

# City of Portland



1130  
Portland Water Bureau

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

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



**Job Group Analysis**

**1CH**

**Off/Adm - Chief Executives**

**EEO Code: 1**

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

# Job Group Analysis

**1EX**

**Off/Adm - Executive Managers**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003048 - Engineer, Chief	#	0	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	#	2	3	1	1	0	0	0	0		
5 Employees	%	40.00	60.00	20.00	20.00	0.00	0.00	0.00	0.00		
30003108 - Technology Capital Project Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>7 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>28.57</b>	<b>71.43</b>	<b>14.29</b>	<b>14.29</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1FA**

**Off/Adm - Finance & Accounting**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst III	#	2	3	2	0	0	0	0	0		
3 Employees	%	66.67	100.00	66.67	0.00	0.00	0.00	0.00	0.00		
30003055 - Financial Analyst II	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst 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		
<b>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>37.50</b>	<b>62.50</b>	<b>37.50</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1MA-1**

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

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003081 - Manager I	#	2	6	1	0	1	0	0	0		
10 Employees	%	20.00	60.00	10.00	0.00	10.00	0.00	0.00	0.00		
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		
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		
30003052 - Environmental Manager	#	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		
<b>14 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>21.43</b>	<b>64.29</b>	<b>7.14</b>	<b>0.00</b>	<b>14.29</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1MA-2**

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

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003050 - Engineering Manager	#	2	2	0	0	0	0	0	2		
7 Employees	%	28.57	28.57	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		
30003082 - Manager 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		
30003553 - Environmental Regulatory 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		
<b>14 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>		
		<b>%</b>	<b>14.29</b>	<b>42.86</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>14.29</b>		

# Job Group Analysis

**1MS**

**Off/Adm - Maint Supervisors**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003080 - Maintenance Supervisor II	#	1	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		
30003234 - Maintenance Supervisor I - NE	#	3	0	0	1	1	1	0	0		
7 Employees	%	42.86	0.00	0.00	14.29	14.29	14.29	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		
<b>11 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>36.36</b>	<b>0.00</b>	<b>0.00</b>	<b>18.18</b>	<b>9.09</b>	<b>9.09</b>	<b>0.00</b>	<b>0.00</b>	

# Job Group Analysis

**1PB-CI**

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

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000229 - Public Works Inspector, Sr	#	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		
30000228 - Public Works Inspector	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
<b>5 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>20.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>20.00</b>	<b>0.00</b>	<b>0.00</b>		



# Job Group Analysis

**1PB-CP-NR**

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

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003014 - Capital Project Manager 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		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1PB-CP-R**

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

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000399 - Capital Project Manager 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		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1PL**

**Off/Adm - Planning & Development**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000169 - Electrical Inspector, 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		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1SU-1**

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

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003103 - Supervisor I - E	#	1	3	1	0	0	0	0	0		
9 Employees	%	11.11	33.33	11.11	0.00	0.00	0.00	0.00	0.00		
<b>9 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>11.11</b>	<b>33.33</b>	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1SU-2**

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

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003084 - Mapping & GIS Supervisor	#	0	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		
30003104 - Supervisor II	#	2	2	0	0	2	0	0	0		
9 Employees	%	22.22	22.22	0.00	0.00	22.22	0.00	0.00	0.00		
<b>10 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>20.00</b>	<b>30.00</b>	<b>0.00</b>	<b>0.00</b>	<b>20.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1SU-3**

**Off/Adm - Supervisors - Level 3**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	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		
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		
<b>10 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>30.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

2AD

Professionals - Architecture, Design & Surveying

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	0	0	0	0	0	0	0		
		<b>%</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

**2BA-1**

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

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003006 - Analyst I	#	2	2	1	0	1	0	0	0		
6 Employees	%	33.33	33.33	16.67	0.00	16.67	0.00	0.00	0.00		
30003325 - Community Service Aide III	#	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		
<b>9 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>33.33</b>	<b>33.33</b>	<b>11.11</b>	<b>0.00</b>	<b>22.22</b>	<b>0.00</b>	<b>0.00</b>		



# Job Group Analysis

**2BA-2**

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

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003007 - Analyst II	#	2	4	1	0	1	0	0	0		
10 Employees	%	20.00	40.00	10.00	0.00	10.00	0.00	0.00	0.00		
<b>10 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>20.00</b>	<b>40.00</b>	<b>10.00</b>	<b>0.00</b>	<b>10.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2BA-3**

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

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003009 - Analyst IV	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003008 - Analyst III	#	2	4	1	0	0	1	0	0		
7 Employees	%	28.57	57.14	14.29	0.00	0.00	14.29	0.00	0.00		
<b>9 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>33.33</b>	<b>44.44</b>	<b>11.11</b>	<b>0.00</b>	<b>11.11</b>	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>	

# Job Group Analysis

**2CM**

**Prof - Communications**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information Officer	#	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		
30000373 - Graphics Designer 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		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

2EN

Prof - Environmental Sustainability

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003376 - Environmental Regulatory Coordinator	#	2	4	0	0	0	0	0	2		
5 Employees	%	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		
30000662 - Environmental Program Coordinator	#	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		
30000339 - Environmental Specialist-Generalist	#	1	2	0	0	1	0	0	0		
7 Employees	%	14.29	28.57	0.00	0.00	14.29	0.00	0.00	0.00		
30001285 - Laboratory 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		
30001284 - Laboratory Analytical Specialist	#	4	3	1	0	2	0	0	1		
6 Employees	%	66.67	50.00	16.67	0.00	33.33	0.00	0.00	16.67		
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		
<b>23 Employees</b>											
	<b>Totals</b>	#	7	11	1	0	3	0	3		
		%	30.43	47.83	4.35	0.00	13.04	0.00	13.04		

# Job Group Analysis

**2ER-NR**

**Prof - Engineering - Nonrepresented**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003047 - Engineer III	#	1	3	0	0	1	0	0	0			
11 Employees	%	9.09	27.27	0.00	0.00	9.09	0.00	0.00	0.00			
<b>11 Employees</b>	<b>Totals</b>	#	1	3	0	0	1	0	0	0		
		%	9.09	27.27	0.00	0.00	9.09	0.00	0.00	0.00		

