City of Portland

Citywide
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	#	188	421	57	61	47	3	0	20		
775 Employees	%	24.26	54.32	7.35	7.87	6.06	0.39	0.00	2.58		
2 - Professionals	#	237	434	117	36	40	6	4	34		
939 Employees	%	25.24	46.22	12.46	3.83	4.26	0.64	0.43	3.62		
3 - Technicians	#	104	190	30	26	21	6	4	17		
594 Employees	%	17.51	31.99	5.05	4.38	3.54	1.01	0.67	2.86		
4 - Protective Service Workers: Sworn	#	283	187	99	57	74	23	3	27		
1576 Employees	%	17.96	11.87	6.28	3.62	4.70	1.46	0.19	1.71		
5 - Protective Service Workers: Non-Sworn	#	45	111	4	15	14	3	1	8		
227 Employees	%	19.82	48.90	1.76	6.61	6.17	1.32	0.44	3.52		
6 - Administrative Support	#	189	478	44	61	51	8	3	22		
675 Employees	%	28.00	70.81	6.52	9.04	7.56	1.19	0.44	3.26		
7 - Skilled Workers	#	99	40	23	22	21	16	6	11		
492 Employees	%	20.12	8.13	4.67	4.47	4.27	3.25	1.22	2.24		
8 - Service	#	176	197	26	62	50	8	3	27		
661 Employees	%	26.63	29.80	3.93	9.38	7.56	1.21	0.45	4.08		
5939 Employees Totals	#	1321	2058	400	340	318	73	24	166		
	%	22.24	34.65	6.74	5.72	5.35	1.23	0.40	2.80		

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		#	6	11	1	4	0	1	0	0		
22 Employees	1	%	27.27	50.00	4.55	18.18	0.00	4.55	0.00	0.00		
1AC - Officials/Admin - Accounting		#	1	1	1	0	0	0	0	0		
2 Employees	1	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
1AM - Officials/Admin - Auto Maintenance		#	0	0	0	0	0	0	0	0		
3 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1BI - Officials/Admin - Building Inspections		#	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		
1BT - Officials/Admin - Building Trades		#	3	7	1	1	0	0	0	1		
15 Employees	1	%	20.00	46.67	6.67	6.67	0.00	0.00	0.00	6.67		
1CI - Officials/Admin - Code Inspections		#	5	9	1	0	3	1	0	0		
17 Employees	1	%	29.41	52.94	5.88	0.00	17.65	5.88	0.00	0.00		
1CR - Officials/Admin - Community Relations		#	1	4	0	1	0	0	0	0		
8 Employees	1	%	12.50	50.00	0.00	12.50	0.00	0.00	0.00	0.00		
1EC - Officials/Admin - Emergency Communication		#	0	0	0	0	0	0	0	0		
3 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1EN - Officials/Admin - Environmental		#	4	18	2	1	0	0	0	1		
32 Employees	1	%	12.50	56.25	6.25	3.13	0.00	0.00	0.00	3.13		
1EO - Officials/Admin - Office Equipment Operation		#	0	0	0	0	0	0	0	0		
2 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	10	37	2	2	4	0	0	2		
91 Employees	1	%	10.99	40.66	2.20	2.20	4.40	0.00	0.00	2.20		
1ES - Officials/Admin - Exempt		#	3	3	1	1	0	1	0	0		
5 Employees	1	%	60.00	60.00	20.00	20.00	0.00	20.00	0.00	0.00		
1FI - Officials/Admin - Fire		#	3	2	1	1	1	0	0	0		
11 Employees	1	%	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	27	43	14	7	5	0	0	1		
76 Employees	1	%	35.53	56.58	18.42	9.21	6.58	0.00	0.00	1.32		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1GA - Officials/Admin - General Administrative		#	52	132	17	15	12	0	0	8		
204 Employees	1	%	25.49	64.71	8.33	7.35	5.88	0.00	0.00	3.92		
1GM - Officials/Admin - General Maintenance/Trades		#	3	7	0	2	1	0	0	0		
18 Employees	1	%	16.67	38.89	0.00	11.11	5.56	0.00	0.00	0.00		
1HR - Officials/Admin - Human Resources		#	5	6	0	4	1	0	0	0		
11 Employees	1	%	45.45	54.55	0.00	36.36	9.09	0.00	0.00	0.00		
1IT - Officials/Admin - Information Technology		#	6	12	3	1	2	0	0	0		
35 Employees	1	%	17.14	34.29	8.57	2.86	5.71	0.00	0.00	0.00		
1LE - Officials/Admin - Law Enforcement		#	1	1	1	0	0	0	0	0		
6 Employees	1	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
1LL - Officials/Admin - Legal		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1PL - Officials/Admin - Planning		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	39	83	5	15	13	0	0	6		
133 Employees	1	%	29.32	62.41	3.76	11.28	9.77	0.00	0.00	4.51		
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		
1RM - Officials/Admin - Risk Management		#	2	12	1	1	0	0	0	0		
13 Employees	1	%	15.38	92.31	7.69	7.69	0.00	0.00	0.00	0.00		
1SP - Officials/Admin - Store & Purchases		#	9	16	4	3	2	0	0	0		
25 Employees	1	%	36.00	64.00	16.00	12.00	8.00	0.00	0.00	0.00		
1WA - Officials/Admin - Water		#	2	7	0	0	1	0	0	1		
20 Employees	1	%	10.00	35.00	0.00	0.00	5.00	0.00	0.00	5.00		
2AC - Professionals - Accounting		#	26	42	14	4	2	0	2	4		
64 Employees	2	%	40.63	65.63	21.88	6.25	3.13	0.00	3.13	6.25		
2BO - Professionals - Botanic		#	5	17	1	0	1	1	0	2		
30 Employees	2	%	16.67	56.67	3.33	0.00	3.33	3.33	0.00	6.67		
2CR - Professionals - Community Relations		#	11	26	6	2	2	0	0	1		
41 Employees	2	%	26.83	63.41	14.63	4.88	4.88	0.00	0.00	2.44		
2EC - Professionals - Emergency Communication		#	1	1	0	1	0	0	0	0		
1 Employee	2	%	100.00	100.00	0.00	100.00	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		
2EN - Professionals - Environmental		#	11	41	1	1	3	0	0	6		
77 Employees	2	%	14.29	53.25	1.30	1.30	3.90	0.00	0.00	7.79		
2ER - Professionals - Engineering & Related		#	47	58	33	5	3	1	1	4		
221 Employees	2	%	21.27	26.24	14.93	2.26	1.36	0.45	0.45	1.81		
2FI - Professionals - Fire		#	0	1	0	0	0	0	0	0		
3 Employees	2	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
2FL - Professionals - Financial		#	0	0	0	0	0	0	0	0		
3 Employees	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2GA - Professionals - General Administrative		#	2	11	2	0	0	0	0	0		
13 Employees	2	%	15.38	84.62	15.38	0.00	0.00	0.00	0.00	0.00		
2GM - Professionals - General Maintenance/Trades		#	1	1	0	0	0	1	0	0		
1 Employee	2	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
2HR - Professionals - Human Resources		#	19	26	5	6	5	1	0	2		
40 Employees	2	%	47.50	65.00	12.50	15.00	12.50	2.50	0.00	5.00		
2IT - Professionals - Information Technology		#	69	87	44	11	9	0	1	4		
225 Employees	2	%	30.67	38.67	19.56	4.89	4.00	0.00	0.44	1.78		
2LE - Professionals - Law Enforcement		#	7	19	1	2	4	0	0	0		
34 Employees	2	%	20.59	55.88	2.94	5.88	11.76	0.00	0.00	0.00		
2LL - Professionals - Legal		#	13	23	4	2	3	0	0	4		
41 Employees	2	%	31.71	56.10	9.76	4.88	7.32	0.00	0.00	9.76		
2OS - Professionals - Office Support		#	1	6	1	0	0	0	0	0		
7 Employees	2	%	14.29	85.71	14.29	0.00	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	24	70	5	2	8	2	0	7		
131 Employees	2	%	18.32	53.44	3.82	1.53	6.11	1.53	0.00	5.34		
2PM - Professionals - Program Management		#	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		
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		
2WA - Professionals - Water		#	0	2	0	0	0	0	0	0		
3 Employees	2	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
3BI - Technicians - Building Inspections		#	17	27	1	4	7	0	1	4		
133 Employees	3	%	12.78	20.30	0.75	3.01	5.26	0.00	0.75	3.01		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
3CI - Technicians - Code Inspections		#	3	2	2	1	0	0	0	0		
13 Employees	3	%	23.08	15.38	15.38	7.69	0.00	0.00	0.00	0.00		
3EL - Technicians - Electronics		#	5	2	2	1	1	0	0	1		
34 Employees	3	%	14.71	5.88	5.88	2.94	2.94	0.00	0.00	2.94		
3EN - Technicians - Environmental		#	9	24	1	3	2	0	0	3		
52 Employees	3	%	17.31	46.15	1.92	5.77	3.85	0.00	0.00	5.77		
3ER - Technicians - Engineering & Related		#	57	96	19	16	9	5	3	5		
273 Employees	3	%	20.88	35.16	6.96	5.86	3.30	1.83	1.10	1.83		
3LB - Technicians - Laboratory		#	3	13	0	0	2	0	0	1		
25 Employees	3	%	12.00	52.00	0.00	0.00	8.00	0.00	0.00	4.00		
3LE - Technicians - Law Enforcement		#	6	11	3	0	0	1	0	2		
18 Employees	3	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		
3PM - Technicians - Program 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		
3RM - Technicians - Risk Management		#	3	7	1	1	0	0	0	1		
17 Employees	3	%	17.65	41.18	5.88	5.88	0.00	0.00	0.00	5.88		
3VI - Technicians - Video		#	1	2	1	0	0	0	0	0		
4 Employees	3	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
3WA - Technicians - Water		#	0	3	0	0	0	0	0	0		
14 Employees	3	%	0.00	21.43	0.00	0.00	0.00	0.00	0.00	0.00		
4FI-4 - Protective Service-Sworn-Fire-Executive		#	3	1	2	0	1	0	0	0		
15 Employees	4	%	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00		
4FI-3 - Protective Serivce-Sworn-Fire-Senior Level		#	7	5	4	0	3	0	0	0		
43 Employees	4	%	16.28	11.63	9.30	0.00	6.98	0.00	0.00	0.00		
4FI-2 - Protective Service-Sworn-Fire-Mid Level		#	38	13	10	12	7	6	0	3		
168 Employees	4	%	22.62	7.74	5.95	7.14	4.17	3.57	0.00	1.79		
4FI-1 - Protective Service-Sworn-Fire-Entry		#	84	27	24	12	25	14	1	8		
428 Employees	4	%	19.63	6.31	5.61	2.80	5.84	3.27	0.23	1.87		
4LE-4 - Protective Service-Sworn-Law Enfr-Executive		#	1	2	0	0	1	0	0	0		
6 Employees	4	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level		#	8	7	3	1	3	0	0	1		
40 Employees	4	%	20.00	17.50	7.50	2.50	7.50	0.00	0.00	2.50		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level		#	26	32	8	7	8	2	0	1		
228 Employees	4	%	11.40	14.04	3.51	3.07	3.51	0.88	0.00	0.44		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry		#	116	100	48	25	26	1	2	14		
648 Employees	4	%	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16		
5CI - Protective Service - Non-Sworn - Code Inspections		#	17	23	2	7	4	1	0	3		
62 Employees	5	%	27.42	37.10	3.23	11.29	6.45	1.61	0.00	4.84		
5EC - Protective Service - Non-Sworn - Emergency Communi		#	16	72	2	1	7	2	0	4		
116 Employees	5	%	13.79	62.07	1.72	0.86	6.03	1.72	0.00	3.45		
5GM - Protective Service - Non-Sworn - General Maintenan		#	1	1	0	1	0	0	0	0		
5 Employees	5	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		
5LE - Protective Service - Non-Sworn - Law Enforcement		#	3	6	0	1	2	0	0	0		
13 Employees	5	%	23.08	46.15	0.00	7.69	15.38	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		
5WA - Protective Service - Non-Sworn - Water		#	0	3	0	0	0	0	0	0		
10 Employees	5	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		
6AC - Administrative Support - Accounting		#	2	3	1	0	1	0	0	0		
4 Employees	6	%	50.00	75.00	25.00	0.00	25.00	0.00	0.00	0.00		
6AM - Administrative Support - Auto Maintenance		#	0	0	0	0	0	0	0	0		
1 Employee	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6BT - Administrative Support - Building Trades		#	2	1	0	0	1	0	0	1		
2 Employees	6	%	100.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00		
6CI - Administrative Support - Code Inspections		#	9	20	4	2	2	0	0	1		
31 Employees	6	%	29.03	64.52	12.90	6.45	6.45	0.00	0.00	3.23		
6CR - Administrative Support - Community Relations		#	2	5	0	1	1	0	0	0		
7 Employees	6	%	28.57	71.43	0.00	14.29	14.29	0.00	0.00	0.00		
6EC - Administrative Support - Emergency Communication		#	1	6	0	0	1	0	0	0		
12 Employees	6	%	8.33	50.00	0.00	0.00	8.33	0.00	0.00	0.00		
6EN - Administrative Support - Environmental		#	0	2	0	0	0	0	0	0		
3 Employees	6	%	0.00	66.67	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		
6EO - Administrative Support - Office Equipment Operatio		#	0	2	0	0	0	0	0	0		
3 Employees	6	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
6ER - Administrative Support - Engineering Related		#	4	8	0	1	3	0	0	0		
12 Employees	6	%	33.33	66.67	0.00	8.33	25.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	45	124	8	18	6	1	2	10		
146 Employees	6	%	30.82	84.93	5.48	12.33	4.11	0.68	1.37	6.85		
6HR - Administrative Support - Human Resources		#	3	10	2	0	0	0	0	1		
11 Employees	6	%	27.27	90.91	18.18	0.00	0.00	0.00	0.00	9.09		
6LE - Administrative Support - Law Enforcement		#	0	2	0	0	0	0	0	0		
3 Employees	6	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
6LL - Administrative Support - Legal		#	6	21	1	2	2	0	0	1		
22 Employees	6	%	27.27	95.45	4.55	9.09	9.09	0.00	0.00	4.55		
6OS - Administrative Support - Office Support		#	66	189	16	24	20	2	0	4		
248 Employees	6	%	26.61	76.21	6.45	9.68	8.06	0.81	0.00	1.61		
6PM - Administrative Support - Program Management		#	33	59	7	10	9	3	1	3		
101 Employees	6	%	32.67	58.42	6.93	9.90	8.91	2.97	0.99	2.97		
6RM - Administrative Support - Risk Management		#	2	4	0	0	1	1	0	0		
4 Employees	6	%	50.00	100.00	0.00	0.00	25.00	25.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	8	14	1	1	4	1	0	1		
39 Employees	6	%	20.51	35.90	2.56	2.56	10.26	2.56	0.00	2.56		
6WA - Administrative Support - Water		#	6	8	4	2	0	0	0	0		
26 Employees	6	%	23.08	30.77	15.38	7.69	0.00	0.00	0.00	0.00		
7AM - Skilled Craft - Auto Maintenance		#	15	0	6	2	4	2	1	0		
68 Employees	7	%	22.06	0.00	8.82	2.94	5.88	2.94	1.47	0.00		
7BI - Skilled Craft - Building Inspections		#	1	2	0	1	0	0	0	0		
4 Employees	7	%	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	8	3	2	0	2	0	2	2		
28 Employees	7	%	28.57	10.71	7.14	0.00	7.14	0.00	7.14	7.14		
7EN - Skilled Craft - Environmental		#	14	6	3	4	1	1	2	3		
71 Employees	7	%	19.72	8.45	4.23	5.63	1.41	1.41	2.82	4.23		
7EO - Skilled Craft - Office Equipment Operation		#	0	1	0	0	0	0	0	0		
1 Employee	7	%	0.00	100.00	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		
7ER - Skilled Craft-Engineering Related		#	0	1	0	0	0	0	0	0		
1 Employee	7	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	37	17	6	8	11	7	0	5		
223 Employees	7	%	16.59	7.62	2.69	3.59	4.93	3.14	0.00	2.24		
7LE - Skilled Craft - Law Enforcement		#	0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7PR - Skilled Craft - Parks/Recreation		#	3	2	0	2	1	0	0	0		
14 Employees	7	%	21.43	14.29	0.00	14.29	7.14	0.00	0.00	0.00		
7WA - Skilled Craft - Water		#	21	8	6	5	2	6	1	1		
81 Employees	7	%	25.93	9.88	7.41	6.17	2.47	7.41	1.23	1.23		
8AM - Service Maintenance - Auto Maintenance		#	0	0	0	0	0	0	0	0		
4 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8BO - Service Maintenance - Botanic		#	9	4	1	0	6	0	0	2		
46 Employees	8	%	19.57	8.70	2.17	0.00	13.04	0.00	0.00	4.35		
8CR - Service Maintenance - Community Relations		#	5	12	2	1	1	0	0	1		
16 Employees	8	%	31.25	75.00	12.50	6.25	6.25	0.00	0.00	6.25		
8EO - Service Maintenance - Office Equipment Operation		#	2	1	0	0	0	2	0	0		
11 Employees	8	%	18.18	9.09	0.00	0.00	0.00	18.18	0.00	0.00		
8ER - Service Maintenance - Engineering and Related		#	0	1	0	0	0	0	0	0		
6 Employees	8	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	84	42	15	29	25	2	3	10		
368 Employees	8	%	22.83	11.41	4.08	7.88	6.79	0.54	0.82	2.72		
8LE - Service Maintenance - Law Enforcement		#	0	0	0	0	0	0	0	0		
2 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
5939 Employees	Totals	#	1321	2058	400	340	318	73	24	166		
		%	22.24	34.65	6.74	5.72	5.35	1.23	0.40	2.80		

