City of Portland

1160-PPR
Portland Parks & Recreation

Bureau
Affirmative Action Program (AAP) Plan Reports

2018
AAP Annual Plan Reports
07/01/2016 to 12/31/2017

Note: As of January 2018, the City of Portland changed its Affirmative Action Program Plan from a fiscal year plan to a calendar year plan. As a result, the 2018 AAP Annual Plan includes six quarters of applicant and personnel action data, extending from July 1, 2016 to December 31, 2017.

City of Portland
Bureau of
Human Resources
Knowledgeable | Helpful | Responsive

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	#	14	40	3	4	5	0	0	2		
73 Employees	%	19.18	54.79	4.11	5.48	6.85	0.00	0.00	2.74		
2 - Professionals	#	11	29	3	0	2	1	0	5		
44 Employees	%	25.00	65.91	6.82	0.00	4.55	2.27	0.00	11.36		
3 - Technicians	#	2	5	0	0	1	0	0	1		
18 Employees	%	11.11	27.78	0.00	0.00	5.56	0.00	0.00	5.56		
5 - Protective Service Workers: Non-Sworn	#	9	6	0	6	1	0	1	1		
22 Employees	%	40.91	27.27	0.00	27.27	4.55	0.00	4.55	4.55		
6 - Administrative Support	#	13	24	2	7	1	0	0	3		
39 Employees	%	33.33	61.54	5.13	17.95	2.56	0.00	0.00	7.69		
7 - Skilled Workers	#	15	5	1	5	4	1	1	3		
52 Employees	%	28.85	9.62	1.92	9.62	7.69	1.92	1.92	5.77		
8 - Service	#	103	152	16	36	29	4	0	18		
348 Employees	%	29.60	43.68	4.60	10.34	8.33	1.15	0.00	5.17		
596 Employees **Totals**	#	167	261	25	58	43	6	2	33		
	%	28.02	43.79	4.19	9.73	7.21	1.01	0.34	5.54		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1BT - Officials/Admin - Building Trades		#	0	1	0	0	0	0	0	0		
4 Employees	1	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
1CR - Officials/Admin - Community Relations		#	0	2	0	0	0	0	0	0		
2 Employees	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	3	8	0	1	1	0	0	1		
12 Employees	1	%	25.00	66.67	0.00	8.33	8.33	0.00	0.00	8.33		
1FL - Officials/Admin - Financial		#	0	3	0	0	0	0	0	0		
4 Employees	1	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	4	14	1	1	1	0	0	1		
24 Employees	1	%	16.67	58.33	4.17	4.17	4.17	0.00	0.00	4.17		
1PM - Officials/Admin - Program Management		#	1	5	0	0	1	0	0	0		
9 Employees	1	%	11.11	55.56	0.00	0.00	11.11	0.00	0.00	0.00		
1PR - Officials/Admin - Parks/Recreation		#	6	7	2	2	2	0	0	0		
17 Employees	1	%	35.29	41.18	11.76	11.76	11.76	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	2	4	1	0	0	0	0	1		
4 Employees	2	%	50.00	100.00	25.00	0.00	0.00	0.00	0.00	25.00		
2BO - Professionals - Botanic		#	5	14	1	0	1	1	0	2		
20 Employees	2	%	25.00	70.00	5.00	0.00	5.00	5.00	0.00	10.00		
2CR - Professionals - Community Relations		#	1	3	1	0	0	0	0	0		
5 Employees	2	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	1	0	0	0	1	0	0	0		
2 Employees	2	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
2HR - Professionals - Human Resources		#	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		
2IT - Professionals - Information Technology		#	0	1	0	0	0	0	0	0		
4 Employees	2	%	0.00	25.00	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		
2PL - Professionals - Planning		#	2	4	0	0	0	0	0	2		
5 Employees	2	%	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		
2PR - Professionals - Parks/Recreation		#	0	2	0	0	0	0	0	0		
3 Employees	2	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
3BO - Technicians - Botanic		#	0	2	0	0	0	0	0	0		
10 Employees	3	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	2	2	0	0	1	0	0	1		
7 Employees	3	%	28.57	28.57	0.00	0.00	14.29	0.00	0.00	14.29		
3RM - Technicians - Risk Management		#	0	1	0	0	0	0	0	0		
1 Employee	3	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5CI - Protective Service - Non-Sworn - Code Inspections		#	1	0	0	1	0	0	0	0		
1 Employee	5	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
5PR - Protective Service - Non-Sworn - Parks/Recreation		#	8	6	0	5	1	0	1	1		
21 Employees	5	%	38.10	28.57	0.00	23.81	4.76	0.00	4.76	4.76		
6ER - Administrative Support - Engineering Related		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	8	12	0	4	1	0	0	3		
15 Employees	6	%	53.33	80.00	0.00	26.67	6.67	0.00	0.00	20.00		
6OS - Administrative Support - Office Support		#	1	6	0	1	0	0	0	0		
6 Employees	6	%	16.67	100.00	0.00	16.67	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	4	5	2	2	0	0	0	0		
15 Employees	6	%	26.67	33.33	13.33	13.33	0.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	0	0	0	0	0	0	0	0		
2 Employees	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	3	0	0	0	1	0	1	1		
6 Employees	7	%	50.00	0.00	0.00	0.00	16.67	0.00	16.67	16.67		
7GM - Skilled Craft - General Maintenance/Trades		#	9	3	1	3	2	1	0	2		
33 Employees	7	%	27.27	9.09	3.03	9.09	6.06	3.03	0.00	6.06		
7PR - Skilled Craft - Parks/Recreation		#	3	2	0	2	1	0	0	0		
13 Employees	7	%	23.08	15.38	0.00	15.38	7.69	0.00	0.00	0.00		
8BO - Service Maintenance - Botanic		#	9	4	1	0	6	0	0	2		
45 Employees	8	%	20.00	8.89	2.22	0.00	13.33	0.00	0.00	4.44		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8GM - Service Maintenance - General Maintenance/Trades		#	18	11	7	4	5	0	0	2		
95 Employees	8	%	18.95	11.58	7.37	4.21	5.26	0.00	0.00	2.11		
8PR - Service Maintenance - Parks/Recreation		#	76	137	8	32	18	4	0	14		
208 Employees	8	%	36.54	65.87	3.85	15.38	8.65	1.92	0.00	6.73		
596 Employees	Totals	#	167	261	25	58	43	6	2	33		
		%	28.02	43.79	4.19	9.73	7.21	1.01	0.34	5.54		