## Job Group Analysis

2ER-R-1

Prof - Engineering - Represented - Level 1

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	3	3	1	0	1	0	0	1		
12 Employees	%	25.00	25.00	8.33	0.00	8.33	0.00	0.00	8.33		
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		
30000353 - Engineering Associate-Civil	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>19 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	
		<b>%</b>	<b>15.79</b>	<b>31.58</b>	<b>5.26</b>	<b>0.00</b>	<b>5.26</b>	<b>0.00</b>	<b>0.00</b>	<b>5.26</b>	

## Job Group Analysis

2ER-R-2

Prof - Engineering - Represented - Level 2

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003046 - Engineer II	#	0	3	0	0	0	0	0	0		
7 Employees	%	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00		
30000368 - Engineer-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		
30000365 - Engineer-Civil	#	2	3	1	0	0	0	0	1		
12 Employees	%	16.67	25.00	8.33	0.00	0.00	0.00	0.00	8.33		
<b>20 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>		
		<b>%</b>	<b>10.00</b>	<b>30.00</b>	<b>5.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>5.00</b>		

# Job Group Analysis

**2FA**

**Prof - Finance & Accounting**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant 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		
30000063 - Accountant II	#	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		
<b>5 Employees</b>											
	<b>Totals</b>										
	#	1	3	1	0	0	0	0	0		
	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		



# Job Group Analysis

**2IT-AD**

**Prof - IT - Applications Development**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000207 - Applications Analyst IV-Generalist	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000204 - Applications Analyst III-Generalist	#	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		
<b>5 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>20.00</b>	<b>20.00</b>	<b>0.00</b>	<b>20.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2IT-BS**

**Prof - IT - Business Systems**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30003011 - Business Systems Analyst II	#	2	4	1	0	0	0	0	1		
5 Employees	%	40.00	80.00	20.00	0.00	0.00	0.00	0.00	20.00		
30003010 - Business Systems Analyst I	#	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		
<b>9 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	
		<b>%</b>	<b>44.44</b>	<b>88.89</b>	<b>33.33</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>11.11</b>	

# Job Group Analysis

**2IT-OP**

**Prof - IT - Operational Planning & Strategy**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000218 - Inf Syst Analyst, Principal-Gen	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2PM-NR-1**

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

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003235 - Coordinator I - E	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30003027 - Coordinator I - NE	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
<b>6 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>33.33</b>	<b>66.67</b>	<b>16.67</b>	<b>16.67</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2PM-NR-2**

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

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003028 - Coordinator II	#	0	3	0	0	0	0	0	0		
8 Employees	%	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00		
<b>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>0.00</b>	<b>37.50</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

**2PM-NR-3**

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

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	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		
30003029 - Coordinator III	#	5	6	0	4	0	0	0	1		
11 Employees	%	45.45	54.55	0.00	36.36	0.00	0.00	0.00	9.09		
<b>13 Employees</b>	<b>Totals</b>	<b>#</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>		
	<b>%</b>	<b>38.46</b>	<b>53.85</b>	<b>0.00</b>	<b>30.77</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>7.69</b>		

## Job Group Analysis

**2RM**

**Prof - Risk Management & Liability**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003101 - Risk 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		
30003100 - Risk Specialist II	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>3 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>66.67</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**3EN**

**Technicians - Environmental Sustainability**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000139 - Water Quality Inspector 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		
30000338 - Environmental Technician II	#	2	5	1	1	0	0	0	0		
8 Employees	%	25.00	62.50	12.50	12.50	0.00	0.00	0.00	0.00		
30000140 - Water Quality Inspector II	#	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		
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		
<b>13 Employees</b>	<b>Totals #</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>15.38</b>	<b>53.85</b>	<b>7.69</b>	<b>7.69</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		



# Job Group Analysis

**3ER-1**

**Technicians - Engineering - Level 1**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	1	1	2	1	0	0	0		
7 Employees	%	57.14	14.29	14.29	28.57	14.29	0.00	0.00	0.00		
<b>9 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>44.44</b>	<b>11.11</b>	<b>11.11</b>	<b>22.22</b>	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

**3ER-2**

**Technicians - Engineering - Level 2**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000349 - Right of Way Agent II	#	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		
30000342 - GIS Technician II	#	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		
30000325 - Engineering Technician II	#	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		
30000329 - CAD Technician II	#	2	2	0	1	0	0	0	1		
3 Employees	%	66.67	66.67	0.00	33.33	0.00	0.00	0.00	33.33		
<b>14 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>		
		<b>%</b>	<b>21.43</b>	<b>42.86</b>	<b>7.14</b>	<b>7.14</b>	<b>0.00</b>	<b>0.00</b>	<b>7.14</b>		

## Job Group Analysis

**3ER-3**

**Technicians - Engineering - Level 3**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent 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		
30000343 - GIS Technician III	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000326 - Engineering Technician III	#	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		
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		
<b>9 Employees</b>	<b>Totals #</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>11.11</b>	<b>22.22</b>	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

**5PB**

**PS - Non-Sworn - PI&A**

**EEO Code: 5**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000137 - Water Security Specialist, Lead	#	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		
30000138 - Water Security Specialist	#	1	2	0	0	0	0	0	1		
7 Employees	%	14.29	28.57	0.00	0.00	0.00	0.00	0.00	14.29		
<b>10 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>		
		<b>%</b>	<b>10.00</b>	<b>30.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>10.00</b>		

# Job Group Analysis

**6BA-C-2**

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

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000590 - Community Service Aide II	#	2	11	0	0	0	0	0	2		
17 Employees	%	11.76	64.71	0.00	0.00	0.00	0.00	0.00	11.76		
<b>17 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>		
	<b>%</b>	<b>11.76</b>	<b>64.71</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>11.76</b>		

# Job Group Analysis

**6BA-NR-2**

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

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003003 - Administrative Specialist II	#	3	12	0	3	0	0	0	0		
12 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
<b>12 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>12</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>25.00</b>	<b>100.00</b>	<b>0.00</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**6BA-NR-3**

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

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
<b>3 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>33.33</b>	<b>100.00</b>	<b>0.00</b>	<b>33.33</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

6BA-R-1

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

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001558 - Timekeeping Specialist	#	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		
30000403 - Remittance Technician	#	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		
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		
30003350 - Office Support Specialist 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		
<b>5 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>40.00</b>	<b>80.00</b>	<b>0.00</b>	<b>0.00</b>	<b>40.00</b>	<b>0.00</b>	<b>0.00</b>		