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		
30000431 - Police Chief	#	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		
30000406 - Chief Administrative 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		
30000418 - Attorney, City	#	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		
30000419 - Environmental Services 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		
30000420 - Transportation Director	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000424 - Water Utility Director	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001054 - Planning & Sustainability Director	#	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		
30000409 - Human Resources Director	#	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		
30000411 - Chief Technology 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		
30000426 - Development Services Director	#	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		
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		
30000432 - Fire Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000413 - Revenue Bureau 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		
30000414 - Government Relations Director	#	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		

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000415 - Neighborhood Involvement Director	#	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		
30000417 - Housing Director	#	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		
30000429 - Emergency Communications Director	#	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		
30001108 - Internal Business Services Director	#	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		
30001758 - Equity and Human Rights Director	#	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		
30000412 - FPDR 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		
30000430 - Emergency Management Director	#	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		
30000570 - Budget Director, City	#	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		
22 Employees Totals	#	6	11	1	4	0	1	0	0		
	%	27.27	50.00	4.55	18.18	0.00	4.55	0.00	0.00		

Job Group Analysis

1AC Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000563 - Controller	#	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		
30002308 - Accounting Manager	#	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		
2 Employees Totals	#	1	1	1	0	0	0	0	0		
	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1AM — Officials/Admin - Auto Maintenance

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000710 - Vehicle Services Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001360 - Vehicle Services Administration 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		
30000706 - Vehicle Acquisition 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		
3 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1BI Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000736 - Inspection 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		
30000730 - Plan Review Supervisor	#	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		
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

1BT Officials/Admin - Building Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000715 - Facilities Services Division 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		
30000719 - Facilities Construction Proj Mgr,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		
30000720 - Facilities Construction Proj Spec,Supvsg	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000718 - Facilities Construction Project Manager	#	1	6	0	1	0	0	0	0		
8 Employees	%	12.50	75.00	0.00	12.50	0.00	0.00	0.00	0.00		
30000717 - Facilities Construction Project Spec	#	1	1	0	0	0	0	0	1		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
15 Employees Totals	#	3	7	1	1	0	0	0	1		
	%	20.00	46.67	6.67	6.67	0.00	0.00	0.00	6.67		

Job Group Analysis

1CI Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000737 - Noise Control 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		
30000190 - Regulatory Program Administrator	#	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		
30000196 - Revenue & Tax Specialist V	#	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		
30000194 - Revenue & Tax Specialist IV	#	4	7	1	0	2	1	0	0		
10 Employees	%	40.00	70.00	10.00	0.00	20.00	10.00	0.00	0.00		
17 Employees Totals	#	5	9	1	0	3	1	0	0		
	%	29.41	52.94	5.88	0.00	17.65	5.88	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		
30001359 - Environmental Svcs Public Affairs 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		
30000497 - Public Information Manager	#	1	2	0	1	0	0	0	0		
5 Employees	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000494 - Community Outreach & Invlvmt Program Mgr	#	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		
8 Employees Totals	#	1	4	0	1	0	0	0	0		
	%	12.50	50.00	0.00	12.50	0.00	0.00	0.00	0.00		

Job Group Analysis

1EC Officials/Admin - Emergency Communication

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000786 - Emerg Commun Operations 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		
30000787 - Emerg Commun Operations Mgr, Assistant	#	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		
30000789 - Emerg Commun Program 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		
3 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1EN Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000660 - Watershed Services Group 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		
30000669 - Environmental Monitoring Svcs Group Mgr	#	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		
30000676 - Wastewater Operations Group 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		
30000674 - Wastewater Treatment Manager	#	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		
30000675 - Wastewater Collections System 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		
30000659 - Watershed Division Manager	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001735 - Environmental Investigations 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		
30001736 - Environmental Compliance 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		
30000508 - Solid Waste & Recycling Program Manager	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000664 - Environmental Program Manager, Sr	#	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		
30000670 - Laboratory Manager	#	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		
30000677 - Portland Harbor Superfund Technical 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		
30000671 - Biosolids/Reuse Program Manager	#	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		
30000663 - Environmental Program Manager	#	1	7	1	0	0	0	0	0		
12 Employees	%	8.33	58.33	8.33	0.00	0.00	0.00	0.00	0.00		
30000667 - Watershed Revegetation Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1EN — Officials/Admin - Environmental — EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
32 Employees	Totals	#	4	18	2	1	0	0	0	1		
		%	12.50	56.25	6.25	3.13	0.00	0.00	0.00	3.13		

Job Group Analysis

1EO — Officials/Admin - Office Equipment Operation

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000723 - Printing & Distribution 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		
30000722 - Print Shop 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		
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

1ER Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000683 - Engineer, Chief	#	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		
30000685 - Engineer, Chief - Water Bureau	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002083 - Transportation Director, Assistant	#	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		
30000853 - Transportation Dev Perm &Transit Grp 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		
30000682 - Engineer, Principal	#	1	5	0	0	0	0	0	1		
10 Employees	%	10.00	50.00	0.00	0.00	0.00	0.00	0.00	10.00		
30000684 - Engineer, City Traffic	#	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		
30000689 - Capital Program Mgmt & Controls 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		
30000681 - Engineer, Supervising	#	2	7	2	0	0	0	0	0		
20 Employees	%	10.00	35.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000699 - Traffic Investigations 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		
30001259 - Capital Program 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		
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	6	0	0	1	0	0	1		
11 Employees	%	18.18	54.55	0.00	0.00	9.09	0.00	0.00	9.09		
30000696 - Engineering Survey Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000697 - Right of Way Acquisition 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		
30000686 - Capital Project Manager II	#	1	8	0	0	1	0	0	0		
16 Employees	%	6.25	50.00	0.00	0.00	6.25	0.00	0.00	0.00		
30000691 - Public Works Inspection Manager	#	2	1	0	1	1	0	0	0		
2 Employees	%	100.00	50.00	0.00	50.00	50.00	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		
30000690 - Public Works Inspection Supervisor	#	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		
30000698 - Property Acquisition & Services Manager	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000335 - Development Services Project Coord	#	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		
30000399 - Capital Project Manager I	#	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		
91 Employees Totals	#	10	37	2	2	4	0	0	2		
	%	10.99	40.66	2.20	2.20	4.40	0.00	0.00	2.20		

Job Group Analysis

1ES Officials/Admin - Exempt

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002458 - Auditor's Senior Staff Representative	#	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		
30000005 - Commissioner's Staff Rep	#	3	3	1	1	0	1	0	0		
4 Employees	%	75.00	75.00	25.00	25.00	0.00	25.00	0.00	0.00		
5 Employees Totals	#	3	3	1	1	0	1	0	0		
	%	60.00	60.00	20.00	20.00	0.00	20.00	0.00	0.00		