Job Group Analysis Report

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000428 - Parks & Recreation Director	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1BT Officials/Admin - Building Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000720 - Facilities Construction Proj Spec,Supvsg	#	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		
30000718 - Facilities Construction Project Manager	#	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		
30000717 - Facilities Construction Project Spec	#	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		
4 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1CR Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000497 - 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		
30000494 - Community Outreach & Invlvmt Program Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1ER — Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001733 - Parks Property & Business Devel Mgr	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000687 - Capital Project Manager III	#	2	5	0	0	1	0	0	1		
7 Employees	%	28.57	71.43	0.00	0.00	14.29	0.00	0.00	14.29		
30000686 - Capital Project Manager 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		
12 Employees Totals	#	3	8	0	1	1	0	0	1		
	%	25.00	66.67	0.00	8.33	8.33	0.00	0.00	8.33		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000568 - Financial Analyst, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000567 - Financial Analyst	#	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		
4 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1GA Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	1	0	0	0	0	0	0	1		
4 Employees	%	25.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000454 - Capital Improvmnt Program Planning Supvr	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000439 - Parks & Rec Administrative Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	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		
30000452 - Management Analyst, Sr	#	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		
30000451 - Management Analyst	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000450 - Management Assistant	#	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		
24 Employees Totals	#	4	14	1	1	1	0	0	1		
	%	16.67	58.33	4.17	4.17	4.17	0.00	0.00	4.17		

Job Group Analysis

1PM | Officials/Admin - Program Management | EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000465 - Program Manager	#	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		
30000464 - Program Coordinator	#	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		
9 Employees Totals	#	1	5	0	0	1	0	0	0		
	%	11.11	55.56	0.00	0.00	11.11	0.00	0.00	0.00		

Job Group Analysis

1PR Officials/Admin - Parks/Recreation

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000748 - Parks & Rec Services 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		
30001983 - Parks & Recreation Director, Assistant	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000746 - Parks & Rec Natural Areas 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		
30001585 - Parks & Rec Asset 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		
30000834 - Parks & Rec Central Svcs Mgr	#	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		
30000755 - Parks & Rec Zone Manager	#	3	2	1	1	1	0	0	0		
5 Employees	%	60.00	40.00	20.00	20.00	20.00	0.00	0.00	0.00		
30000765 - Golf, Director of	#	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		
30000767 - Raceway Manager	#	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		
30000756 - Parks & Rec City Nature Zone Mgr	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
17 Employees Totals	#	6	7	2	2	2	0	0	0		
	%	35.29	41.18	11.76	11.76	11.76	0.00	0.00	0.00		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant II	#	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		
30000062 - Accountant 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		
4 Employees Totals	#	2	4	1	0	0	0	0	1		
	%	50.00	100.00	25.00	0.00	0.00	0.00	0.00	25.00		