## Job Group Analysis

**6CS**

**Admin Sup - Customer Service**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000018 - Customer Accounts Specialist II	#	3	6	0	0	3	0	0	0		
9 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000017 - Customer Accounts Specialist I	#	17	21	4	3	9	1	0	0		
37 Employees	%	45.95	56.76	10.81	8.11	24.32	2.70	0.00	0.00		
<b>46 Employees</b>	<b>Totals</b>	<b>#</b>	<b>20</b>	<b>27</b>	<b>4</b>	<b>3</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>43.48</b>	<b>58.70</b>	<b>8.70</b>	<b>6.52</b>	<b>26.09</b>	<b>2.17</b>	<b>0.00</b>	<b>0.00</b>	

# Job Group Analysis

**6PB**

**Admin Sup - PI&A**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000030 - Service Dispatcher, Lead	#	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		
30000134 - Water Meter Reader 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		
30000133 - Water Meter Reader I	#	1	3	0	1	0	0	0	0		
10 Employees	%	10.00	30.00	0.00	10.00	0.00	0.00	0.00	0.00		
30000029 - Service Dispatcher	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
<b>21 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>14.29</b>	<b>23.81</b>	<b>4.76</b>	<b>4.76</b>	<b>4.76</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

6PR

Admin Sup - Procurement

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		
2 Employees	%	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		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000053 - Storekeeper/Acquisition Specialist 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		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**7PB-CM**

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

**EEO Code: 7**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000108 - Concrete Finisher, 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		
30000111 - Carpenter Lead	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000110 - Carpenter	#	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		
30000107 - Concrete Finisher	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>8 Employees</b>	<b>Totals</b>	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

**7PB-EL**

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

**EEO Code: 7**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
<b>11 Employees</b>	<b>Totals</b>	<b>#</b>	0	0	0	0	0	0	0		
		<b>%</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

**7PB-EO**

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

**EEO Code: 7**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000105 - Construction Equipment Operator	#	4	1	0	1	2	1	0	0		
19 Employees	%	21.05	5.26	0.00	5.26	10.53	5.26	0.00	0.00		
<b>19 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>21.05</b>	<b>5.26</b>	<b>0.00</b>	<b>5.26</b>	<b>10.53</b>	<b>5.26</b>	<b>0.00</b>	<b>0.00</b>	

# Job Group Analysis

**7PB-FE**

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

**EEO Code: 7**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000128 - General Mechanic 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		
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		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**7PB-WS**

**Skilled Craft - PI&A - Water Supply**

**EEO Code: 7**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000154 - Operating Engineer III	#	3	2	0	0	1	2	0	0		
13 Employees	%	23.08	15.38	0.00	0.00	7.69	15.38	0.00	0.00		
30000147 - Water Treatment Operator II	#	1	2	1	0	0	0	0	0		
10 Employees	%	10.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00		
30003402 - Water Meter Technician IV	#	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	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30001308 - Watershed Specialist III	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000145 - Water Operations Mechanic	#	8	3	2	3	2	0	0	1		
34 Employees	%	23.53	8.82	5.88	8.82	5.88	0.00	0.00	2.94		
30000143 - Water Meter Technician III	#	3	0	0	0	1	1	1	0		
4 Employees	%	75.00	0.00	0.00	0.00	25.00	25.00	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		
30003751 - Water Distribution Worker	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000142 - Water Meter Technician II	#	2	1	0	1	0	0	0	1		
5 Employees	%	40.00	20.00	0.00	20.00	0.00	0.00	0.00	20.00		
30000146 - Water Treatment Operator 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		
30000149 - Watershed Specialist 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		
30002158 - Water Meter Technician I	#	2	0	0	1	0	1	0	0		
4 Employees	%	50.00	0.00	0.00	25.00	0.00	25.00	0.00	0.00		
30003750 - Water Distribution Worker, Trainee	#	9	4	1	3	3	0	1	1		
15 Employees	%	60.00	26.67	6.67	20.00	20.00	0.00	6.67	6.67		
<b>102 Employees</b>	<b>Totals</b>	<b>#</b>	<b>30</b>	<b>15</b>	<b>5</b>	<b>8</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>3</b>	
		<b>%</b>	<b>29.41</b>	<b>14.71</b>	<b>4.90</b>	<b>7.84</b>	<b>7.84</b>	<b>3.92</b>	<b>1.96</b>	<b>2.94</b>	



# Job Group Analysis

**8PB-CM**

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

**EEO Code: 8**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000077 - Utility Worker II	#	6	0	1	1	3	0	0	1		
15 Employees	%	40.00	0.00	6.67	6.67	20.00	0.00	0.00	6.67		
30000076 - Utility Worker I	#	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		
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		
<b>20 Employees</b>	<b>Totals</b>	<b>#</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	
		<b>%</b>	<b>35.00</b>	<b>5.00</b>	<b>5.00</b>	<b>10.00</b>	<b>15.00</b>	<b>0.00</b>	<b>0.00</b>	<b>5.00</b>	

# Job Group Analysis

**8PB-MP**

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

**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		
30000081 - Parks Technician	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	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		
<b>8 Employees</b>	<b>Totals #</b>	0	1	0	0	0	0	0	0		
	<b>%</b>	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

**8TR**

**Service Maint - Transportation & Roadways**

**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		
30000101 - Automotive Equipment Oper I	#	9	2	1	3	5	0	0	0		
14 Employees	%	64.29	14.29	7.14	21.43	35.71	0.00	0.00	0.00		
<b>16 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>12.50</b>	<b>6.25</b>	<b>18.75</b>	<b>37.50</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

**Incumbency vs. Estimated Availability**

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

1EX		Off/Adm - Executive Managers							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	28.57	71.43	14.29	14.29	0.00	0.00	0.00	0.00
	Availability %	20.54	42.67	6.23	4.57	5.61	0.21	0.08	3.83
	Emp Less Avail?								
	Statistical Value					1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1FA		Off/Adm - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	37.50	62.50	37.50	0.00	0.00	0.00	0.00	0.00
	Availability %	31.77	53.40	18.75	1.61	6.12	0.00	1.87	3.44
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E		1.000E	1.000E
	Stat Significant?								

1MA-1		Off/Adm - Managers - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	21.43	64.29	7.14	0.00	14.29	0.00	0.00	0.00
	Availability %	27.61	49.84	8.05	7.39	7.27	0.93	0.88	3.09
	Emp Less Avail?								
	Statistical Value	0.770E		1.000E	0.619E		1.000E	1.000E	1.000E
	Stat Significant?								