Job Group Analysis

1FI Officials/Admin - Fire

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000825 - Fire Division Chief	#	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		
30000826 - Fire Marshal	#	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		
30000823 - Fire Chief, Deputy	#	2	2	0	1	1	0	0	0		
8 Employees	%	25.00	25.00	0.00	12.50	12.50	0.00	0.00	0.00		
11 Employees Totals	#	3	2	1	1	1	0	0	0		
	%	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000574 - Debt 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		
30000580 - Treasurer, City	#	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		
30000856 - Investment 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		
30001384 - FPDR Financial 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		
30002040 - Budget Director, Assistant	#	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		
30000569 - Financial Analyst, Principal	#	2	6	2	0	0	0	0	0		
14 Employees	%	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00		
30000573 - Debt Analyst, Principal	#	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		
30001358 - Treasury Analyst, Principal	#	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		
30000568 - Financial Analyst, Sr	#	8	11	5	1	1	0	0	1		
22 Employees	%	36.36	50.00	22.73	4.55	4.55	0.00	0.00	4.55		
30001083 - Treasury Analyst, Sr	#	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		
30001587 - Housing Financial 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		
30000567 - Financial Analyst	#	5	13	2	2	1	0	0	0		
19 Employees	%	26.32	68.42	10.53	10.53	5.26	0.00	0.00	0.00		
30000581 - Treasury 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		
30001588 - Housing Financial Analyst, Assistant	#	2	2	0	2	0	0	0	0		
2 Employees	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000566 - Financial Analyst, Assistant	#	7	8	3	2	2	0	0	0		
9 Employees	%	77.78	88.89	33.33	22.22	22.22	0.00	0.00	0.00		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
76 Employees	Totals	#	27	43	14	7	5	0	0	1		
		%	35.53	56.58	18.42	9.21	6.58	0.00	0.00	1.32		

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	#	2	5	2	0	0	0	0	0		
10 Employees	%	20.00	50.00	20.00	0.00	0.00	0.00	0.00	0.00		
30002358 - Environmental Services Director, Asst	#	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		
30002433 - Water Utility Director, Assistant	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000556 - IPR Program Manager	#	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		
30000558 - Auditor, Chief Deputy City	#	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		
30000716 - Spectator Facilities & Dev 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		
30000441 - Business Operations Manager	#	4	6	2	1	1	0	0	0		
12 Employees	%	33.33	50.00	16.67	8.33	8.33	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	7	12	2	3	0	0	0	2		
22 Employees	%	31.82	54.55	9.09	13.64	0.00	0.00	0.00	9.09		
30000454 - Capital Improvmnt Program Planning Supvr	#	1	2	0	0	1	0	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000582 - FPDR Operations Manager	#	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		
30000438 - Water Administrative Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000555 - IPR Program Manager, Assistant	#	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		
30000440 - Business Operations Supervisor	#	3	8	0	1	2	0	0	0		
11 Employees	%	27.27	72.73	0.00	9.09	18.18	0.00	0.00	0.00		
30000445 - Customer Service Supervisor	#	1	3	0	1	0	0	0	0		
5 Employees	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	8	31	0	2	3	0	0	3		
47 Employees	%	17.02	65.96	0.00	4.26	6.38	0.00	0.00	6.38		

Job Group Analysis

1GA Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000451 - Management Analyst	#	12	34	6	3	3	0	0	0		
50 Employees	%	24.00	68.00	12.00	6.00	6.00	0.00	0.00	0.00		
30000546 - Clerk to City Council	#	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		
30000553 - Complaint Investigator	#	1	3	1	0	0	0	0	0		
7 Employees	%	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00		
30001596 - Housing Management Assistant	#	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		
30000450 - Management Assistant	#	8	16	4	0	2	0	0	2		
23 Employees	%	34.78	69.57	17.39	0.00	8.70	0.00	0.00	8.70		
204 Employees Totals	#	52	132	17	15	12	0	0	8		
	%	25.49	64.71	8.33	7.35	5.88	0.00	0.00	3.92		

Job Group Analysis

1GM — Officials/Admin - General Maintenance/Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000854 - Transportation Systems Grp Mgr	#	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		
30000632 - Public Works Division Manager	#	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		
30000642 - Transportation Division Manager	#	3	4	0	2	1	0	0	0		
8 Employees	%	37.50	50.00	0.00	25.00	12.50	0.00	0.00	0.00		
30000639 - Portland Streetcar Operations 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		
30000839 - Portland Streetcar Operations Supvr	#	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		
18 Employees Totals	#	3	7	0	2	1	0	0	0		
	%	16.67	38.89	0.00	11.11	5.56	0.00	0.00	0.00		

Job Group Analysis

1HR — Officials/Admin - Human Resources

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000537 - Labor/Employee Relations Manager	#	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		
30000535 - Classification/Compensation 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		
30000524 - Human Resources Site Team Manager	#	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		
30000525 - Human Resources Manager, Police	#	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		
30000530 - Diversity, Outreach & Emp Resources Mgr	#	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		
30000541 - Benefits 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		
30001633 - Human Resources System Manager	#	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		
30001708 - Training & Development 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		
11 Employees Totals	#	5	6	0	4	1	0	0	0		
	%	45.45	54.55	0.00	36.36	9.09	0.00	0.00	0.00		

Job Group Analysis

1IT Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000832 - Chief Technology Officer, Assistant	#	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		
30001032 - Technology Capital Project Manager 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		
30000618 - Business Solutions Division Manager	#	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		
30000628 - Communications Division Manager	#	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		
30000615 - Inf Syst Mgr, Sr-Security	#	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		
30000610 - Inf Syst Mgr, Sr-Applications	#	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		
30000613 - Inf Syst Mgr, Sr-General	#	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		
30001031 - Technology Capital Project Manager I	#	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		
30000607 - Inf Syst Mgr-Generalist	#	1	0	1	0	0	0	0	0		
5 Employees	%	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000620 - Technology Services Bureau Business Rep	#	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		
30001035 - Inf Syst Mgr-Corporate Applications	#	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		
30000605 - Inf Syst Supvr-Generalist	#	2	4	0	1	1	0	0	0		
7 Employees	%	28.57	57.14	0.00	14.29	14.29	0.00	0.00	0.00		
30000627 - Communications Systems Administrator	#	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		
35 Employees Totals	#	6	12	3	1	2	0	0	0		
	%	17.14	34.29	8.57	2.86	5.71	0.00	0.00	0.00		

Job Group Analysis

1LE Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000784 - Police Chief, Assistant	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000833 - Police Evidence & Property 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		
30000837 - Police Evidence Control Supervisor	#	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		
6 Employees Totals	#	1	1	1	0	0	0	0	0		
	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1LL Officials/Admin - Legal

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000600 - Law Office Administrator	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

1PL Officials/Admin - Planning

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000733 - Development 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		
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

1PM Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000551 - Audit Services, Director of	#	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		
30001260 - Housing Director, Assistant	#	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		
30000588 - Tax Division 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		
30000704 - Community Technology 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		
30000790 - Emergency Management Operations Manager	#	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		
30000466 - Program Manager, Sr	#	3	11	1	0	0	0	0	2		
22 Employees	%	13.64	50.00	4.55	0.00	0.00	0.00	0.00	9.09		
30000509 - Conservation Program Manager	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000545 - Archivist, City	#	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		
30000703 - Community Technology Program Mgr	#	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		
30001534 - Water Bureau Emergency Management Mgr	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30001363 - Housing Portfolio Finance Coordinator	#	2	3	1	1	0	0	0	0		
4 Employees	%	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00		
30000465 - Program Manager	#	3	12	0	0	1	0	0	2		
21 Employees	%	14.29	57.14	0.00	0.00	4.76	0.00	0.00	9.52		
30000470 - Contractor Dev Program Coordinator	#	2	3	0	2	0	0	0	0		
3 Employees	%	66.67	100.00	0.00	66.67	0.00	0.00	0.00	0.00		
30000547 - Council Support & Contracts Supervisor	#	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		
30000552 - Foreclosure Program Manager	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30001362 - Housing Construction Coordinator, Sr	#	2	1	0	1	1	0	0	0		
3 Employees	%	66.67	33.33	0.00	33.33	33.33	0.00	0.00	0.00		

Job Group Analysis

1PM Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001367 - Housing Lead Grant 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		
30001595 - Housing Program Coordinator	#	9	8	2	4	2	0	0	1		
13 Employees	%	69.23	61.54	15.38	30.77	15.38	0.00	0.00	7.69		
30000464 - Program Coordinator	#	12	31	0	6	5	0	0	1		
48 Employees	%	25.00	64.58	0.00	12.50	10.42	0.00	0.00	2.08		
30001859 - Parking Pay Station 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		
30001365 - Housing Loan Coordinator, 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		
30001361 - Housing Construction Coordinator	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
133 Employees Totals	#	39	83	5	15	13	0	0	6		
	%	29.32	62.41	3.76	11.28	9.77	0.00	0.00	4.51		

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

1RM — Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000484 - Risk 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		
30000478 - Claims Analyst, Sr	#	2	3	1	1	0	0	0	0		
4 Employees	%	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00		
30000480 - Workers Comp/Disability Analyst, Sr	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000477 - Claims 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		
30000479 - Workers Compensation/Disability Analyst	#	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		
13 Employees Totals	#	2	12	1	1	0	0	0	0		
	%	15.38	92.31	7.69	7.69	0.00	0.00	0.00	0.00		

Job Group Analysis

1SP Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001208 - Chief Procurement 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		
30000455 - Contracts Dev & Review Administrator	#	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		
30000471 - Procurement Supervisor	#	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		
30000060 - Procurement Specialist, Sr	#	3	3	2	1	0	0	0	0		
4 Employees	%	75.00	75.00	50.00	25.00	0.00	0.00	0.00	0.00		
30000468 - Stores System Supervisor 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		
30000469 - Contracts Compliance Specialist	#	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		
30000059 - Procurement Specialist	#	3	4	1	1	1	0	0	0		
4 Employees	%	75.00	100.00	25.00	25.00	25.00	0.00	0.00	0.00		
25 Employees Totals	#	9	16	4	3	2	0	0	0		
	%	36.00	64.00	16.00	12.00	8.00	0.00	0.00	0.00		

Job Group Analysis

1WA Officials/Admin - Water

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000655 - Water Group Manager	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000654 - Water Operations & Support Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001034 - Water Quality Manager	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000657 - Hydroelectric Power Project Manager	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000653 - Mechanical Systems Supervisor-Water,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		
30000514 - Water Conservation Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000656 - Water Resources Program Manager	#	0	4	0	0	0	0	0	0		
8 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000658 - Hydroelectric Power Project Mgr, Asst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000651 - Water Quality Inspection Supervisor	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
20 Employees Totals	#	2	7	0	0	1	0	0	1		
	%	10.00	35.00	0.00	0.00	5.00	0.00	0.00	5.00		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000562 - Accounting Supervisor, Sr	#	3	1	1	1	0	0	0	1		
3 Employees	%	100.00	33.33	33.33	33.33	0.00	0.00	0.00	33.33		
30000405 - Revenue Auditor, Sr	#	2	3	1	1	0	0	0	0		
3 Employees	%	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00		
30002283 - Accountant IV	#	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		
30000560 - Accountant, Systems	#	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		
30000404 - Revenue Auditor	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000064 - Accountant III	#	6	8	3	0	1	0	1	1		
18 Employees	%	33.33	44.44	16.67	0.00	5.56	0.00	5.56	5.56		
30000559 - Accountant, Assistant Systems	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant II	#	9	13	4	1	1	0	1	2		
19 Employees	%	47.37	68.42	21.05	5.26	5.26	0.00	5.26	10.53		
30000062 - Accountant I	#	4	11	4	0	0	0	0	0		
11 Employees	%	36.36	100.00	36.36	0.00	0.00	0.00	0.00	0.00		
64 Employees Totals	#	26	42	14	4	2	0	2	4		
	%	40.63	65.63	21.88	6.25	3.13	0.00	3.13	6.25		

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		
30000320 - Botanic Spec II-Generalist	#	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		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	0	2	0	0	0	0	0	0		
10 Employees	%	0.00	20.00	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		
30 Employees Totals	#	5	17	1	0	1	1	0	2		
	%	16.67	56.67	3.33	0.00	3.33	3.33	0.00	6.67		