Job Group Analysis

2BO Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000317 - Botanic Spec II-Arboretum Collection	#	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		
30000319 - Botanic Spec II-Environmental Education	#	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		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	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		
30000322 - Botanic Spec II-Pest Mgmt	#	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		
30000323 - Botanic Spec II-Rose Garden	#	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		
30001005 - Botanic Spec II-Forestry	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000316 - Botanic Spec I-Youth & Comnty Programs	#	2	5	0	0	0	1	0	1		
5 Employees	%	40.00	100.00	0.00	0.00	0.00	20.00	0.00	20.00		
30000878 - Botanic Spec I-Forestry	#	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		
30001333 - Botanic Spec I-Trails	#	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		
30001584 - Botanic Spec I-Community Gardens	#	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		
20 Employees Totals	#	5	14	1	0	1	1	0	2		
	%	25.00	70.00	5.00	0.00	5.00	5.00	0.00	10.00		

Job Group Analysis

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000495 - Public Information Officer	#	0	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		
30000493 - Community Outreach & Informtn Rep, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000499 - Volunteer Program Coordinator	#	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		
30000492 - Community Outreach & Informtn Rep	#	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		
5 Employees Totals	#	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

2ER — Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000365 - Engineer-Civil	#	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		
30000930 - Landscape Architect Project Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees Totals	#	1	0	0	0	1	0	0	0		
	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		

Job Group Analysis

2HR — Professionals - Human Resources

EEO Code: 2

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

2IT — Professionals - Information Technology — EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000448 - Business Systems Analyst	#	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		
30000372 - Graphics Designer II	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	25.00	0.00	0.00	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		
30000742 - Parks Planner, Supervising	#	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		
30000392 - Planner, Sr City-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		
30000394 - Planner, Sr City-Parks	#	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		
30000386 - Planner II. City-Parks	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
5 Employees Totals	#	2	4	0	0	0	0	0	2		
	%	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		

Job Group Analysis

2PR — Professionals - Parks/Recreation

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000763 - Urban Forestry Supervisor	#	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 Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3BO Technicians - Botanic

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001383 - Botanic Technician II	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002008 - Community Garden Technician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000831 - Botanic Technician 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		
10 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	20.00	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		
30000330 - CAD Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000343 - GIS Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician 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		
30000329 - CAD Technician 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		
30000333 - Development Services Technician II	#	2	2	0	0	1	0	0	1		
3 Employees	%	66.67	66.67	0.00	0.00	33.33	0.00	0.00	33.33		
7 Employees Totals	#	2	2	0	0	1	0	0	1		
	%	28.57	28.57	0.00	0.00	14.29	0.00	0.00	14.29		

Job Group Analysis

3RM — Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000485 - Safety & Risk Officer 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		
1 Employee Totals	#	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

5CI — Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000185 - Parking Code Enforcement Officer	#	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		
1 Employee Totals	#	1	0	0	1	0	0	0	0		
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		

Job Group Analysis

5PR — Protective Service - Non-Sworn - Parks/Recreation — EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000758 - Parks Security 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		
30000757 - Park Ranger Supervisor	#	2	0	0	2	0	0	0	0		
2 Employees	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30001709 - Park Ranger	#	6	5	0	3	1	0	1	1		
18 Employees	%	33.33	27.78	0.00	16.67	5.56	0.00	5.56	5.56		
21 Employees Totals	#	8	6	0	5	1	0	1	1		
	%	38.10	28.57	0.00	23.81	4.76	0.00	4.76	4.76		

Job Group Analysis

6ER — Administrative Support - Engineering Related

EEO Code: 6

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		
1 Employee Totals	#	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

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor 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		
30000435 - Executive Assistant, Director's	#	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		
30000436 - Administrative Supervisor I	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	7	10	0	4	1	0	0	2		
11 Employees	%	63.64	90.91	0.00	36.36	9.09	0.00	0.00	18.18		
15 Employees Totals	#	8	12	0	4	1	0	0	3		
	%	53.33	80.00	0.00	26.67	6.67	0.00	0.00	20.00		