1MA-2		Off/Adm - Managers - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	14.29	42.86	0.00	0.00	0.00	0.00	0.00	14.29
	Availability %	24.24	43.55	8.50	5.57	6.45	0.76	0.40	2.56
	Emp Less Avail?								
	Statistical Value	0.540E	1.000E	0.625E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								

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

# Incumbency vs. Estimated Availability

1MS		Off/Adm - Maint Supervisors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	36.36	0.00	0.00	18.18	9.09	9.09	0.00	0.00
	Availability %	18.18	11.58	2.71	2.27	8.13	1.40	0.38	3.29
	Emp Less Avail?								
	Statistical Value		0.628E	1.000E				1.000E	1.000E
	Stat Significant?								
1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00
	Availability %	22.40	9.29	3.83	2.73	11.48	1.64	0.00	2.73
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E		1.000E		1.000E
	Stat Significant?								
1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR							
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 %	23.58	39.15	5.78	5.48	11.77	0.01	0.09	0.44
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	19.62	27.53	4.44	4.76	5.78	0.01	1.44	3.20
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1PL		Off/Adm - Planning & Development							
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 %	21.78	12.53	3.88	2.54	11.00	1.59	0.00	2.79
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								

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

## Incumbency vs. Estimated Availability

1SU-1		Off/Adm - Supervisors - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	11.11	33.33	11.11	0.00	0.00	0.00	0.00	0.00
	Availability %	21.71	41.79	6.38	5.50	5.33	0.23	0.71	3.56
	Emp Less Avail?								
	Statistical Value	0.694E	0.743E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1SU-2		Off/Adm - Supervisors - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	20.00	30.00	0.00	0.00	20.00	0.00	0.00	0.00
	Availability %	32.10	54.04	9.69	7.23	10.18	0.39	1.04	3.56
	Emp Less Avail?								
	Statistical Value	0.517E	0.203E	0.613E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
1SU-3		Off/Adm - Supervisors - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.70	30.66	12.74	0.68	4.26	0.05	1.18	2.81
	Emp Less Avail?								
	Statistical Value	0.132E	1.000E	0.626E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2AD		Professionals - Architecture, Design & Surveying							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	43.12	21.21	10.75	11.94	12.48	0.11	0.00	7.87
	Emp Less Avail?								
	Statistical Value	0.139E	0.585E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
2BA-1		Prof - Bus Ops & Admin - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	33.33	11.11	0.00	22.22	0.00	0.00	0.00
	Availability %	16.92	39.64	7.79	1.46	2.69	0.23	0.53	4.22
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

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

## Incumbency vs. Estimated Availability

2BA-2		Prof - Bus Ops & Admin - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	20.00	40.00	10.00	0.00	10.00	0.00	0.00	0.00
	Availability %	24.31	49.79	7.85	5.28	5.69	0.12	0.50	4.88
	Emp Less Avail?								
	Statistical Value	1.000E	0.754E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
2BA-3		Prof - Bus Ops & Admin - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	44.44	11.11	0.00	11.11	11.11	0.00	0.00
	Availability %	24.20	49.40	6.74	5.40	6.00	0.36	0.34	5.37
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E			1.000E	1.000E
	Stat Significant?								
2CM		Prof - Communications							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	33.33	63.61	13.55	2.51	14.52	0.03	0.08	2.66
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2EN		Prof - Environmental Sustainability							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	30.43	47.83	4.35	0.00	13.04	0.00	0.00	13.04
	Availability %	19.43	38.54	7.47	2.64	2.27	1.79	1.32	3.97
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	
	Stat Significant?								
2ER-NR		Prof - Engineering - Nonrepresented							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	9.09	27.27	0.00	0.00	9.09	0.00	0.00	0.00
	Availability %	23.30	31.50	13.67	0.78	4.49	0.04	0.92	3.42
	Emp Less Avail?								
	Statistical Value	0.476E	1.000E	0.380E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

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

## Incumbency vs. Estimated Availability

2ER-R-1		Prof - Engineering - Represented - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	15.79	31.58	5.26	0.00	5.26	0.00	0.00	5.26
	Availability %	19.12	27.30	6.82	2.89	5.12	0.14	1.33	2.85
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E		1.000E	1.000E	
	Stat Significant?								
2ER-R-2		Prof - Engineering - Represented - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
20	Employment %	10.00	30.00	5.00	0.00	0.00	0.00	0.00	5.00
	Availability %	21.49	26.97	10.23	2.01	7.24	0.08	0.28	1.67
	Emp Less Avail?								
	Statistical Value	0.282E		0.715E	1.000E	0.395E	1.000E	1.000E	
	Stat Significant?								
2FA		Prof - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00
	Availability %	29.16	59.64	11.19	5.72	8.37	0.99	0.40	2.49
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2IT-AD		Prof - IT - Applications Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00
	Availability %	28.57	19.14	19.88	0.97	4.34	0.08	0.00	3.31
	Emp Less Avail?								
	Statistical Value	1.000E		0.590E		1.000E	1.000E		1.000E
	Stat Significant?								
2IT-BS		Prof - IT - Business Systems							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	44.44	88.89	33.33	0.00	0.00	0.00	0.00	11.11
	Availability %	26.18	35.08	15.49	2.40	4.10	0.00	0.00	4.19
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E			
	Stat Significant?								

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



# Incumbency vs. Estimated Availability

2IT-OP		Prof - IT - Operational Planning & Strategy							
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?	36.34	29.81	18.59	5.12	8.17	0.12	0.83	3.51
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2PM-NR-1		Prof - Program & Project Admin - NR - Level 1							
Total Emp 6	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	33.33	66.67	16.67	16.67	0.00	0.00	0.00	0.00
	Emp Less Avail?	19.58	60.30	5.75	2.41	6.30	0.26	0.94	3.93
	Statistical Value					1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2							
Total Emp 8	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	25.89	62.91	4.68	7.63	7.99	0.73	2.00	2.86
	Statistical Value	0.123E	0.156E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2PM-NR-3		Prof - Program & Project Admin - NR - Level 3							
Total Emp 13	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	38.46	53.85	0.00	30.77	0.00	0.00	0.00	7.69
	Emp Less Avail?	25.26	59.12	5.82	6.78	6.03	0.27	1.24	5.13
	Statistical Value		0.781E	1.000E		1.000E	1.000E	1.000E	
	Stat Significant?								
2RM		Prof - Risk Management & Liability							
Total Emp 3	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	27.42	43.55	4.84	11.29	11.29	0.00	0.00	0.00
	Statistical Value	0.567E		1.000E	1.000E	1.000E			
	Stat Significant?								