Job Group Analysis

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001783 - State Government Relations 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		
30000498 - Government Relations Lobbyist	#	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		
30000554 - Ombudsman, City	#	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		
30000495 - Public Information Officer	#	2	4	1	0	1	0	0	0		
8 Employees	%	25.00	50.00	12.50	0.00	12.50	0.00	0.00	0.00		
30000493 - Community Outreach & Informtn Rep, Sr	#	1	7	0	1	0	0	0	0		
7 Employees	%	14.29	100.00	0.00	14.29	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	#	7	12	5	1	1	0	0	0		
19 Employees	%	36.84	63.16	26.32	5.26	5.26	0.00	0.00	0.00		
30000500 - Neighborhood Programs Coordinator	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000503 - Disability Program 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		
41 Employees Totals	#	11	26	6	2	2	0	0	1		
	%	26.83	63.41	14.63	4.88	4.88	0.00	0.00	2.44		

Job Group Analysis

2EC — Professionals - Emergency Communication

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000788 - Emerg Commun Training & Dev Mgr	#	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		
1 Employee Totals	#	1	1	0	1	0	0	0	0		
	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2EN Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000340 - Hydrogeologist	#	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		
30001810 - Env Policy & Hazardous Materials Coord	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000507 - Conservation Program Coordinator, Sr	#	2	4	0	0	1	0	0	1		
6 Employees	%	33.33	66.67	0.00	0.00	16.67	0.00	0.00	16.67		
30001958 - Statistician	#	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		
30000459 - Environmental Policy 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		
30000506 - Conservation Program Coordinator	#	3	4	0	0	1	0	0	2		
7 Employees	%	42.86	57.14	0.00	0.00	14.29	0.00	0.00	28.57		
30000666 - Watershed Revegetation Program Supvr	#	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		
30000662 - Environmental Program Coordinator	#	1	7	0	0	0	0	0	1		
9 Employees	%	11.11	77.78	0.00	0.00	0.00	0.00	0.00	11.11		
30000339 - Environmental Specialist-Generalist	#	4	18	0	1	1	0	0	2		
37 Employees	%	10.81	48.65	0.00	2.70	2.70	0.00	0.00	5.41		
30001908 - Environmental Spec-Wildlife Biologist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002037 - Field Science Specialist	#	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		
30000505 - Conservation Program Specialist	#	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		
30000661 - Environmental Program Specialist	#	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		
77 Employees Totals	#	11	41	1	1	3	0	0	6		
	%	14.29	53.25	1.30	1.30	3.90	0.00	0.00	7.79		

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	6	10	6	0	0	0	0	0		
37 Employees	%	16.22	27.03	16.22	0.00	0.00	0.00	0.00	0.00		
30000364 - Engineer-Chemical/Environmental	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	12	9	6	2	2	0	0	2		
51 Employees	%	23.53	17.65	11.76	3.92	3.92	0.00	0.00	3.92		
30000366 - Engineer-Electrical	#	3	0	2	1	0	0	0	0		
4 Employees	%	75.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00		
30000367 - Engineer-Geotechnical	#	2	2	2	0	0	0	0	0		
8 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000368 - Engineer-Mechanical	#	2	1	2	0	0	0	0	0		
4 Employees	%	50.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000369 - Engineer-Structural	#	3	5	3	0	0	0	0	0		
13 Employees	%	23.08	38.46	23.08	0.00	0.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	1	5	0	1	0	0	0	0		
9 Employees	%	11.11	55.56	0.00	11.11	0.00	0.00	0.00	0.00		
30001734 - Engineer-Bridge	#	2	2	2	0	0	0	0	0		
3 Employees	%	66.67	66.67	66.67	0.00	0.00	0.00	0.00	0.00		
30000702 - Street Lights/Signals Manager	#	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		
30000701 - Communications Engineer, 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		
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		
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	#	5	9	3	1	0	0	0	1		
31 Employees	%	16.13	29.03	9.68	3.23	0.00	0.00	0.00	3.23		
30000363 - Engineering Associate, Sr-Traffic	#	4	2	2	0	1	0	1	0		
13 Employees	%	30.77	15.38	15.38	0.00	7.69	0.00	7.69	0.00		
30000694 - Surveying Supervisor	#	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		

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000695 - Surveying Supvr/Water Rights Examiner	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000700 - Communications Engineer	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00		
30000692 - Maps & Records 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		
30000313 - Landscape Architect	#	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		
30000331 - CAD 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		
30000353 - Engineering Associate-Civil	#	3	10	2	0	0	0	0	1		
21 Employees	%	14.29	47.62	9.52	0.00	0.00	0.00	0.00	4.76		
30000355 - Engineering Associate-Mechanical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000225 - Surveyor I	#	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		
221 Employees Totals	#	47	58	33	5	3	1	1	4		
	%	21.27	26.24	14.93	2.26	1.36	0.45	0.45	1.81		

Job Group Analysis

2FI Professionals - Fire

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training Officer	#	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		
3 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2FL Professionals - Financial

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000578 - Economist, City	#	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		
30000577 - Economist, Principal	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000576 - Economist, 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		
3 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2GA — Professionals - General Administrative — EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000461 - Policy 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		
30000460 - Policy Analyst	#	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		
30000550 - Management Auditor, Principal	#	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		
30000549 - Management Auditor, Sr	#	2	6	2	0	0	0	0	0		
8 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000474 - EAP 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		
13 Employees Totals	#	2	11	2	0	0	0	0	0		
	%	15.38	84.62	15.38	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2GM — Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000089 - Sign Maker	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
1 Employee Totals	#	1	1	0	0	0	1	0	0		
	%	100.00	100.00	0.00	0.00	0.00	100.00	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		
30000536 - Labor Relations Coordinator	#	2	0	1	1	0	0	0	0		
2 Employees	%	100.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00		
30000523 - Human Resources Coordinator	#	9	8	1	2	4	1	0	1		
12 Employees	%	75.00	66.67	8.33	16.67	33.33	8.33	0.00	8.33		
30000532 - Training & Development Officer	#	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		
30000534 - Classification/Compensation 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		
30000540 - Benefits 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		
30001535 - Benefits Coordinator	#	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		
30000522 - Human Resources Analyst, Sr	#	4	5	1	2	0	0	0	1		
7 Employees	%	57.14	71.43	14.29	28.57	0.00	0.00	0.00	14.29		
30000531 - Training & Development Analyst	#	0	5	0	0	0	0	0	0		
6 Employees	%	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000533 - Classification/Compensation Analyst, Sr	#	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		
30000539 - Benefits Analyst	#	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		
30001833 - Labor Relations Analyst, Senior	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000521 - Human Resources 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		
30000538 - Benefits Specialist	#	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		
30001834 - Labor Relations Analyst	#	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		
40 Employees Totals	#	19	26	5	6	5	1	0	2		
	%	47.50	65.00	12.50	15.00	12.50	2.50	0.00	5.00		

Job Group Analysis

2IT Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000622 - SAP Architect- XI/PI	#	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		
30002108 - Information Security Architect	#	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		
30001433 - SAP Business Systems Analyst, Principal	#	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		
30000217 - Inf Syst Analyst, Principal-GIS Enterprs	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000218 - Inf Syst Analyst, Principal-Gen	#	8	6	7	0	1	0	0	0		
23 Employees	%	34.78	26.09	30.43	0.00	4.35	0.00	0.00	0.00		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	1	1	0	0	1	0	0	0		
6 Employees	%	16.67	16.67	0.00	0.00	16.67	0.00	0.00	0.00		
30000880 - Inf Syst Analyst, Principal-GIS,Vertical	#	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		
30001533 - Business Systems Analyst, Principal	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000603 - Inf Syst Analyst IV(Supvr)-Gen	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001684 - SAP Business Systems Analyst, Senior	#	4	9	3	0	0	0	0	1		
13 Employees	%	30.77	69.23	23.08	0.00	0.00	0.00	0.00	7.69		
30000206 - Applications Analyst IV-GIS,Enterprise	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000207 - Applications Analyst IV-Generalist	#	5	3	4	1	0	0	0	0		
16 Employees	%	31.25	18.75	25.00	6.25	0.00	0.00	0.00	0.00		
30000215 - Inf Syst Tech Analyst VI-Generalist	#	4	2	2	0	1	0	1	0		
17 Employees	%	23.53	11.76	11.76	0.00	5.88	0.00	5.88	0.00		
30001234 - Applications Analyst IV-Web Developer	#	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		
30000449 - Business Systems Analyst, Sr	#	6	11	1	3	0	0	0	2		
21 Employees	%	28.57	52.38	4.76	14.29	0.00	0.00	0.00	9.52		
30000204 - Applications Analyst III-Generalist	#	5	3	5	0	0	0	0	0		
13 Employees	%	38.46	23.08	38.46	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		
30000213 - Inf Syst Tech Analyst V-Generalist	#	6	7	2	2	2	0	0	0		
19 Employees	%	31.58	36.84	10.53	10.53	10.53	0.00	0.00	0.00		
30001933 - Inf Syst Tech Analyst V-Proj Mgmt	#	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		
30000373 - Graphics Designer III	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000448 - Business Systems Analyst	#	6	10	5	0	0	0	0	1		
15 Employees	%	40.00	66.67	33.33	0.00	0.00	0.00	0.00	6.67		
30000203 - Applications Analyst II-Generalist	#	2	2	1	0	1	0	0	0		
5 Employees	%	40.00	40.00	20.00	0.00	20.00	0.00	0.00	0.00		
30000210 - Inf Syst Tech Analyst IV-Generalist	#	10	8	5	3	2	0	0	0		
23 Employees	%	43.48	34.78	21.74	13.04	8.70	0.00	0.00	0.00		
30000211 - Inf Syst Tech Analyst IV-Telecomm	#	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		
30000212 - Inf Syst Tech Analyst IV-Vertical GIS	#	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		
30000200 - Inf Syst Tech Analyst III-Generalist	#	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		
30000209 - Inf Syst Tech Analyst III-Telecomm	#	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		
30001591 - Housing Business Systems Analyst, Asst	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000372 - Graphics Designer II	#	1	2	0	0	1	0	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000447 - Business Systems Analyst, Assistant	#	2	5	2	0	0	0	0	0		
6 Employees	%	33.33	83.33	33.33	0.00	0.00	0.00	0.00	0.00		
30001509 - Web Designer	#	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		
30000199 - Inf Syst Tech Analyst II-Generalist	#	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		
30000198 - Inf Syst Tech Analyst I-Generalist	#	2	0	2	0	0	0	0	0		
5 Employees	%	40.00	0.00	40.00	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		
225 Employees	Totals	#	69	87	44	11	9	0	1	4		
		%	30.67	38.67	19.56	4.89	4.00	0.00	0.44	1.78		

Job Group Analysis

2LE — Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000310 - Police Investigative Accountant	#	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		
30000772 - Police ID Technologies 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		
30000778 - Police Data Research 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		
30000777 - Crime Analyst	#	1	6	0	0	1	0	0	0		
17 Employees	%	5.88	35.29	0.00	0.00	5.88	0.00	0.00	0.00		
30000309 - Crime Prevention Program Administrator	#	6	12	1	2	3	0	0	0		
14 Employees	%	42.86	85.71	7.14	14.29	21.43	0.00	0.00	0.00		
34 Employees Totals	#	7	19	1	2	4	0	0	0		
	%	20.59	55.88	2.94	5.88	11.76	0.00	0.00	0.00		

Job Group Analysis

2LL Professionals - Legal

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000597 - Attorney, Chief Deputy City	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000596 - Attorney, Sr Deputy City	#	2	9	1	0	0	0	0	1		
14 Employees	%	14.29	64.29	7.14	0.00	0.00	0.00	0.00	7.14		
30000595 - Attorney, Deputy City	#	9	10	3	1	2	0	0	3		
18 Employees	%	50.00	55.56	16.67	5.56	11.11	0.00	0.00	16.67		
30000598 - Hearings 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		
30000830 - Paralegal 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		
30002134 - Attorney, Assistant Deputy City	#	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		
41 Employees Totals	#	13	23	4	2	3	0	0	4		
	%	31.71	56.10	9.76	4.88	7.32	0.00	0.00	9.76		