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	4	0	1	0	0	0	0		
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000014 - Office Support Specialist, Lead	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000011 - Office Support 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		
6 Employees Totals	#	1	6	0	1	0	0	0	0		
	%	16.67	100.00	0.00	16.67	0.00	0.00	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		
30000463 - Program Specialist	#	3	4	1	2	0	0	0	0		
9 Employees	%	33.33	44.44	11.11	22.22	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
15 Employees Totals	#	4	5	2	2	0	0	0	0		
	%	26.67	33.33	13.33	13.33	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002485 - Storekeepr/Acquisition Specialist III-CL	#	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		
2 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

7BT Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002487 - Facilities Maintenance Technician-CL	#	3	0	0	0	1	0	1	1		
6 Employees	%	50.00	0.00	0.00	0.00	16.67	0.00	16.67	16.67		
6 Employees Totals	#	3	0	0	0	1	0	1	1		
	%	50.00	0.00	0.00	0.00	16.67	0.00	16.67	16.67		

Job Group Analysis

7GM Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000630 - Public Works Supervisor II	#	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		
30001159 - Plumber	#	2	1	0	1	0	0	0	1		
2 Employees	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	50.00		
30000112 - Painter	#	2	0	1	1	0	0	0	0		
3 Employees	%	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00		
30002499 - Carpenter-CL	#	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		
30000127 - General Mechanic	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000098 - Maintenance Mechanic	#	3	1	0	0	2	1	0	0		
13 Employees	%	23.08	7.69	0.00	0.00	15.38	7.69	0.00	0.00		
30002495 - Construction Equipment Operator-CL	#	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		
33 Employees Totals	#	9	3	1	3	2	1	0	2		
	%	27.27	9.09	3.03	9.09	6.06	3.03	0.00	6.06		

Job Group Analysis

7PR Skilled Craft - Parks/Recreation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000761 - Parks Turf Maint & Irrigatn Supvr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000766 - Raceway Maintenance Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001685 - Parks Maintenance Supervisor II	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000759 - Parks Maintenance Supervisor	#	2	1	0	1	1	0	0	0		
6 Employees	%	33.33	16.67	0.00	16.67	16.67	0.00	0.00	0.00		
30000760 - Parks Facilities Maintenance Supervisor	#	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		
13 Employees Totals	#	3	2	0	2	1	0	0	0		
	%	23.08	15.38	0.00	15.38	7.69	0.00	0.00	0.00		

Job Group Analysis

8BO Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001334 - Horticultural Services 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		
30001739 - Arborist 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		
30000250 - Tree Inspector	#	2	0	1	0	1	0	0	0		
10 Employees	%	20.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00		
30000248 - Arborist III	#	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		
30002504 - Horticulturist, Lead-CL	#	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		
30002503 - Horticulturist-CL	#	4	2	0	0	3	0	0	1		
20 Employees	%	20.00	10.00	0.00	0.00	15.00	0.00	0.00	5.00		
30001738 - Arborist 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		
30001737 - Arborist I	#	2	0	0	0	1	0	0	1		
2 Employees	%	100.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00		
45 Employees Totals	#	9	4	1	0	6	0	0	2		
	%	20.00	8.89	2.22	0.00	13.33	0.00	0.00	4.44		

Job Group Analysis

8GM Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	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		
30000087 - Greenskeeper III	#	2	0	0	1	1	0	0	0		
5 Employees	%	40.00	0.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000084 - Parks Maintenance Crew Leader	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000086 - Greenskeeper II	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002490 - Utility Worker II-CL	#	3	0	1	2	0	0	0	0		
9 Employees	%	33.33	0.00	11.11	22.22	0.00	0.00	0.00	0.00		
30002491 - Parks Technician-CL	#	5	6	1	0	3	0	0	1		
34 Employees	%	14.71	17.65	2.94	0.00	8.82	0.00	0.00	2.94		
30002493 - Automotive Equipment Oper I-CL	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000080 - Turf Maintenance Technician	#	5	2	3	1	1	0	0	0		
16 Employees	%	31.25	12.50	18.75	6.25	6.25	0.00	0.00	0.00		
30000085 - Greenskeeper I	#	0	0	0	0	0	0	0	0		
10 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002489 - Utility Worker I-CL	#	2	2	1	0	0	0	0	1		
10 Employees	%	20.00	20.00	10.00	0.00	0.00	0.00	0.00	10.00		
95 Employees Totals	#	18	11	7	4	5	0	0	2		
	%	18.95	11.58	7.37	4.21	5.26	0.00	0.00	2.11		

