	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
	Stat Significant?								
	Shortfall								
3RM		Technicians - Risk Management							
Total Emp 4		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						

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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 38		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	26.32	68.42	2.63	15.79	5.26	2.63	0.00	0.00
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?								YES
	Statistical Value			0.485		0.101		0.327	1.029
	Stat Significant?								
	Shortfall								1
6OS		Administrative Support - Office Support							
Total Emp 50		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	32.00	68.00	6.00	8.00	16.00	2.00	0.00	0.00
	Availability %	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	Emp Less Avail?		YES						YES
	Statistical Value		1.654	0.165				0.442	1.109
	Stat Significant?								
	Shortfall		4						1

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Incumbency vs. Estimated Availability

6PM		Administrative Support - Program Management							
Total Emp 10		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	60.00	10.00	0.00	10.00	0.00	0.00	0.00
	Availability %	14.74	68.60	4.72	2.06	6.07	0.74	0.38	0.78
	Emp Less Avail?								
	Statistical Value		0.517E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
6SP		Administrative Support - Store & Purchases							
Total Emp 4		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 %	22.38	47.88	6.62	3.33	8.74	0.74	0.94	2.00
	Emp Less Avail?		YES						
	Statistical Value	0.581E	0.126E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall	1						
6WA		Administrative Support - Water							
Total Emp 12		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.67	25.00	0.00	16.67	0.00	0.00	0.00	0.00
	Availability %	4.35	19.57	0.00	0.00	0.00	4.35	0.00	0.00
	Emp Less Avail?								
	Statistical Value						1.000E		
	Stat Significant?								
		Shortfall							
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp 49		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.33	4.08	0.00	4.08	8.16	4.08	0.00	0.00
	Availability %	18.03	3.24	2.06	1.20	10.69	0.80	0.61	2.67
	Emp Less Avail?			YES		YES			YES
	Statistical Value	0.310		1.015		0.572		0.548	1.159
	Stat Significant?								
		Shortfall		1		1			1

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Incumbency vs. Estimated Availability

7WA		Skilled Craft - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
81	Employment %	22.22	11.11	6.17	4.94	2.47	4.94	1.23	2.47
	Availability %	23.18	4.50	8.68	2.97	8.64	1.47	0.65	0.77
	Emp Less Avail?			YES		YES			
	Statistical Value	0.204		0.801		1.977			
	Stat Significant?								
	Shortfall			2		4			
8BO		Service Maintenance - Botanic							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	47.21	13.95	3.78	1.71	39.07	0.76	0.31	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two
58	Employment %	46.55	15.52	5.17	13.79	20.69	1.72	0.00	5.17
	Availability %	37.17	4.28	1.25	3.86	28.76	0.45	0.58	2.26
	Emp Less Avail?					YES			
	Statistical Value					1.358		0.582	
	Stat Significant?								
	Shortfall					4			

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.

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Shortfall Report (Persons Required)

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

Shortfall

1CR		Officials/Admin - Community Relations									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	1	0	0	0	0	0	0		
	Persons Required	0.1	0.6	0.0	0.1	0.0	0.0	0.0	0.0		
1DR		Officials/Admin - Directors									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	0	0	0	0	0	0	0		
	Persons Required	0.2	0.3	0.0	0.1	0.1	0.0	0.0	0.0		
1EN		Officials/Admin - Environmental									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	1	0	0	0	0	0	0		
	Persons Required	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0		
1ER		Officials/Admin - Engineering & Related									
Total Emp 13	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	2	7	0	0	0	0	0	2		
	Persons Required	2.2	1.3	0.8	0.1	0.9	0.1	0.0	0.2		
1FL		Officials/Admin - Financial									
Total Emp 7	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1	5	1	0	0	0	0	0		
	Persons Required	1.0	3.2	0.3	0.3	0.2	0.0	0.0	0.1		
1GA		Officials/Admin - General Administrative									
Total Emp 35	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	5	17	4	0	1	0	0	0		
	Persons Required	3.6	14.5	1.6	0.4	1.0	0.1	0.0	0.5		
1PM		Officials/Admin - Program Management									
Total Emp 3	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	2	0	0	0	0	0	0		
	Persons Required	0.5	1.3	0.2	0.1	0.1	0.0	0.0	0.1		

Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.4	2.0	0.3	0.0	0.1	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	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	2	4	0	0	1	0	0	1		
	# Available	0.8	3.0	0.0	0.0	0.5	0.0	0.3	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
63	# Employed	6	17	3	1	0	0	0	2		
	# Available	7.9	8.7	4.6	0.3	1.2	0.4	0.0	1.5		
	Persons Required	1	0	1	0	1	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	10	1	2	0	0	0	0		
	# Available	2.0	6.3	1.2	0.2	0.4	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
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		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	2	12	0	1	0	0	0	1		
	# Available	2.5	12.3	0.9	0.2	1.0	0.1	0.0	0.2		
	Persons Required	0	0	0	0	1	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		

Shortfall

3EN											
Technicians - Environmental											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	4	0	0	0	0	0	0		
	# Available	0.9	3.0	0.3	0.1	0.1	0.1	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
3ER											
Technicians - Engineering & Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
40	# Employed	9	11	4	3	1	0	0	1		
	# Available	7.1	13.1	3.0	0.6	1.5	0.5	0.0	1.4		
	Persons Required	0	2	0	0	0	0	0	0		
3LB											
Technicians - Laboratory											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	4	6	1	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		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.7	1.3	0.2	0.0	0.4	0.0	0.0	0.2		
	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		
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		
38	# Employed	10	26	1	6	2	1	0	0		
	# Available	5.6	24.4	1.6	0.5	2.1	0.3	0.1	1.0		
	Persons Required	0	0	0	0	0	0	0	1		

Shortfall

6OS											
Administrative Support - Office Support											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
50	# Employed	16	34	3	4	8	1	0	0		
	# Available	8.5	38.9	3.3	1.1	2.4	0.4	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		
10	# Employed	2	6	1	0	1	0	0	0		
	# Available	1.5	6.9	0.5	0.2	0.6	0.1	0.0	0.1		
	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		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.9	1.9	0.3	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		
12	# Employed	2	3	0	2	0	0	0	0		
	# Available	0.5	2.3	0.0	0.0	0.0	0.5	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
7GM											
Skilled Craft - General Maintenance/Trades											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
49	# Employed	8	2	0	2	4	2	0	0		
	# Available	8.8	1.6	1.0	0.6	5.2	0.4	0.3	1.3		
	Persons Required	0	0	1	0	1	0	0	1		
7WA											
Skilled Craft - Water											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
81	# Employed	18	9	5	4	2	4	1	2		
	# Available	18.8	3.6	7.0	2.4	7.0	1.2	0.5	0.6		
	Persons Required	0	0	2	0	4	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		
58	# Employed	27	9	3	8	12	1	0	3		
	# Available	21.6	2.5	0.7	2.2	16.7	0.3	0.3	1.3		
	Persons Required	0	0	0	0	4	0	0	0		

W - Whole Person Rule

Bureau Reports

2019 AAP Plan Annual Reports (1/1/2018 - 12/31/2018)

Shortfall

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