Job Group Analysis

2OS Professionals - Office Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	1	6	1	0	0	0	0	0		
7 Employees	%	14.29	85.71	14.29	0.00	0.00	0.00	0.00	0.00		
7 Employees Totals	#	1	6	1	0	0	0	0	0		
	%	14.29	85.71	14.29	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		
30001053 - Planner, Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000725 - Planner, Principal	#	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		
30000724 - Planner, Supervising	#	1	5	0	0	1	0	0	0		
8 Employees	%	12.50	62.50	0.00	0.00	12.50	0.00	0.00	0.00		
30000740 - Transportation Planner, Supervising	#	2	0	1	0	1	0	0	0		
2 Employees	%	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00		
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		
30000391 - Planner, Sr City-Economic	#	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		
30000392 - Planner, Sr City-Environmental	#	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		
30000393 - Planner, Sr City-Land Use	#	1	9	0	0	1	0	0	0		
19 Employees	%	5.26	47.37	0.00	0.00	5.26	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		
30000395 - Planner, Sr City-Transportation Modeling	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000396 - Planner, Sr City-Transportation	#	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		
30000397 - Planner, Sr City-Urban Design	#	2	3	0	0	1	1	0	0		
7 Employees	%	28.57	42.86	0.00	0.00	14.29	14.29	0.00	0.00		
30000398 - Planner, Sr City-Water Resources	#	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		
30000384 - Planner II. City-Environmental	#	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		
30000385 - Planner II. City-Land Use	#	6	20	1	0	1	1	0	3		
29 Employees	%	20.69	68.97	3.45	0.00	3.45	3.45	0.00	10.34		
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		

Job Group Analysis

2PL Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000388 - Planner II. City-Transportation	#	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		
30000389 - Planner II. City-Urban Design	#	1	5	1	0	0	0	0	0		
7 Employees	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		
30000739 - Transportation Planning Coordinator	#	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		
30000377 - Planner I, City-Land Use	#	0	2	0	0	0	0	0	0		
9 Employees	%	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00		
30000381 - Planner I, City-Urban Design	#	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		
30000375 - Planner, Associate	#	5	5	1	1	2	0	0	1		
11 Employees	%	45.45	45.45	9.09	9.09	18.18	0.00	0.00	9.09		
30000374 - Planning Assistant	#	2	5	0	1	0	0	0	1		
5 Employees	%	40.00	100.00	0.00	20.00	0.00	0.00	0.00	20.00		
131 Employees Totals	#	24	70	5	2	8	2	0	7		
	%	18.32	53.44	3.82	1.53	6.11	1.53	0.00	5.34		

Job Group Analysis

2PM — Professionals - Program Management — EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000544 - Archives & Records Mgmt Spec, 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		
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

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

2WA Professionals - Water

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000647 - Water Resource & Urban Affairs Coord	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000512 - Water Conservation Program Coordinator	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3BI Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000734 - Housing Inspection Supervisor	#	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		
30000836 - Development Supervisor II	#	1	4	0	0	1	0	0	0		
8 Employees	%	12.50	50.00	0.00	0.00	12.50	0.00	0.00	0.00		
30000232 - Plans Examiner, Sr	#	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		
30000165 - Plumbing Inspector, Sr	#	1	0	0	1	0	0	0	0		
5 Employees	%	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	1	0	0	0	0	0	0	1		
7 Employees	%	14.29	0.00	0.00	0.00	0.00	0.00	0.00	14.29		
30000174 - Building Inspector, Sr	#	0	1	0	0	0	0	0	0		
18 Employees	%	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00		
30000178 - Site Development Inspector, Sr	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000170 - Combination Inspector	#	3	0	0	0	1	0	0	2		
13 Employees	%	23.08	0.00	0.00	0.00	7.69	0.00	0.00	15.38		
30000732 - Development Supervisor 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		
30000231 - Plans Examiner, Commercial	#	0	7	0	0	0	0	0	0		
17 Employees	%	0.00	41.18	0.00	0.00	0.00	0.00	0.00	0.00		
30000172 - Housing Inspector, Sr	#	1	1	0	0	0	0	0	1		
6 Employees	%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	16.67		
30000164 - Plumbing Inspector	#	2	1	0	0	2	0	0	0		
7 Employees	%	28.57	14.29	0.00	0.00	28.57	0.00	0.00	0.00		
30000168 - Electrical Inspector	#	3	3	1	0	2	0	0	0		
11 Employees	%	27.27	27.27	9.09	0.00	18.18	0.00	0.00	0.00		
30000173 - Building Inspector II	#	1	1	0	1	0	0	0	0		
11 Employees	%	9.09	9.09	0.00	9.09	0.00	0.00	0.00	0.00		
30000179 - Site Development Inspector 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		
30000177 - Site Development Inspector 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		

Job Group Analysis

3BI Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000230 - Plans Examiner, Residential	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000171 - Housing Inspector	#	4	0	0	2	1	0	1	0		
7 Employees	%	57.14	0.00	0.00	28.57	14.29	0.00	14.29	0.00		
30000197 - Sidewalk Inspector	#	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		
133 Employees Totals	#	17	27	1	4	7	0	1	4		
	%	12.78	20.30	0.75	3.01	5.26	0.00	0.75	3.01		

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

3CI Technicians - Code Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000186 - Code 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		
30000187 - Code Specialist, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000184 - Code Specialist II	#	3	2	2	1	0	0	0	0		
10 Employees	%	30.00	20.00	20.00	10.00	0.00	0.00	0.00	0.00		
13 Employees Totals	#	3	2	2	1	0	0	0	0		
	%	23.08	15.38	15.38	7.69	0.00	0.00	0.00	0.00		

Job Group Analysis

3EL Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000240 - Instrument Technician, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000239 - Instrument Technician	#	1	0	0	0	0	0	0	1		
15 Employees	%	6.67	0.00	0.00	0.00	0.00	0.00	0.00	6.67		
30000236 - Electronics Technician II: Commun	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000237 - Electronics Technician II:Traffic Signal	#	2	1	2	0	0	0	0	0		
3 Employees	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
30000238 - Communications Switch Technician	#	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		
30000401 - Electronic Systems Technician	#	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		
30000234 - Electronics Technician I: Communications	#	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		
34 Employees Totals	#	5	2	2	1	1	0	0	1		
	%	14.71	5.88	5.88	2.94	2.94	0.00	0.00	2.94		

Job Group Analysis

3EN Technicians - Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000672 - Data Acquisition & Mgmt Supervisor	#	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		
30000338 - Environmental Technician II	#	5	16	1	1	1	0	0	2		
37 Employees	%	13.51	43.24	2.70	2.70	2.70	0.00	0.00	5.41		
30002038 - Field Science 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		
30000337 - Environmental Technician I	#	3	5	0	2	0	0	0	1		
7 Employees	%	42.86	71.43	0.00	28.57	0.00	0.00	0.00	14.29		
30002039 - Field Science Technician Trainee	#	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		
52 Employees Totals	#	9	24	1	3	2	0	0	3		
	%	17.31	46.15	1.92	5.77	3.85	0.00	0.00	5.77		

Job Group Analysis

3ER Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000326 - Engineering Technician III	#	2	8	2	0	0	0	0	0		
21 Employees	%	9.52	38.10	9.52	0.00	0.00	0.00	0.00	0.00		
30000330 - CAD Technician III	#	1	1	0	0	0	0	1	0		
7 Employees	%	14.29	14.29	0.00	0.00	0.00	0.00	14.29	0.00		
30000334 - Development Services Technician III	#	1	6	0	1	0	0	0	0		
9 Employees	%	11.11	66.67	0.00	11.11	0.00	0.00	0.00	0.00		
30000343 - GIS Technician III	#	1	1	1	0	0	0	0	0		
9 Employees	%	11.11	11.11	11.11	0.00	0.00	0.00	0.00	0.00		
30000402 - Signals & Street Lighting Technician	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000978 - Mapping Data Technician II	#	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		
30000229 - Public Works Inspector, Sr	#	5	4	1	0	2	1	1	0		
20 Employees	%	25.00	20.00	5.00	0.00	10.00	5.00	5.00	0.00		
30000336 - Fire Land Use Review Technician	#	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		
30000228 - Public Works Inspector	#	3	3	0	1	0	2	0	0		
26 Employees	%	11.54	11.54	0.00	3.85	0.00	7.69	0.00	0.00		
30000325 - Engineering Technician II	#	13	26	6	3	3	0	0	1		
62 Employees	%	20.97	41.94	9.68	4.84	4.84	0.00	0.00	1.61		
30000329 - CAD Technician II	#	1	1	0	1	0	0	0	0		
14 Employees	%	7.14	7.14	0.00	7.14	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	8	23	1	3	1	0	0	3		
36 Employees	%	22.22	63.89	2.78	8.33	2.78	0.00	0.00	8.33		
30000342 - GIS Technician II	#	2	4	2	0	0	0	0	0		
16 Employees	%	12.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00		
30001079 - Survey Project Support Tech	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000224 - Surveying Aide II	#	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		
30001037 - Utility Locator	#	4	5	1	3	0	0	0	0		
11 Employees	%	36.36	45.45	9.09	27.27	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		
30000324 - Engineering Technician I	#	5	6	1	2	0	0	1	1		
12 Employees	%	41.67	50.00	8.33	16.67	0.00	0.00	8.33	8.33		
30000328 - CAD Technician I	#	2	0	0	0	1	1	0	0		
3 Employees	%	66.67	0.00	0.00	0.00	33.33	33.33	0.00	0.00		
30000332 - Development Services Technician I	#	5	5	2	2	1	0	0	0		
9 Employees	%	55.56	55.56	22.22	22.22	11.11	0.00	0.00	0.00		
30000341 - GIS Technician I	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
273 Employees Totals	#	57	96	19	16	9	5	3	5		
	%	20.88	35.16	6.96	5.86	3.30	1.83	1.10	1.83		

Job Group Analysis

3LB Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002384 - Laboratory Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001285 - Laboratory Coordinator	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002507 - Laboratory Coordinator-CL	#	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		
30001284 - Laboratory Analytical Specialist	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30002506 - Laboratory Analytical Specialist-CL	#	1	2	0	0	1	0	0	0		
5 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
30001283 - Laboratory Analyst II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002505 - Laboratory Analyst II-CL	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000241 - Laboratory Analyst I	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
25 Employees Totals	#	3	13	0	0	2	0	0	1		
	%	12.00	52.00	0.00	0.00	8.00	0.00	0.00	4.00		

Job Group Analysis

3LE Technicians - Law Enforcement

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000305 - Police Identification Technician, Lead	#	2	1	2	0	0	0	0	0		
2 Employees	%	100.00	50.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000304 - Police Identification Technician	#	4	10	1	0	0	1	0	2		
16 Employees	%	25.00	62.50	6.25	0.00	0.00	6.25	0.00	12.50		
18 Employees Totals	#	6	11	3	0	0	1	0	2		
	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		

Job Group Analysis

3PM — Technicians - Program Management — EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000489 - EMS Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

3RM Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001659 - Env Svcs OCIP, Risk & Safety 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		
30000483 - Risk Supervisor	#	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		
30000486 - Safety & Risk Officer II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000485 - Safety & Risk Officer I	#	1	2	0	0	0	0	0	1		
5 Employees	%	20.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000482 - Risk Specialist, Sr	#	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		
30000481 - Risk Specialist	#	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		
17 Employees Totals	#	3	7	1	1	0	0	0	1		
	%	17.65	41.18	5.88	5.88	0.00	0.00	0.00	5.88		

Job Group Analysis

3VI Technicians - Video

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000518 - Video Production Specialist	#	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		
4 Employees Totals	#	1	2	1	0	0	0	0	0		
	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3WA	Technicians - Water	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000141 - Water Quality Inspector III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000140 - Water Quality Inspector II	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000136 - Water Service Inspector II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000135 - Water Service Inspector I	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
14 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	21.43	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4FI-4 Protective Service-Sworn-Fire-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000807 - Fire Battalion Chief, Staff	#	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		
30000806 - Fire Battalion Chief	#	3	1	2	0	1	0	0	0		
13 Employees	%	23.08	7.69	15.38	0.00	7.69	0.00	0.00	0.00		
15 Employees Totals	#	3	1	2	0	1	0	0	0		
	%	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00		

Job Group Analysis

4FI-3 Protective Serivce-Sworn-Fire-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	1	0	0	0	1	0	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist	#	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		
30000803 - Fire Captain	#	5	2	4	0	1	0	0	0		
31 Employees	%	16.13	6.45	12.90	0.00	3.23	0.00	0.00	0.00		
30000811 - Fire Inspector, Sr	#	1	2	0	0	1	0	0	0		
6 Employees	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		
43 Employees Totals	#	7	5	4	0	3	0	0	0		
	%	16.28	11.63	9.30	0.00	6.98	0.00	0.00	0.00		