Job Group Analysis

8PR — Service Maintenance - Parks/Recreation — EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000745 - Recreation Supervisor II	#	2	2	0	2	0	0	0	0		
4 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000749 - Arts Programs 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		
30000750 - Music Programs 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		
30000753 - Aquatic Program 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		
30000764 - Golf Course Superintendent	#	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		
30000768 - Natural Areas Supervisor	#	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		
30000928 - Sports Management 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		
30000744 - Recreation Supervisor I	#	5	6	0	2	2	0	0	1		
10 Employees	%	50.00	60.00	0.00	20.00	20.00	0.00	0.00	10.00		
30000255 - Parks Activities Specialist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000284 - Recreation Coord II-Aquatics	#	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		
30000285 - Recreation Coord II-Music	#	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		
30000286 - Recreation Coord II-Adaptive & Inclusive	#	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		
30000287 - Recreation Coord II-Public Events Permit	#	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		
30000288 - Recreation Coord II-Fitness	#	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		
30000292 - Recreation Coord II-Senior Recreation	#	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		
30002033 - Recreation Coord II-Sports	#	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		

Job Group Analysis

8PR Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002034 - Recreation Coord II-Educ & Enrichment	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30002036 - Recreation Coord II-Special Events&Mktg	#	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		
30000268 - Recreation Coord I-Aquatics	#	0	8	0	0	0	0	0	0		
9 Employees	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00		
30000269 - Recreation Coord I-Teen	#	3	2	0	2	1	0	0	0		
5 Employees	%	60.00	40.00	0.00	40.00	20.00	0.00	0.00	0.00		
30000273 - Recreation Coord I-Adaptive & Inclusive	#	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		
30000275 - Recreation Coord I-Public Events Permit	#	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		
30000276 - Recreation Coord I-Generalist	#	13	21	1	5	2	2	0	3		
31 Employees	%	41.94	67.74	3.23	16.13	6.45	6.45	0.00	9.68		
30000278 - Recreation Coord I-Arts	#	2	5	0	1	1	0	0	0		
5 Employees	%	40.00	100.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000280 - Recreation Coord I-Senior Recreation	#	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		
30000281 - Recreation Coord I-Custmr Svc Supp/Trg	#	2	2	0	1	0	0	0	1		
4 Employees	%	50.00	50.00	0.00	25.00	0.00	0.00	0.00	25.00		
30001508 - Recreation Coord I-Urban Parks	#	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		
30000256 - Recreation Leader-FT-Aquatics	#	3	11	1	1	0	0	0	1		
11 Employees	%	27.27	100.00	9.09	9.09	0.00	0.00	0.00	9.09		
30000257 - Recreation Leader-FT-Music	#	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		
30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep	#	8	6	3	2	2	0	0	1		
11 Employees	%	72.73	54.55	27.27	18.18	18.18	0.00	0.00	9.09		
30000261 - Recreation Leader-FT-Generalist	#	12	23	1	3	5	0	0	3		
33 Employees	%	36.36	69.70	3.03	9.09	15.15	0.00	0.00	9.09		
30000262 - Recreation Leader-FT-Pre-School	#	9	23	0	5	2	1	0	1		
25 Employees	%	36.00	92.00	0.00	20.00	8.00	4.00	0.00	4.00		

Job Group Analysis

8PR Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000263 - Recreation Leader-FT-Arts	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000267 - Recreation Leader-FT-Tennis	#	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		
30002408 - Recreation Leader-FT-Instructor	#	7	3	1	3	0	1	0	2		
15 Employees	%	46.67	20.00	6.67	20.00	0.00	6.67	0.00	13.33		
30002409 - Recreation Leader-FT-Fitness&Membership	#	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		
30002411 - Recreation Leader-FT-Teen	#	4	3	0	4	0	0	0	0		
5 Employees	%	80.00	60.00	0.00	80.00	0.00	0.00	0.00	0.00		
30002258 - Recreation Facility Technician	#	2	0	0	0	2	0	0	0		
4 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000254 - Recreation Leader-PT/Seas	#	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		
208 Employees Totals	#	76	137	8	32	18	4	0	14		
	%	36.54	65.87	3.85	15.38	8.65	1.92	0.00	6.73		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1DR Officials/Admin - Directors

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
Emp Less Avail?								
Statistical Value	0.841E	0.733E	0.951E	0.959E	0.946E	0.996E	0.999E	0.990E
Stat Significant?								
Shortfall								

1BT Officials/Admin - Building Trades

Total Emp: 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.61	12.85	1.02	0.76	4.49	0.25	0.05	1.03
Emp Less Avail?								
Statistical Value	0.729E		0.960E	0.970E	0.832E	0.990E	0.998E	0.959E
Stat Significant?								
Shortfall								