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## Incumbency vs. Estimated Availability

3EN		Technicians - Environmental Sustainability							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	15.38	53.85	7.69	7.69	0.00	0.00	0.00	0.00
	Availability %	25.80	54.09	10.23	2.27	9.34	0.08	0.08	3.81
	Emp Less Avail?								
	Statistical Value	0.536E	1.000E	1.000E		0.626E	1.000E	1.000E	1.000E
	Stat Significant?								
3ER-1		Technicians - Engineering - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	44.44	11.11	11.11	22.22	11.11	0.00	0.00	0.00
	Availability %	21.54	15.82	8.06	1.11	6.03	0.86	0.31	5.17
	Emp Less Avail?								
	Statistical Value		1.000E				1.000E	1.000E	1.000E
	Stat Significant?								
3ER-2		Technicians - Engineering - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	21.43	42.86	7.14	7.14	0.00	0.00	0.00	7.14
	Availability %	23.91	14.03	7.46	3.09	6.75	1.58	0.21	4.82
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E		0.619E	1.000E	1.000E	
	Stat Significant?								
3ER-3		Technicians - Engineering - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	11.11	22.22	11.11	0.00	0.00	0.00	0.00	0.00
	Availability %	23.06	32.58	5.72	5.65	6.22	0.10	1.62	3.76
	Emp Less Avail?								
	Statistical Value	0.694E	0.727E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
5PB		PS - Non-Sworn - PI&A							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	10.00	30.00	0.00	0.00	0.00	0.00	0.00	10.00
	Availability %	30.03	30.23	4.86	10.49	7.24	3.05	1.33	3.05
	Emp Less Avail?								
	Statistical Value	0.300E	1.000E	1.000E	0.613E	1.000E	1.000E	1.000E	
	Stat Significant?								

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## Incumbency vs. Estimated Availability

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	11.76	64.71	0.00	0.00	0.00	0.00	0.00	11.76
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?								
	Statistical Value	0.391E	0.263E	0.627E	1.000E	0.392E	1.000E	1.000E	
	Stat Significant?								
6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00
	Availability %	22.38	80.07	3.86	4.25	9.11	1.04	0.80	3.32
	Emp Less Avail?								
	Statistical Value			1.000E		0.618E	1.000E	1.000E	1.000E
	Stat Significant?								
6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00
	Availability %	25.64	89.81	6.21	8.53	5.83	1.09	0.21	3.78
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	80.00	0.00	0.00	40.00	0.00	0.00	0.00
	Availability %	23.29	76.56	6.81	2.31	8.38	0.92	0.44	4.42
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
6CS		Admin Sup - Customer Service							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
46	Employment %	43.48	58.70	8.70	6.52	26.09	2.17	0.00	0.00
	Availability %	23.35	58.64	4.36	3.10	10.72	0.56	0.50	4.12
	Emp Less Avail?								
	Statistical Value							0.481	1.406
	Stat Significant?								

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## Incumbency vs. Estimated Availability

6PB		Admin Sup - PI&A							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
21	Employment %	14.29	23.81	4.76	4.76	4.76	0.00	0.00	0.00
	Availability %	33.07	31.69	2.79	3.70	16.54	0.45	0.86	8.74
	Emp Less Avail?								
	Statistical Value	0.101E	0.639E			0.236E	1.000E	1.000E	0.252E
	Stat Significant?								
6PR		Admin Sup - Procurement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.65	75.51	5.09	2.64	8.33	0.25	1.20	3.14
	Emp Less Avail?		YES						
	Statistical Value	0.587E	0.048E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?		YES						
7PB-CM		Skilled Craft - PI&A - Constr & Maint							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	29.46	5.91	2.07	3.12	18.87	0.49	1.06	3.86
	Emp Less Avail?								
	Statistical Value	0.115E	1.000E	1.000E	1.000E	0.366E	1.000E	1.000E	1.000E
	Stat Significant?								
7PB-EL		Skilled Craft - PI&A - Electrical							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.60	5.53	2.18	2.09	7.09	0.68	0.06	4.50
	Emp Less Avail?								
	Statistical Value	0.230E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
7PB-EO		Skilled Craft - PI&A - Equipment Operators							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	21.05	5.26	0.00	5.26	10.53	5.26	0.00	0.00
	Availability %	27.83	8.90	3.86	8.28	11.20	0.34	1.83	2.33
	Emp Less Avail?								
	Statistical Value	0.616E	1.000E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								

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# Incumbency vs. Estimated Availability

7PB-FE		Skilled Craft - PI&A - Facil & Equip							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.35	5.21	4.39	1.44	10.00	0.70	0.24	3.59
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

7PB-WS		Skilled Craft - PI&A - Water Supply							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
102	Employment %	29.41	14.71	4.90	7.84	7.84	3.92	1.96	2.94
	Availability %	26.27	13.33	4.93	6.01	9.86	0.48	2.00	2.97
	Emp Less Avail?								
	Statistical Value			0.013		0.683		0.028	0.017
	Stat Significant?								

8PB-CM		Service Maint - PI&A - Constr & Maint							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
20	Employment %	35.00	5.00	5.00	10.00	15.00	0.00	0.00	5.00
	Availability %	29.23	9.42	2.12	1.32	21.04	0.99	1.16	2.60
	Emp Less Avail?								
	Statistical Value		1.000E			0.783E	1.000E	1.000E	
	Stat Significant?								