Job Group Analysis

4FI-2 Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist	#	1	1	0	0	0	0	0	1		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
30000801 - Fire Lieutenant, Staff	#	4	0	3	0	0	0	0	1		
11 Employees	%	36.36	0.00	27.27	0.00	0.00	0.00	0.00	9.09		
30000812 - Fire Inspector/Specialist	#	6	4	0	2	2	2	0	0		
16 Employees	%	37.50	25.00	0.00	12.50	12.50	12.50	0.00	0.00		
30000815 - Fire Investigator	#	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		
30000798 - Fire Lieutenant	#	17	4	5	5	4	2	0	1		
101 Employees	%	16.83	3.96	4.95	4.95	3.96	1.98	0.00	0.99		
30000808 - Fire Inspector	#	7	3	0	5	1	1	0	0		
23 Employees	%	30.43	13.04	0.00	21.74	4.35	4.35	0.00	0.00		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
10 Employees	%	30.00	0.00	20.00	0.00	0.00	10.00	0.00	0.00		
168 Employees Totals	#	38	13	10	12	7	6	0	3		
	%	22.62	7.74	5.95	7.14	4.17	3.57	0.00	1.79		

Job Group Analysis

4FI-1 Protective Service-Sworn-Fire-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	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		
30000793 - Fire Fighter	#	84	26	24	12	25	14	1	8		
425 Employees	%	19.76	6.12	5.65	2.82	5.88	3.29	0.24	1.88		
428 Employees Totals	#	84	27	24	12	25	14	1	8		
	%	19.63	6.31	5.61	2.80	5.84	3.27	0.23	1.87		

Job Group Analysis

4LE-4 Protective Service-Sworn-Law Enfr-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000301 - Police Commander	#	1	2	0	0	1	0	0	0		
6 Employees	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		
6 Employees Totals	#	1	2	0	0	1	0	0	0		
	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		

Job Group Analysis

4LE-3 Protective Service-Sworn-Law Enfr-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000300 - Police Captain	#	1	1	0	0	1	0	0	0		
11 Employees	%	9.09	9.09	0.00	0.00	9.09	0.00	0.00	0.00		
30000299 - Police Lieutenant	#	7	6	3	1	2	0	0	1		
29 Employees	%	24.14	20.69	10.34	3.45	6.90	0.00	0.00	3.45		
40 Employees Totals	#	8	7	3	1	3	0	0	1		
	%	20.00	17.50	7.50	2.50	7.50	0.00	0.00	2.50		

Job Group Analysis

4LE-2 Protective Service-Sworn-Law Enfr-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000298 - Police Sergeant	#	13	8	1	4	5	2	0	1		
128 Employees	%	10.16	6.25	0.78	3.13	3.91	1.56	0.00	0.78		
30000302 - Police Detective	#	11	20	5	3	3	0	0	0		
84 Employees	%	13.10	23.81	5.95	3.57	3.57	0.00	0.00	0.00		
30000307 - Police Criminalist	#	2	4	2	0	0	0	0	0		
16 Employees	%	12.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00		
228 Employees Totals	#	26	32	8	7	8	2	0	1		
	%	11.40	14.04	3.51	3.07	3.51	0.88	0.00	0.44		

Job Group Analysis

4LE-1 Protective Service-Sworn-Law Enfr-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000297 - Police Officer	#	116	100	48	25	26	1	2	14		
648 Employees	%	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16		
648 Employees Totals	#	116	100	48	25	26	1	2	14		
	%	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16		

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	#	15	23	2	6	4	1	0	2		
60 Employees	%	25.00	38.33	3.33	10.00	6.67	1.67	0.00	3.33		
30001883 - Streetcar Officer	#	2	0	0	1	0	0	0	1		
2 Employees	%	100.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00		
62 Employees Totals	#	17	23	2	7	4	1	0	3		
	%	27.42	37.10	3.23	11.29	6.45	1.61	0.00	4.84		

Job Group Analysis

5EC — Protective Service - Non-Sworn - Emergency Communi

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000034 - Emerg Commun Dispatcher, Sr	#	8	45	0	1	5	1	0	1		
72 Employees	%	11.11	62.50	0.00	1.39	6.94	1.39	0.00	1.39		
30000035 - Emerg Commun Police Dispatcher	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001028 - Emerg Commun Lateral Police Disp, Trnee	#	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		
30000031 - Emerg Commun Call Taker	#	3	12	2	0	0	0	0	1		
21 Employees	%	14.29	57.14	9.52	0.00	0.00	0.00	0.00	4.76		
30000032 - Emerg Commun Dispatcher, Trainee	#	5	12	0	0	2	1	0	2		
20 Employees	%	25.00	60.00	0.00	0.00	10.00	5.00	0.00	10.00		
116 Employees Totals	#	16	72	2	1	7	2	0	4		
	%	13.79	62.07	1.72	0.86	6.03	1.72	0.00	3.45		

Job Group Analysis

5GM — Protective Service - Non-Sworn - General Maintenan — EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000638 - Parking Control 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		
30000637 - Parking Enforcement Supervisor	#	1	1	0	1	0	0	0	0		
4 Employees	%	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00		
5 Employees Totals	#	1	1	0	1	0	0	0	0		
	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		

Job Group Analysis

5LE — Protective Service - Non-Sworn - Law Enforcement

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000774 - Police Program Specialist, Sr	#	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		
30000645 - Security Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000775 - Police Internal Affairs Investigator	#	2	4	0	1	1	0	0	0		
9 Employees	%	22.22	44.44	0.00	11.11	11.11	0.00	0.00	0.00		
13 Employees Totals	#	3	6	0	1	2	0	0	0		
	%	23.08	46.15	0.00	7.69	15.38	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

5WA — Protective Service - Non-Sworn - Water

EEO Code: 5

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

Job Group Analysis

6AC Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting Technician	#	2	3	1	0	1	0	0	0		
4 Employees	%	50.00	75.00	25.00	0.00	25.00	0.00	0.00	0.00		
4 Employees Totals	#	2	3	1	0	1	0	0	0		
	%	50.00	75.00	25.00	0.00	25.00	0.00	0.00	0.00		

Job Group Analysis

6AM — Administrative Support - Auto Maintenance — EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000705 - Vehicle Program Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

6BT Administrative Support - Building Trades

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000711 - Facilities Maint Dispatch/Scheduler	#	2	1	0	0	1	0	0	1		
2 Employees	%	100.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00		
2 Employees Totals	#	2	1	0	0	1	0	0	1		
	%	100.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00		

Job Group Analysis

6CI Administrative Support - Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000189 - Regulatory Program Specialist	#	3	6	1	1	0	0	0	1		
9 Employees	%	33.33	66.67	11.11	11.11	0.00	0.00	0.00	11.11		
30000193 - Revenue & Tax Specialist III	#	3	3	0	1	2	0	0	0		
6 Employees	%	50.00	50.00	0.00	16.67	33.33	0.00	0.00	0.00		
30000192 - Revenue & Tax Specialist II	#	3	10	3	0	0	0	0	0		
13 Employees	%	23.08	76.92	23.08	0.00	0.00	0.00	0.00	0.00		
30000191 - Revenue & Tax Specialist I	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
31 Employees Totals	#	9	20	4	2	2	0	0	1		
	%	29.03	64.52	12.90	6.45	6.45	0.00	0.00	3.23		

Job Group Analysis

6CR Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000502 - Neighborhood Office Supervisor	#	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		
30000491 - Community Outreach & Informtn Assistant	#	1	5	0	1	0	0	0	0		
5 Employees	%	20.00	100.00	0.00	20.00	0.00	0.00	0.00	0.00		
7 Employees Totals	#	2	5	0	1	1	0	0	0		
	%	28.57	71.43	0.00	14.29	14.29	0.00	0.00	0.00		

Job Group Analysis

6EC — Administrative Support - Emergency Communication — EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000785 - Emerg Commun Supervisor	#	1	6	0	0	1	0	0	0		
12 Employees	%	8.33	50.00	0.00	0.00	8.33	0.00	0.00	0.00		
12 Employees Totals	#	1	6	0	0	1	0	0	0		
	%	8.33	50.00	0.00	0.00	8.33	0.00	0.00	0.00		

Job Group Analysis

6EN — Administrative Support - Environmental — EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000163 - Wastewater Operations Specialist	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
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

6EO — Administrative Support - Office Equipment Operatio — EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000044 - Printing & Distrib Custmr Svc Rep, 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		
30000043 - Printing & Distrib Customer Svc Rep	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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	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		
30000349 - Right of Way Agent II	#	2	3	0	1	1	0	0	0		
5 Employees	%	40.00	60.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000348 - Right of Way Agent I	#	2	2	0	0	2	0	0	0		
2 Employees	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
12 Employees Totals	#	4	8	0	1	3	0	0	0		
	%	33.33	66.67	0.00	8.33	25.00	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	#	1	5	1	0	0	0	0	0		
8 Employees	%	12.50	62.50	12.50	0.00	0.00	0.00	0.00	0.00		
30000435 - Executive Assistant, Director's	#	4	11	0	2	0	0	0	2		
12 Employees	%	33.33	91.67	0.00	16.67	0.00	0.00	0.00	16.67		
30000436 - Administrative Supervisor I	#	3	12	1	0	0	0	1	1		
16 Employees	%	18.75	75.00	6.25	0.00	0.00	0.00	6.25	6.25		
30002383 - Assistant to the HR Director	#	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		
30000434 - Administrative Assistant	#	9	29	1	4	0	1	1	2		
29 Employees	%	31.03	100.00	3.45	13.79	0.00	3.45	3.45	6.90		
30001592 - Housing Administrative Specialist, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	27	62	5	12	6	0	0	4		
76 Employees	%	35.53	81.58	6.58	15.79	7.89	0.00	0.00	5.26		
30000542 - Archives & Records Mgmt Spec	#	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		
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		
146 Employees Totals	#	45	124	8	18	6	1	2	10		
	%	30.82	84.93	5.48	12.33	4.11	0.68	1.37	6.85		

Job Group Analysis

6HR — Administrative Support - Human Resources — EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001858 - Human Resources System Specialist	#	1	5	1	0	0	0	0	0		
5 Employees	%	20.00	100.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000520 - Human Resources Technician	#	2	5	1	0	0	0	0	1		
6 Employees	%	33.33	83.33	16.67	0.00	0.00	0.00	0.00	16.67		
11 Employees Totals	#	3	10	2	0	0	0	0	1		
	%	27.27	90.91	18.18	0.00	0.00	0.00	0.00	9.09		

Job Group Analysis

6LE Administrative Support - Law Enforcement

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000771 - Alarm Program Coord	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000779 - Police Records 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		
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