1CR Officials/Admin - Community Relations

Total Emp: 2

	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 %	10.03	62.78	1.75	6.39	0.61	0.34	0.08	0.87
Emp Less Avail?								
Statistical Value	0.809E		0.965E	0.876E	0.988E	0.993E	0.998E	0.983E
Stat Significant?								
Shortfall								

1ER Officials/Admin - Engineering & Related

Total Emp: 12

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.00	66.67	0.00	8.33	8.33	0.00	0.00	8.33
Availability %	17.91	13.61	7.94	1.37	6.32	0.51	0.11	1.64
Emp Less Avail?								
Statistical Value			0.371E			0.940E	0.987E	
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

1FL Officials/Admin - Financial

Total Emp: 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
Emp Less Avail?								
Statistical Value	0.550E		0.834E	0.843E	0.872E	0.999E	1.000E	0.927E
Stat Significant?								
Shortfall								

1GA Officials/Admin - General Administrative

Total Emp: 24

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	58.33	4.17	4.17	4.17	0.00	0.00	4.17
Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
Emp Less Avail?								
Statistical Value			0.701E			0.878E	0.983E	
Stat Significant?								
Shortfall								

1PM Officials/Admin - Program Management

Total Emp: 9

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.11	55.56	0.00	0.00	11.11	0.00	0.00	0.00
Availability %	18.99	48.81	5.89	5.06	3.65	0.56	0.15	3.71
Emp Less Avail?								
Statistical Value	0.467E		0.579E	0.627E		0.951E	0.987E	0.712E
Stat Significant?								
Shortfall								

1PR Officials/Admin - Parks/Recreation

Total Emp: 17

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	35.29	41.18	11.76	11.76	11.76	0.00	0.00	0.00
Availability %	13.38	32.76	4.74	2.49	3.10	0.57	0.35	2.13
Emp Less Avail?								
Statistical Value						0.907E	0.942E	0.693E
Stat Significant?								
Shortfall								

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Incumbency vs. Estimated Availability

2AC Professionals - Accounting

Total Emp 4	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	25.00	0.00	0.00	0.00	0.00	25.00
Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
Emp Less Avail?								
Statistical Value				0.977E	0.897E	0.989E	0.995E	
Stat Significant?								
Shortfall								

2BO Professionals - Botanic

Total Emp 20	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.00	70.00	5.00	0.00	5.00	5.00	0.00	10.00
Availability %	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
Emp Less Avail?								
Statistical Value							0.540E	
Stat Significant?								
Shortfall								

2CR Professionals - Community Relations

Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00
Availability %	15.45	54.05	6.01	1.79	6.54	0.48	0.00	0.61
Emp Less Avail?								
Statistical Value				0.914E	0.713E	0.976E		0.970E
Stat Significant?								
Shortfall								

2ER Professionals - Engineering & Related

Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
Availability %	12.25	13.76	6.76	0.44	1.86	0.69	0.00	2.51
Emp Less Avail?								
Statistical Value		0.744E	0.869E	0.991E		0.986E		0.950E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

2HR Professionals - Human Resources

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 %	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
Emp Less Avail?								
Statistical Value	0.846E		0.952E	0.964E	0.956E	0.998E		0.976E
Stat Significant?								
Shortfall								

2IT Professionals - Information Technology

Total Emp 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
Emp Less Avail?								
Statistical Value	0.698E	0.356E	0.822E	0.985E	0.910E	0.999E		0.957E
Stat Significant?								
Shortfall								

2PL Professionals - Planning

Total Emp 5

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00
Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value			0.836E					
Stat Significant?								
Shortfall								

2PR Professionals - Parks/Recreation

Total Emp 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	10.39	26.52	0.00	0.00	6.81	0.00	0.00	3.58
Emp Less Avail?								
Statistical Value	0.720E				0.809E			0.896E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

3BO Technicians - Botanic

Total Emp 10	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	20.00	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?	YES	YES						
Statistical Value	0.124E	0.027E	0.523E	0.845E	0.845E	0.845E		0.457E
Stat Significant?		YES						
Shortfall	1	3						

3ER Technicians - Engineering & Related

Total Emp 7	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	28.57	28.57	0.00	0.00	14.29	0.00	0.00	14.29
Availability %	17.00	32.32	7.15	1.55	3.56	1.13	0.09	3.52
Emp Less Avail?								
Statistical Value		0.594E	0.595E	0.896E		0.924E	0.994E	
Stat Significant?								
Shortfall								

3RM Technicians - Risk Management

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 %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
Emp Less Avail?								
Statistical Value	0.817E		0.956E		0.912E			0.949E
Stat Significant?								
Shortfall								