8PB-MP		Service Maint - PI&A - Maint Plan/Sched							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	38.06	12.50	3.69	5.44	24.23	0.37	1.52	2.82
	Emp Less Avail?	YES							
	Statistical Value	0.028E	1.000E	1.000E	1.000E	0.212E	1.000E	1.000E	1.000E
	Stat Significant?	YES							

8TR		Service Maint - Transportation & Roadways							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	62.50	12.50	6.25	18.75	37.50	0.00	0.00	0.00
	Availability %	29.03	11.66	4.65	7.36	10.61	0.56	2.49	3.35
	Emp Less Avail?								
	Statistical Value						1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 600

S - Significant Difference Rule

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

## Incumbency vs. Estimated Availability

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

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

**Shortfall**

1CH		Off/Adm - Chief Executives									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	0.9	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1EX		Off/Adm - Executive Managers									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	5	1	1	0	0	0	0		
	# Available	1.4	3.0	0.4	0.3	0.4	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

1FA		Off/Adm - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	3	5	3	0	0	0	0	0		
	# Available	2.5	4.3	1.5	0.1	0.5	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

1MA-1		Off/Adm - Managers - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	3	9	1	0	2	0	0	0		
	# Available	3.9	7.0	1.1	1.0	1.0	0.1	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1MA-2		Off/Adm - Managers - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	2	6	0	0	0	0	0	2		
	# Available	3.4	6.1	1.2	0.8	0.9	0.1	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1MS		Off/Adm - Maint Supervisors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	4	0	0	2	1	1	0	0		
	# Available	2.0	1.3	0.3	0.2	0.9	0.2	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	0	0	0	1	0	0	0		
	# Available	1.1	0.5	0.2	0.1	0.6	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.4	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	0.6	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1PL		Off/Adm - Planning & Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.1	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1SU-1		Off/Adm - Supervisors - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	1	3	1	0	0	0	0	0		
	# Available	2.0	3.8	0.6	0.5	0.5	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
1SU-2		Off/Adm - Supervisors - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	2	3	0	0	2	0	0	0		
	# Available	3.2	5.4	1.0	0.7	1.0	0.0	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
1SU-3		Off/Adm - Supervisors - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	0	3	0	0	0	0	0	0		
	# Available	2.2	3.1	1.3	0.1	0.4	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2AD		Professionals - Architecture, Design & Surveying									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.7	0.8	0.4	0.5	0.5	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2BA-1		Prof - Bus Ops & Admin - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	3	1	0	2	0	0	0		
	# Available	1.5	3.6	0.7	0.1	0.2	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		



# Shortfall

2BA-2		Prof - Bus Ops & Admin - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	2	4	1	0	1	0	0	0		
	# Available	2.4	5.0	0.8	0.5	0.6	0.0	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2BA-3		Prof - Bus Ops & Admin - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	4	1	0	1	1	0	0		
	# Available	2.2	4.4	0.6	0.5	0.5	0.0	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2CM		Prof - Communications									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.7	1.3	0.3	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2EN		Prof - Environmental Sustainability									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	7	11	1	0	3	0	0	3		
	# Available	4.5	8.9	1.7	0.6	0.5	0.4	0.3	0.9		
	Persons Required	0	0	0	0	0	0	0	0		
2ER-NR		Prof - Engineering - Nonrepresented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	1	3	0	0	1	0	0	0		
	# Available	2.6	3.5	1.5	0.1	0.5	0.0	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2ER-R-1		Prof - Engineering - Represented - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	3	6	1	0	1	0	0	1		
	# Available	3.6	5.2	1.3	0.5	1.0	0.0	0.3	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2ER-R-2		Prof - Engineering - Represented - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	2	6	1	0	0	0	0	1		
	# Available	4.3	5.4	2.0	0.4	1.4	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2FA		Prof - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	3	1	0	0	0	0	0		
	# Available	1.5	3.0	0.6	0.3	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

2IT-AD		Prof - IT - Applications Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	1	0	1	0	0	0	0		
	# Available	1.4	1.0	1.0	0.0	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-BS		Prof - IT - Business Systems									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	4	8	3	0	0	0	0	1		
	# Available	2.4	3.2	1.4	0.2	0.4	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-OP		Prof - IT - Operational Planning & Strategy									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.3	0.2	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-1		Prof - Program & Project Admin - NR - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	4	1	1	0	0	0	0		
	# Available	1.2	3.6	0.3	0.1	0.4	0.0	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	3	0	0	0	0	0	0		
	# Available	2.1	5.0	0.4	0.6	0.6	0.1	0.2	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-3		Prof - Program & Project Admin - NR - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	5	7	0	4	0	0	0	1		
	# Available	3.3	7.7	0.8	0.9	0.8	0.0	0.2	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
2RM		Prof - Risk Management & Liability									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.8	1.3	0.1	0.3	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3EN		Technicians - Environmental Sustainability									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	2	7	1	1	0	0	0	0		
	# Available	3.4	7.0	1.3	0.3	1.2	0.0	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

3ER-1		Technicians - Engineering - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	4	1	1	2	1	0	0	0		
	# Available	1.9	1.4	0.7	0.1	0.5	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

3ER-2		Technicians - Engineering - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	3	6	1	1	0	0	0	1		
	# Available	3.3	2.0	1.0	0.4	0.9	0.2	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		

3ER-3		Technicians - Engineering - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	1	2	1	0	0	0	0	0		
	# Available	2.1	2.9	0.5	0.5	0.6	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

5PB		PS - Non-Sworn - PI&A									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	1	3	0	0	0	0	0	1		
	# Available	3.0	3.0	0.5	1.0	0.7	0.3	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	2	11	0	0	0	0	0	2		
	# Available	4.0	12.9	1.2	0.4	1.4	0.2	0.1	0.8		
	Persons Required	0	0	0	0	0	0	0	0		

6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	3	12	0	3	0	0	0	0		
	# Available	2.7	9.6	0.5	0.5	1.1	0.1	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	0	1	0	0	0	0		
	# Available	0.8	2.7	0.2	0.3	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	4	0	0	2	0	0	0		
	# Available	1.2	3.8	0.3	0.1	0.4	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

6CS		Admin Sup - Customer Service									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
46	# Employed	20	27	4	3	12	1	0	0		
	# Available	10.7	27.0	2.0	1.4	4.9	0.3	0.2	1.9		
	Persons Required	0	0	0	0	0	0	0	0		
6PB		Admin Sup - PI&A									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	3	5	1	1	1	0	0	0		
	# Available	6.9	6.7	0.6	0.8	3.5	0.1	0.2	1.8		
	Persons Required	0	0	0	0	0	0	0	0		
6PR		Admin Sup - Procurement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.8	3.0	0.2	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		
7PB-CM		Skilled Craft - PI&A - Constr & Maint									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	0	0	0	0	0	0	0		
	# Available	2.4	0.5	0.2	0.2	1.5	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-EL		Skilled Craft - PI&A - Electrical									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.8	0.6	0.2	0.2	0.8	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-EO		Skilled Craft - PI&A - Equipment Operators									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	4	1	0	1	2	1	0	0		
	# Available	5.3	1.7	0.7	1.6	2.1	0.1	0.3	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-FE		Skilled Craft - PI&A - Facil & Equip									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.1	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-WS		Skilled Craft - PI&A - Water Supply									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
102	# Employed	30	15	5	8	8	4	2	3		
	# Available	26.8	13.6	5.0	6.1	10.1	0.5	2.0	3.0		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