6LL Administrative Support - Legal

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000594 - Paralegal, 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		
30000592 - Legal Assistant, Sr	#	2	5	1	1	0	0	0	0		
5 Employees	%	40.00	100.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000593 - Paralegal	#	2	8	0	1	1	0	0	0		
8 Employees	%	25.00	100.00	0.00	12.50	12.50	0.00	0.00	0.00		
30000591 - Legal Assistant	#	2	6	0	0	1	0	0	1		
7 Employees	%	28.57	85.71	0.00	0.00	14.29	0.00	0.00	14.29		
22 Employees Totals	#	6	21	1	2	2	0	0	1		
	%	27.27	95.45	4.55	9.09	9.09	0.00	0.00	4.55		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000028 - Hearings Clerk	#	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		
30000025 - Police Administrative Support Spec, Sr	#	2	10	1	0	1	0	0	0		
12 Employees	%	16.67	83.33	8.33	0.00	8.33	0.00	0.00	0.00		
30000013 - Office Support Specialist III	#	13	31	3	6	3	1	0	0		
36 Employees	%	36.11	86.11	8.33	16.67	8.33	2.78	0.00	0.00		
30000018 - Customer Accounts Specialist II	#	1	4	0	1	0	0	0	0		
8 Employees	%	12.50	50.00	0.00	12.50	0.00	0.00	0.00	0.00		
30000828 - Records Specialist	#	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		
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		
30000030 - Service Dispatcher, 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		
30001558 - Timekeeping Specialist	#	2	5	1	0	1	0	0	0		
5 Employees	%	40.00	100.00	20.00	0.00	20.00	0.00	0.00	0.00		
30000020 - Police Records Specialist	#	5	30	2	0	1	1	0	1		
41 Employees	%	12.20	73.17	4.88	0.00	2.44	2.44	0.00	2.44		
30000024 - Police Administrative Support Specialist	#	5	23	1	0	3	0	0	1		
27 Employees	%	18.52	85.19	3.70	0.00	11.11	0.00	0.00	3.70		
30000017 - Customer Accounts Specialist I	#	11	23	3	4	4	0	0	0		
36 Employees	%	30.56	63.89	8.33	11.11	11.11	0.00	0.00	0.00		
30000029 - Service Dispatcher	#	3	6	1	2	0	0	0	0		
8 Employees	%	37.50	75.00	12.50	25.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	19	35	4	7	6	0	0	2		
44 Employees	%	43.18	79.55	9.09	15.91	13.64	0.00	0.00	4.55		
30000016 - Information & Referral Specialist	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000835 - Emerg Commun Support Specialist	#	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		
30000022 - Police Desk Clerk	#	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		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000011 - Office Support Specialist I	#	2	5	0	2	0	0	0	0		
5 Employees	%	40.00	100.00	0.00	40.00	0.00	0.00	0.00	0.00		
30000019 - Police Records Specialist, Trainee	#	0	4	0	0	0	0	0	0		
7 Employees	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		
248 Employees Totals	#	66	189	16	24	20	2	0	4		
	%	26.61	76.21	6.45	9.68	8.06	0.81	0.00	1.61		

Job Group Analysis

6PM Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000587 - Tax Supervisor	#	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		
30002208 - Archives & Records Mgmt Coord	#	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		
30001593 - Housing Program Specialist	#	1	4	1	0	0	0	0	0		
4 Employees	%	25.00	100.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000463 - Program Specialist	#	12	26	3	5	2	1	0	1		
41 Employees	%	29.27	63.41	7.32	12.20	4.88	2.44	0.00	2.44		
30001364 - Housing Loan 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		
30001594 - Housing Program Specialist, Assistant	#	3	4	1	1	1	0	0	0		
4 Employees	%	75.00	100.00	25.00	25.00	25.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	15	21	2	3	5	2	1	2		
45 Employees	%	33.33	46.67	4.44	6.67	11.11	4.44	2.22	4.44		
30001369 - Housing Loan Compliance Analyst	#	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		
101 Employees Totals	#	33	59	7	10	9	3	1	3		
	%	32.67	58.42	6.93	9.90	8.91	2.97	0.99	2.97		

Job Group Analysis

6RM Administrative Support - Risk Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000066 - Claims Technician	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000065 - Claims Technician, Assistant	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
4 Employees Totals	#	2	4	0	0	1	1	0	0		
	%	50.00	100.00	0.00	0.00	25.00	25.00	0.00	0.00		

Job Group Analysis

6SP Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000056 - Storekeeper/Acquisition Specialist III	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000051 - Evidence Control Specialist, Lead	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30002485 - Storekeepr/Acquisition Specialist III-CL	#	1	1	0	0	0	1	0	0		
6 Employees	%	16.67	16.67	0.00	0.00	0.00	16.67	0.00	0.00		
30000050 - Evidence Control Specialist	#	2	6	0	0	2	0	0	0		
7 Employees	%	28.57	85.71	0.00	0.00	28.57	0.00	0.00	0.00		
30000054 - Storekeeper/Acquisition Specialist II	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000058 - Procurement Specialist, Assistant	#	2	3	0	1	1	0	0	0		
3 Employees	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		
30000055 - Storekeepr/Acquisition II:Auto Part Spec	#	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		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	2	2	0	0	1	0	0	1		
8 Employees	%	25.00	25.00	0.00	0.00	12.50	0.00	0.00	12.50		
30000053 - Storekeeper/Acquisition Specialist 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		
30002483 - Storekeeper/Acquisition Specialist I-CL	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
39 Employees Totals	#	8	14	1	1	4	1	0	1		
	%	20.51	35.90	2.56	2.56	10.26	2.56	0.00	2.56		

Job Group Analysis

6WA Administrative Support - Water

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000644 - Maintenance Planner/Scheduler	#	4	5	4	0	0	0	0	0		
14 Employees	%	28.57	35.71	28.57	0.00	0.00	0.00	0.00	0.00		
30000134 - Water Meter Reader II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000133 - Water Meter Reader I	#	2	2	0	2	0	0	0	0		
11 Employees	%	18.18	18.18	0.00	18.18	0.00	0.00	0.00	0.00		
26 Employees Totals	#	6	8	4	2	0	0	0	0		
	%	23.08	30.77	15.38	7.69	0.00	0.00	0.00	0.00		

Job Group Analysis

7AM Skilled Craft - Auto Maintenance

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000709 - Vehicle Maintenance Superintendent	#	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		
30000708 - Vehicle Maintenance 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		
30000707 - Vehicle Maintenance Supervisor I	#	3	0	1	0	1	1	0	0		
6 Employees	%	50.00	0.00	16.67	0.00	16.67	16.67	0.00	0.00		
30000132 - Vehicle & Equipment Mechanic, Lead	#	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		
30000131 - Vehicle & Equipment Mechanic	#	11	0	5	2	2	1	1	0		
57 Employees	%	19.30	0.00	8.77	3.51	3.51	1.75	1.75	0.00		
68 Employees Totals	#	15	0	6	2	4	2	1	0		
	%	22.06	0.00	8.82	2.94	5.88	2.94	1.47	0.00		

Job Group Analysis

7BI — Skilled Craft - Building Inspections

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000735 - Inspection Supervisor	#	1	2	0	1	0	0	0	0		
4 Employees	%	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	1	2	0	1	0	0	0	0		
	%	25.00	50.00	0.00	25.00	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		
30000714 - Facilities Maintenance Supervisor, 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		
30000712 - Facilities Services Specialist	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
30000713 - Facilities Maintenance Supervisor	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000072 - Facilities Maintenance 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		
30000071 - Facilities Maintenance Technician	#	2	0	2	0	0	0	0	0		
14 Employees	%	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00		
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		
30000070 - Facilities Maintenance Tech Apprentice	#	1	1	0	0	0	0	1	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00		
28 Employees Totals	#	8	3	2	0	2	0	2	2		
	%	28.57	10.71	7.14	0.00	7.14	0.00	7.14	7.14		

Job Group Analysis

7EN Skilled Craft - Environmental

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000673 - Wastewater Treatment O&M Supervisor	#	1	0	0	1	0	0	0	0		
5 Employees	%	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000157 - Industrial Maintenance Millwright	#	3	1	0	0	1	1	0	1		
28 Employees	%	10.71	3.57	0.00	0.00	3.57	3.57	0.00	3.57		
30000161 - Wastewater Operator II	#	9	5	3	2	0	0	2	2		
37 Employees	%	24.32	13.51	8.11	5.41	0.00	0.00	5.41	5.41		
30000155 - Industrial Maintenance Millwright, Appr	#	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		
71 Employees Totals	#	14	6	3	4	1	1	2	3		
	%	19.72	8.45	4.23	5.63	1.41	1.41	2.82	4.23		

Job Group Analysis

7EO — Skilled Craft - Office Equipment Operation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000042 - Distribution Technician, 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		
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

7ER Skilled Craft-Engineering Related

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000347 - Materials Quality Compliance 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		
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

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000635 - Electrical/Instrumentation Supervisor	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000640 - Portland Streetcar Maintenance 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		
30001408 - Instrumentation & Security Systems Supvr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000117 - Electrician, Lead	#	1	0	0	0	1	0	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	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		
30000116 - Electrician	#	7	5	0	2	3	0	0	2		
33 Employees	%	21.21	15.15	0.00	6.06	9.09	0.00	0.00	6.06		
30000630 - Public Works Supervisor II	#	6	3	1	3	2	0	0	0		
28 Employees	%	21.43	10.71	3.57	10.71	7.14	0.00	0.00	0.00		
30000643 - Portland Streetcar Maintenance Supvr	#	1	0	0	0	1	0	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	25.00	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		
30000115 - Industrial Painter, 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		
30000114 - Industrial Painter	#	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		
30000126 - Industrial Machinist	#	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		
30000125 - Auto Body Restorer	#	2	0	2	0	0	0	0	0		
2 Employees	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000107 - Concrete Finisher	#	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		
30000110 - Carpenter	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000112 - Painter	#	2	0	1	1	0	0	0	0		
5 Employees	%	40.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7GM Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002499 - Carpenter-CL	#	1	2	0	0	0	1	0	0		
12 Employees	%	8.33	16.67	0.00	0.00	0.00	8.33	0.00	0.00		
30000091 - Street Maintenance Crew Leader	#	2	0	1	0	0	1	0	0		
6 Employees	%	33.33	0.00	16.67	0.00	0.00	16.67	0.00	0.00		
30000092 - Sign and Marking Technician	#	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		
30000095 - Environmental Systems Crew Leader	#	0	0	0	0	0	0	0	0		
11 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002133 - Site Operations Crew Leader	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002497 - Concrete Finisher-CL	#	0	0	0	0	0	0	0	0		
13 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000127 - General Mechanic	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000094 - Environmental Systems Maintenance Tech	#	1	1	0	0	0	0	0	1		
8 Employees	%	12.50	12.50	0.00	0.00	0.00	0.00	0.00	12.50		
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		
30000099 - Parking Pay Station Technician	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000105 - Construction Equipment Operator	#	2	0	0	0	1	1	0	0		
18 Employees	%	11.11	0.00	0.00	0.00	5.56	5.56	0.00	0.00		
30002495 - Construction Equipment Operator-CL	#	3	1	0	1	0	2	0	0		
20 Employees	%	15.00	5.00	0.00	5.00	0.00	10.00	0.00	0.00		
30000090 - Asphalt Raker	#	3	0	1	0	0	1	0	1		
7 Employees	%	42.86	0.00	14.29	0.00	0.00	14.29	0.00	14.29		
223 Employees Totals	#	37	17	6	8	11	7	0	5		
	%	16.59	7.62	2.69	3.59	4.93	3.14	0.00	2.24		

Job Group Analysis

7LE Skilled Craft - Law Enforcement

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000769 - Home Security Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

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		
7 Employees	%	28.57	14.29	0.00	14.29	14.29	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		
14 Employees Totals	#	3	2	0	2	1	0	0	0		
	%	21.43	14.29	0.00	14.29	7.14	0.00	0.00	0.00		

Job Group Analysis

7WA Skilled Craft - Water

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000650 - Water Treatment Operations Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000652 - Water Maintenance Supervisor, Sr	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30001081 - Watershed & Conduit Supvr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000147 - Water Treatment Operator II	#	1	1	1	0	0	0	0	0		
10 Employees	%	10.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000154 - Operating Engineer III	#	5	2	0	0	2	2	0	1		
13 Employees	%	38.46	15.38	0.00	0.00	15.38	15.38	0.00	7.69		
30000145 - Water Operations Mechanic	#	5	1	2	2	0	1	0	0		
25 Employees	%	20.00	4.00	8.00	8.00	0.00	4.00	0.00	0.00		
30000143 - Water Meter Technician III	#	3	0	1	0	0	2	0	0		
6 Employees	%	50.00	0.00	16.67	0.00	0.00	33.33	0.00	0.00		
30001308 - Watershed Specialist III	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000144 - Water Operations Mechanic, Apprentice	#	1	0	0	1	0	0	0	0		
6 Employees	%	16.67	0.00	0.00	16.67	0.00	0.00	0.00	0.00		
30000142 - Water Meter Technician II	#	2	2	1	0	0	0	1	0		
4 Employees	%	50.00	50.00	25.00	0.00	0.00	0.00	25.00	0.00		
30000151 - Watershed Specialist II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002158 - Water Meter Technician I	#	2	1	0	1	0	1	0	0		
4 Employees	%	50.00	25.00	0.00	25.00	0.00	25.00	0.00	0.00		
30000149 - Watershed Specialist I	#	1	1	1	0	0	0	0	0		
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
81 Employees Totals	#	21	8	6	5	2	6	1	1		
	%	25.93	9.88	7.41	6.17	2.47	7.41	1.23	1.23		