5CI Protective Service - Non-Sworn - Code Inspections

Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Emp Less Avail?								
Statistical Value		0.373E	0.977E					0.959E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

5PR — Protective Service - Non-Sworn - Parks/Recreation

Total Emp 21

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	38.10	28.57	0.00	23.81	4.76	0.00	4.76	4.76
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Emp Less Avail?		YES						
Statistical Value		0.003E	0.608E					
Stat Significant?		YES						
Shortfall		7						

6ER — Administrative Support - Engineering Related

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 %	11.34	78.83	2.01	3.80	2.64	0.45	0.00	2.46
Emp Less Avail?								
Statistical Value	0.887E		0.980E	0.962E	0.974E	0.996E		0.975E
Stat Significant?								
Shortfall								

6GA — Administrative Support - General Administrative

Total Emp 15

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	53.33	80.00	0.00	26.67	6.67	0.00	0.00	20.00
Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
Emp Less Avail?		YES						
Statistical Value		0.227E	0.577E			0.919E	0.943E	
Stat Significant?								
Shortfall		1						

6OS — Administrative Support - Office Support

Total Emp 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	100.00	0.00	16.67	0.00	0.00	0.00	0.00
Availability %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
Emp Less Avail?								
Statistical Value	0.728E		0.664E		0.751E	0.949E	0.977E	0.865E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

6PM Administrative Support - Program Management

Total Emp 15	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	26.67	33.33	13.33	13.33	0.00	0.00	0.00	0.00
Availability %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
Emp Less Avail?		YES			YES			
Statistical Value		0.001E			0.333E	0.892E	0.946E	0.928E
Stat Significant?		YES						
Shortfall		6			1			

6SP Administrative Support - Store & Purchases

Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	22.76	47.46	6.58	3.43	8.95	0.75	0.97	2.08
Emp Less Avail?								
Statistical Value	0.597E	0.276E	0.873E	0.933E	0.829E	0.985E	0.981E	0.959E
Stat Significant?								
Shortfall								

7BT Skilled Craft - Building Trades

Total Emp 6	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	0.00	0.00	0.00	16.67	0.00	16.67	16.67
Availability %	20.93	5.58	5.10	0.73	11.69	1.75	0.02	1.65
Emp Less Avail?								
Statistical Value		0.709E	0.730E	0.957E		0.899E		
Stat Significant?								
Shortfall								

7GM Skilled Craft - General Maintenance/Trades

Total Emp 33	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	9.09	3.03	9.09	6.06	3.03	0.00	6.06
Availability %	17.41	3.61	2.05	1.43	9.79	0.78	0.54	2.83
Emp Less Avail?					YES			
Statistical Value					0.721		0.423	
Stat Significant?								
Shortfall					1			

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

7PR Skilled Craft - Parks/Recreation

Total Emp 13

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	23.08	15.38	0.00	15.38	7.69	0.00	0.00	0.00
Availability %	9.32	7.05	0.50	1.26	5.54	0.00	0.00	2.02
Emp Less Avail?								
Statistical Value			0.937E					0.767E
Stat Significant?								
Shortfall								

8BO Service Maintenance - Botanic

Total Emp 45

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	8.89	2.22	0.00	13.33	0.00	0.00	4.44
Availability %	46.42	14.21	3.86	1.66	38.24	0.76	0.30	1.58
Emp Less Avail?	YES	YES			YES			
Statistical Value	3.554	1.022	0.570	0.872	3.438	0.587	0.368	
Stat Significant?	YES				YES			
Shortfall	11	2			11			

8GM Service Maintenance - General Maintenance/Trades

Total Emp 95

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	18.95	11.58	7.37	4.21	5.26	0.00	0.00	2.11
Availability %	37.42	4.40	1.28	3.81	29.08	0.45	0.57	2.23
Emp Less Avail?	YES				YES			
Statistical Value	3.721				5.112	0.655	0.738	0.082
Stat Significant?	YES				YES			
Shortfall	17				22			

8PR Service Maintenance - Parks/Recreation

Total Emp 208

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	36.54	65.87	3.85	15.38	8.65	1.92	0.00	6.73
Availability %	20.64	71.05	4.83	4.16	6.71	0.52	0.00	4.41
Emp Less Avail?		YES	YES					
Statistical Value		1.649	0.662					
Stat Significant?								
Shortfall		10	2					