8PB-CM		Service Maint - PI&A - Constr & Maint									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	7	1	1	2	3	0	0	1		
	# Available	5.8	1.9	0.4	0.3	4.2	0.2	0.2	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

8PB-MP		Service Maint - PI&A - Maint Plan/Sched									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	1	0	0	0	0	0	0		
	# Available	3.0	1.0	0.3	0.4	1.9	0.0	0.1	0.2		
	Persons Required	1	0	0	0	0	0	0	0		

8TR		Service Maint - Transportation & Roadways									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	10	2	1	3	6	0	0	0		
	# Available	4.6	1.9	0.7	1.2	1.7	0.1	0.4	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

S - Significant Difference Rule

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

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

**Adverse Impact for Applicants**

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

by Individual Race/Ethnicity

1EX		Off/Adm - Executive Managers						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	--	YES	YES	
Selection Ratio	0.00		0.00	Infin	Infin	0.00	0.00	
Statistical Value	0.571F		0.571F			0.667F	0.250F	
Significant?	NO		NO	--	--	NO	NO	
Shortfall	0		0			0	0	

1FA		Off/Adm - Finance & Accounting						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		--	YES	--	--	YES	YES	
Selection Ratio		Infin	0.00	Infin	Infin	0.00	0.00	
Statistical Value			0.500F			0.500F	0.167F	
Significant?		--	NO	--	--	NO	NO	
Shortfall			0			0	0	

1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--		--	--	--	YES	
Selection Ratio	Infin	Infin		Infin	Infin	Infin	0.20	
Statistical Value							0.273F	
Significant?	--	--		--	--	--	NO	
Shortfall							0	

2BA-2		Prof - Bus Ops & Admin - Level 2						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		--	YES	--	--	--	YES	
Selection Ratio		Infin	0.00	Infin	Infin	Infin	0.13	
Statistical Value			0.667F				0.228F	
Significant?		--	NO	--	--	--	NO	
Shortfall			0				0	

2EN		Prof - Environmental Sustainability						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	YES	--	--	YES		
Selection Ratio	Infin	0.00	0.00	Infin	Infin	0.00		
Statistical Value		0.929F	0.867F			0.929F		
Significant?	--	NO	NO	--	--	NO		
Shortfall		0	0			0		

# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2ER-R-1		Prof - Engineering - Represented - Level 1						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--	--	--		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	Infin		
Statistical Value	0.383F	0.810F	1.720					
Significant?	NO	NO	NO	--	--	--		
Shortfall	0	0	1					

  

2FA		Prof - Finance & Accounting						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	YES	--	--	--		
Selection Ratio	0.00	Infin	0.00	Infin	Infin	Infin		
Statistical Value	0.462F		0.857F					
Significant?	NO	--	NO	--	--	--		
Shortfall	0		0					

  

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	YES		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	0.00		
Statistical Value						0.889F		
Significant?	--	--	--	--	--	NO		
Shortfall						0		

  

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--	--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value								
Significant?	--	--	--	--	--	--	--	
Shortfall								

  

3ER-1		Technicians - Engineering - Level 1						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	YES	--	YES	YES	
Selection Ratio	0.00		0.47	0.00	Infin	0.00	0.28	
Statistical Value	0.889F		0.547F	0.889F		0.444F	1.208	
Significant?	NO		NO	NO	--	NO	NO	
Shortfall	0		0	0		0	0	

# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

5PB		PS - Non-Sworn - PI&A						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	--	*	YES	
Selection Ratio	0.00	0.00		Infin	Infin	3.00	0.19	
Statistical Value	0.818F	0.692F					1.330	
Significant?	NO	NO		--	--	NO	NO	
Shortfall	0	0					1	

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	YES	--	*		
Selection Ratio	0.00	0.00	0.00	0.00	Infin	1.04		
Statistical Value	1.246	0.883	1.289	0.335				
Significant?	NO	NO	NO	NO	--	NO		
Shortfall	1	0	1	0				

6CS		Admin Sup - Customer Service						Favored Group: Pac
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--		YES	YES	
Selection Ratio	0.25	0.30	0.19	Infin		0.00	0.04	
Statistical Value	0.333F	0.364F	0.222F			0.100F	4.499	
Significant?	NO	NO	NO	--		NO	YES	
Shortfall	0	0	0			0	5	

6PB		Admin Sup - PI&A						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	YES	--	YES	YES	
Selection Ratio		0.00	0.64	0.00	Infin	0.00	0.42	
Statistical Value		0.583F	0.641F	0.700F		0.412F	0.857	
Significant?		NO	NO	NO	--	NO	NO	
Shortfall		0	0	0		0	0	

7PB-WS		Skilled Craft - PI&A - Water Supply						Favored Group: Pac
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--		YES	YES	
Selection Ratio	0.00	0.46	0.18	Infin		0.25	0.17	
Statistical Value	0.286F	0.476F	0.239F			0.378F	1.932	
Significant?	NO	NO	NO	--		NO	NO	
Shortfall	0	0	0			0	1	



# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

8PB-CM

Service Maint - PI&A - Constr & Maint

Favored Group: His

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		--	--	YES	YES
Selection Ratio	0.00	0.00		Infin	Infin	0.00	0.41
Statistical Value	0.786F	0.511F				0.350F	1.351
Significant?	NO	NO		--	--	NO	NO
Shortfall	0	0				0	0

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1EX		Off/Adm - Executive Managers		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.500F		
Significant?		NO		
Shortfall		0		

1FA		Off/Adm - Finance & Accounting		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.375F		
Significant?		NO		
Shortfall		0		

1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.20		
Statistical Value		0.273F		
Significant?		NO		
Shortfall		0		

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.20		
Statistical Value		0.314F		
Significant?		NO		
Shortfall		0		

2EN		Prof - Environmental Sustainability		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.765F			
Significant?	NO			
Shortfall	0			

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2ER-R-1	Prof - Engineering - Represented - Level 1	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	2.058	
Significant?	YES	
Shortfall	1	