Total Employment: 596

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

1DR Officials/Admin - Directors

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

1BT Officials/Admin - Building Trades

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.5	0.0	0.0	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1CR Officials/Admin - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.2	1.3	0.0	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1ER Officials/Admin - Engineering & Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	3	8	0	1	1	0	0	1		
	# Available	2.1	1.6	1.0	0.2	0.8	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1FL Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.6	1.8	0.2	0.2	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1GA Officials/Admin - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	4	14	1	1	1	0	0	1		
	# Available	2.6	10.0	1.1	0.4	0.6	0.1	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1PM Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	1	5	0	0	1	0	0	0		
	# Available	1.7	4.4	0.5	0.5	0.3	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1PR — Officials/Admin - Parks/Recreation

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	6	7	2	2	2	0	0	0		
	# Available	2.3	5.6	0.8	0.4	0.5	0.1	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

2AC — Professionals - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	4	1	0	0	0	0	1		
	# Available	0.6	2.6	0.4	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2BO — Professionals - Botanic

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	5	14	1	0	1	1	0	2		
	# Available	1.5	5.2	0.0	0.0	0.9	0.0	0.6	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2CR — Professionals - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	3	1	0	0	0	0	0		
	# Available	0.8	2.7	0.3	0.1	0.3	0.0	0.0	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		
2	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2HR — Professionals - Human Resources

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

2IT — Professionals - Information Technology

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	1.9	0.2	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2PL — Professionals - Planning

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	4	0	0	0	0	0	2		
	# Available	0.2	2.5	0.2	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2PR	Professionals - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
3	# Employed	0	2	0	0	0	0	0	0	
	# Available	0.3	0.8	0.0	0.0	0.2	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	

3BO	Technicians - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
10	# Employed	0	2	0	0	0	0	0	0	
	# Available	1.9	5.9	0.6	0.2	0.2	0.2	0.0	0.8	
	Persons Required	1	3	0	0	0	0	0	0	

3ER	Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
7	# Employed	2	2	0	0	1	0	0	1	
	# Available	1.2	2.3	0.5	0.1	0.2	0.1	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	

3RM	Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	1	0	0	0	0	0	0	
	# Available	0.2	0.3	0.0	0.0	0.1	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	

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

5PR	Protective Service - Non-Sworn - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
21	# Employed	8	6	0	5	1	0	1	1	
	# Available	1.6	13.2	0.5	0.2	0.0	0.0	0.0	0.9	
	Persons Required	0	7	0	0	0	0	0	0	

6ER	Administrative Support - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	1	0	0	0	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	
15	# Employed	8	12	0	4	1	0	0	3	
	# Available	2.1	13.3	0.5	0.2	0.8	0.1	0.1	0.4	
	Persons Required	0	1	0	0	0	0	0	0	

Shortfall

6OS — Administrative Support - Office Support

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	6	0	1	0	0	0	0		
	# Available	1.0	4.6	0.4	0.1	0.3	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6PM — Administrative Support - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	4	5	2	2	0	0	0	0		
	# Available	2.5	11.3	0.9	0.3	1.1	0.1	0.1	0.1		
	Persons Required	0	6	0	0	1	0	0	0		

6SP — Administrative Support - Store & Purchases

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.5	0.9	0.1	0.1	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7BT — Skilled Craft - Building Trades

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	3	0	0	0	1	0	1	1		
	# Available	1.3	0.3	0.3	0.0	0.7	0.1	0.0	0.1		
	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		
33	# Employed	9	3	1	3	2	1	0	2		
	# Available	5.7	1.2	0.7	0.5	3.2	0.3	0.2	0.9		
	Persons Required	0	0	0	0	1	0	0	0		

7PR — Skilled Craft - Parks/Recreation

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	3	2	0	2	1	0	0	0		
	# Available	1.2	0.9	0.1	0.2	0.7	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

8BO — Service Maintenance - Botanic

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
45	# Employed	9	4	1	0	6	0	0	2		
	# Available	20.9	6.4	1.7	0.7	17.2	0.3	0.1	0.7		
	Persons Required	11	2	0	0	11	0	0	0		

8GM — Service Maintenance - General Maintenance/Trades

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
95	# Employed	18	11	7	4	5	0	0	2		
	# Available	35.5	4.2	1.2	3.6	27.6	0.4	0.5	2.1		
	Persons Required	17	0	0	0	22	0	0	0		

Shortfall

8PR		Service Maintenance - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
208	# Employed	76	137	8	32	18	4	0	14		
	# Available	42.9	147.8	10.0	8.7	14.0	1.1	0.0	9.2		
	Persons Required	0	10	2	0	0	0	0	0		

W - Whole Person Rule

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