2FA	Prof - Finance & Accounting	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.429F	
Significant?	NO	
Shortfall	0	

2PM-NR-2	Prof - Program & Project Admin - NR - Level 2	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.889F	
Significant?	NO	
Shortfall	0	

2PM-NR-3	Prof - Program & Project Admin - NR - Level 3	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.500F
Significant?		NO
Shortfall		0

3ER-1	Technicians - Engineering - Level 1	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.65
Statistical Value		0.494
Significant?		NO
Shortfall		0

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

5PB		PS - Non-Sworn - PI&A		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.15		
Statistical Value		1.969		
Significant?		YES		
Shortfall		1		

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.35			
Statistical Value	1.489			
Significant?	NO			
Shortfall	2			

6CS		Admin Sup - Customer Service		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.18		
Statistical Value		3.164		
Significant?		YES		
Shortfall		5		

6PB		Admin Sup - PI&A		Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.93			
Statistical Value				
Significant?	NO			
Shortfall				

7PB-WS		Skilled Craft - PI&A - Water Supply		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.62		
Statistical Value		0.916		
Significant?		NO		
Shortfall		1		

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

8PB-CM

Service Maint - PI&A - Constr &  
Maint

Favored Group: Min

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.69
Statistical Value		0.537
Significant?		NO
Shortfall		0

# Adverse Impact for Applicants

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

by Gender

1EX		Off/Adm - Executive Managers		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.667F		
Significant?		NO		
Shortfall		0		

1FA		Off/Adm - Finance & Accounting		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.250F		
Significant?		NO		
Shortfall		0		

1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.38		
Statistical Value		0.490F		
Significant?		NO		
Shortfall		0		

2EN		Prof - Environmental Sustainability		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.471F			
Significant?	NO			
Shortfall	0			

# Adverse Impact for Applicants

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

by Gender

2ER-R-1	Prof - Engineering - Represented - Level 1	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.39
Statistical Value		1.023
Significant?		NO
Shortfall		0

2FA	Prof - Finance & Accounting	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.357F	
Significant?	NO	
Shortfall	0	

2PM-NR-2	Prof - Program & Project Admin - NR - Level 2	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.556F	
Significant?	NO	
Shortfall	0	

2PM-NR-3	Prof - Program & Project Admin - NR - Level 3	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	--	
Selection Ratio	Infin	
Statistical Value		
Significant?	--	
Shortfall		

3ER-1	Technicians - Engineering - Level 1	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.69
Statistical Value		0.347
Significant?		NO
Shortfall		0

# Adverse Impact for Applicants

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

by Gender

5PB		PS - Non-Sworn - PI&A		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.791			
Significant?	NO			
Shortfall	0			

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.19		
Statistical Value		2.972		
Significant?		YES		
Shortfall		5		

6CS		Admin Sup - Customer Service		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.67			
Statistical Value	0.794			
Significant?	NO			
Shortfall	1			

6PB		Admin Sup - PI&A		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.40		
Statistical Value		1.198		
Significant?		NO		
Shortfall		1		

7PB-WS		Skilled Craft - PI&A - Water Supply		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.37		
Statistical Value		1.800		
Significant?		NO		
Shortfall		2		



# Adverse Impact for Applicants

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

by Gender

8PB-CM		Service Maint - PI&A - Constr & Maint		Favored Group: Fem	
	Fem	Mal			
Adverse IRA?		YES			
Selection Ratio		0.41			
Statistical Value		1.197			
Significant?		NO			
Shortfall		1			

Infin - indicates that the denominator was zero  
"--" indicates that the result could not be calculated

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

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

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

**Goal Attainment**

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

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

2AD		Professionals - Architecture, Design & Surveying													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		43.45													
New Hire	0	0	N/A												
Promotion	0	0	N/A												
Total Opps	0	0	N/A												
Achieved? *		NO OPPS													

## Goal Attainment

2CM		Prof - Communications													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			63.08												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

2PL		Prof - Planning & Development													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				6.47											
New Hire	0			0	N/A										
Promotion	0			0	N/A										
Total Opps	0			0	N/A										
Achieved? *				NO OPPS											

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

## Goal Attainment

3EN		Technicians - Environmental Sustainability													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						11.09									
New Hire	0					0	N/A								
Promotion	3					0	0.00								
Total Opps	3					0	0.00								
Achieved? *						LIMITED									

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

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

## Goal Attainment

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

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

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

## Goal Attainment

5BA		PS - Non-Sworn - Bus Ops & Admin													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		53.85				53.85									
New Hire	0	0	N/A			0	N/A								
Promotion	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO OPPTS				NO OPPTS									

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

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

## Goal Attainment

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			76.12												
New Hire	10		8 80.00												
Promotion	0		0 N/A												
Total Opps	10		8 80.00												
Achieved? *			YES												

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			91.46												
New Hire	0		0 N/A												
Promotion	1		1 100.00												
Total Opps	1		1 100.00												
Achieved? *			YES												

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

## Goal Attainment

6PB		Admin Sup - PI&A													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		34.29				17.26									
New Hire	4	1	25.00			0	0.00								
Promotion	3	1	33.33			1	33.33								
Total Opps	7	2	28.57			1	14.29								
Achieved? *		YES				YES									

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

7PB-CM		Skilled Craft - PI&A - Constr & Maint													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		31.42				20.34									
New Hire	0	0	N/A			0	N/A								
Promotion	1	0	0.00			0	0.00								
Total Opps	1	0	0.00			0	0.00								
Achieved? *		LIMITED				LIMITED									



# Goal Attainment

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

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

8PB-CM		Service Maint - PI&A - Constr & Maint													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						22.94									
New Hire	2					1	50.00								
Promotion	3					1	33.33								
Total Opps	5					2	40.00								
Achieved? *						YES									

## Goal Attainment

8PB-MP		Service Maint - PI&A - Maint Plan/Sched													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		41.42				26.88									
New Hire	0	0	N/A			0	N/A								
Promotion	1	0	0.00			0	0.00								
Total Opps	1	0	0.00			0	0.00								
Achieved? *		LIMITED				LIMITED									

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

8TR		Service Maint - Transportation & Roadways													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		33.10	12.35												
New Hire	0	0	N/A	0	N/A										
Promotion	5	5	100.00	1	20.00										
Total Opps	5	5	100.00	1	20.00										
Achieved? *		YES		YES											

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

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

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