Job Group Analysis

8AM — Service Maintenance - Auto Maintenance

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000096 - Auto Servicer	#	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		
4 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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		
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		
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		
46 Employees Totals	#	9	4	1	0	6	0	0	2		
	%	19.57	8.70	2.17	0.00	13.04	0.00	0.00	4.35		

Job Group Analysis

8CR — Service Maintenance - Community Relations — EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000352 - Transportation Demand Mgmt Spec II	#	0	4	0	0	0	0	0	0		
6 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000351 - Transportation Demand Mgmt Spec I	#	3	6	0	1	1	0	0	1		
8 Employees	%	37.50	75.00	0.00	12.50	12.50	0.00	0.00	12.50		
30001183 - Transportation Demand Mgmt Assistant	#	2	2	2	0	0	0	0	0		
2 Employees	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
16 Employees Totals	#	5	12	2	1	1	0	0	1		
	%	31.25	75.00	12.50	6.25	6.25	0.00	0.00	6.25		

Job Group Analysis

8EO — Service Maintenance - Office Equipment Operation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000049 - Reprographic Operator 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		
30000048 - Reprographic Operator II	#	1	1	0	0	0	1	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000041 - Distribution Technician	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
30000047 - Reprographic Operator I	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees Totals	#	2	1	0	0	0	2	0	0		
	%	18.18	9.09	0.00	0.00	0.00	18.18	0.00	0.00		

Job Group Analysis

8ER — Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000346 - Materials Testing 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		
30000345 - Materials Testing Technician II	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8GM Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
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		
30000103 - Automotive Equip Oper II: Street Sweeper	#	1	1	0	1	0	0	0	0		
11 Employees	%	9.09	9.09	0.00	9.09	0.00	0.00	0.00	0.00		
30002494 - Auto Equip Oper II: Tractr-Trailr-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		
30002583 - Automotive Equip Oper II:Sewer Vacuum-CL	#	1	0	1	0	0	0	0	0		
9 Employees	%	11.11	0.00	11.11	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		
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		
30000077 - Utility Worker II	#	13	3	0	5	4	1	0	3		
25 Employees	%	52.00	12.00	0.00	20.00	16.00	4.00	0.00	12.00		
30000081 - Parks Technician	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000101 - Automotive Equipment Oper I	#	5	4	1	1	3	0	0	0		
16 Employees	%	31.25	25.00	6.25	6.25	18.75	0.00	0.00	0.00		
30002490 - Utility Worker II-CL	#	31	13	5	11	7	1	3	4		
135 Employees	%	22.96	9.63	3.70	8.15	5.19	0.74	2.22	2.96		
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	#	7	3	1	4	1	0	0	1		
45 Employees	%	15.56	6.67	2.22	8.89	2.22	0.00	0.00	2.22		

Job Group Analysis

8GM — Service Maintenance - General Maintenance/Trades — EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000076 - Utility Worker I	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002489 - Utility Worker I-CL	#	4	5	1	2	0	0	0	1		
20 Employees	%	20.00	25.00	5.00	10.00	0.00	0.00	0.00	5.00		
30000075 - Utility Worker II, Apprentice	#	7	2	1	2	4	0	0	0		
15 Employees	%	46.67	13.33	6.67	13.33	26.67	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		
368 Employees Totals	#	84	42	15	29	25	2	3	10		
	%	22.83	11.41	4.08	7.88	6.79	0.54	0.82	2.72		

Job Group Analysis

8LE — Service Maintenance - Law Enforcement

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec	#	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

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: 22

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	50.00	4.55	18.18	0.00	4.55	0.00	0.00
Availability %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
Statistical Value			0.704E		0.296E		0.987E	0.796E
Shortfall					1			

1AC Officials/Admin - Accounting

Total Emp: 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.19	43.67	2.09	0.95	3.39	1.40	0.12	1.29
Statistical Value				0.981E	0.933E	0.972E	0.998E	0.974E
Shortfall								

1AM Officials/Admin - Auto Maintenance

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	10.68	46.19	4.12	0.82	3.36	0.28	0.12	1.97
Statistical Value	0.713E	0.156E	0.881E	0.976E	0.903E	0.992E	0.996E	0.942E
Shortfall		1						

1BI Officials/Admin - Building Inspections

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 %	7.85	20.98	1.15	0.61	5.36	0.13	0.09	0.51
Statistical Value	0.721E		0.955E	0.976E	0.802E	0.995E	0.996E	0.980E
Shortfall								

1BT Officials/Admin - Building Trades

Total Emp: 15

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	46.67	6.67	6.67	0.00	0.00	0.00	6.67
Availability %	7.61	12.85	1.02	0.76	4.49	0.25	0.05	1.03
Statistical Value					0.502E	0.963E	0.993E	
Shortfall								

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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

1CI Officials/Admin - Code Inspections

Total Emp: 17

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	29.41	52.94	5.88	0.00	17.65	5.88	0.00	0.00
Availability %	12.06	65.49	0.45	3.19	0.30	0.00	7.97	0.15
Statistical Value		0.200E		0.576E			0.244E	0.975E
Shortfall		2					1	

1CR Officials/Admin - Community Relations

Total Emp: 8

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	12.50	50.00	0.00	12.50	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
Statistical Value		0.342E	0.868E		0.952E	0.973E	0.994E	0.932E
Shortfall		1						

1EC Officials/Admin - Emergency Communication

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	11.65	34.46	4.52	1.87	2.81	0.53	0.23	1.70
Statistical Value	0.690E	0.282E	0.870E	0.945E	0.918E	0.984E	0.993E	0.950E
Shortfall		1						

1EN Officials/Admin - Environmental

Total Emp: 32

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	12.50	56.25	6.25	3.13	0.00	0.00	0.00	3.13
Availability %	9.81	12.24	2.96	0.08	5.34	0.27	0.00	1.15
Statistical Value					1.344	0.294		
Shortfall					1			

1EO Officials/Admin - Office Equipment Operation

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 %	12.39	33.51	3.52	4.15	3.28	0.26	0.18	1.02
Statistical Value	0.768E	0.442E	0.931E	0.919E	0.935E	0.995E	0.996E	0.980E
Shortfall								

1ER Officials/Admin - Engineering & Related

Total Emp: 91

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	10.99	40.66	2.20	2.20	4.40	0.00	0.00	2.20
Availability %	17.91	13.61	7.94	1.37	6.32	0.51	0.11	1.64
Statistical Value	1.722		2.026		0.754	0.683	0.317	
Shortfall	6		5		1			

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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

1ES Officials/Admin - Exempt

Total Emp: 5

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	60.00	60.00	20.00	20.00	0.00	20.00	0.00	0.00
Availability %	22.51	60.94	6.40	6.91	4.24	0.62	0.03	4.31
Statistical Value		0.647E			0.805E		0.999E	0.802E
Shortfall								

1FI Officials/Admin - Fire

Total Emp: 11

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00
Availability %	13.11	30.59	4.60	2.45	3.15	0.52	0.35	2.04
Statistical Value		0.298E				0.944E	0.962E	0.797E
Shortfall		1						

1FL Officials/Admin - Financial

Total Emp: 76

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	35.53	56.58	18.42	9.21	6.58	0.00	0.00	1.32
Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
Statistical Value						0.123	0.087	0.357
Shortfall								

1GA Officials/Admin - General Administrative

Total Emp: 204

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.49	64.71	8.33	7.35	5.88	0.00	0.00	3.92
Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
Statistical Value						1.052	0.378	
Shortfall						1		

1GM Officials/Admin - General Maintenance/Trades

Total Emp: 18

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	38.89	0.00	11.11	5.56	0.00	0.00	0.00
Availability %	13.11	30.59	4.60	2.45	3.15	0.52	0.35	2.04
Statistical Value			0.428E			0.910E	0.939E	0.690E
Shortfall								

1HR Officials/Admin - Human Resources

Total Emp: 11

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	45.45	54.55	0.00	36.36	9.09	0.00	0.00	0.00
Availability %	23.67	57.52	6.08	3.44	10.80	0.63	0.39	2.32
Statistical Value		0.535E	0.502E		0.663E	0.933E	0.958E	0.772E
Shortfall								

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Incumbency vs. Estimated Availability

1IT Officials/Admin - Information Technology

Total Emp: 35

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	17.14	34.29	8.57	2.86	5.71	0.00	0.00	0.00
Availability %	19.17	31.28	11.09	2.03	4.09	0.35	0.09	1.54
Statistical Value	0.305		0.475			0.351	0.178	0.740
Shortfall								

1LE Officials/Admin - Law Enforcement

Total Emp: 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00
Availability %	12.39	33.51	3.52	4.15	3.28	0.26	0.18	1.02
Statistical Value		0.348E		0.775E	0.819E	0.985E	0.989E	0.940E
Shortfall		1						

1LL Officials/Admin - Legal

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 %	19.27	35.69	4.96	3.24	8.86	0.97	0.26	0.99
Statistical Value	0.807E		0.950E	0.968E	0.911E	0.990E	0.997E	0.990E
Shortfall								

1PL Officials/Admin - Planning

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 %	13.50	7.44	2.33	1.07	7.73	0.60	0.18	1.57
Statistical Value	0.865E		0.977E	0.989E	0.923E	0.994E	0.998E	0.984E
Shortfall								

1PM Officials/Admin - Program Management

Total Emp: 133

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	29.32	62.41	3.76	11.28	9.77	0.00	0.00	4.51
Availability %	18.99	48.81	5.89	5.06	3.65	0.56	0.15	3.71
Statistical Value			1.044			0.865	0.447	
Shortfall			2					

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
Statistical Value						0.907E	0.942E	0.693E
Shortfall								

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Incumbency vs. Estimated Availability

1RM Officials/Admin - Risk Management

Total Emp: 13

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	15.38	92.31	7.69	7.69	0.00	0.00	0.00	0.00
Availability %	11.67	58.07	3.66	2.95	2.08	0.04	0.03	2.92
Statistical Value					0.761E	0.995E	0.996E	0.680E
Shortfall								

1SP Officials/Admin - Store & Purchases

Total Emp: 25

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	36.00	64.00	16.00	12.00	8.00	0.00	0.00	0.00
Availability %	9.64	53.70	3.81	0.32	3.47	0.17	0.00	1.86
Statistical Value						0.958E		0.625E
Shortfall								

1WA Officials/Admin - Water

Total Emp: 20

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	10.00	35.00	0.00	0.00	5.00	0.00	0.00	5.00
Availability %	19.97	34.66	7.93	1.41	7.35	0.41	0.26	2.66
Statistical Value	0.207E		0.192E	0.753E	0.562E	0.921E	0.949E	
Shortfall	1		1					

2AC Professionals - Accounting

Total Emp: 64

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	40.63	65.63	21.88	6.25	3.13	0.00	3.13	6.25
Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
Statistical Value						0.416		
Shortfall								

2BO Professionals - Botanic

Total Emp: 30

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	56.67	3.33	0.00	3.33	3.33	0.00	6.67
Availability %	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
Statistical Value					0.320		0.968	
Shortfall								

2CR Professionals - Community Relations

Total Emp: 41

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	26.83	63.41	14.63	4.88	4.88	0.00	0.00	2.44
Availability %	15.45	54.05	6.01	1.79	6.54	0.48	0.00	0.61
Statistical Value					0.430	0.445		
Shortfall								

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Incumbency vs. Estimated Availability

2EC Professionals - Emergency Communication

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00
Availability %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
Statistical Value			0.967E		0.909E			
Shortfall								

2EN Professionals - Environmental

Total Emp: 77

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.29	53.25	1.30	1.30	3.90	0.00	0.00	7.79
Availability %	8.12	27.26	0.21	0.00	4.91	0.00	2.16	0.84
Statistical Value					0.412		1.304	
Shortfall							1	

2ER Professionals - Engineering & Related

Total Emp: 221

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	21.27	26.24	14.93	2.26	1.36	0.45	0.45	1.81
Availability %	12.25	13.76	6.76	0.44	1.86	0.69	0.00	2.51
Statistical Value					0.553	0.427		0.665
Shortfall					1			1

2FI Professionals - Fire

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
Statistical Value	0.628E	0.121E	0.905E	0.942E	0.751E			
Shortfall		1						

2FL Professionals - Financial

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Statistical Value		0.422E						
Shortfall								

2GA Professionals - General Administrative

Total Emp: 13

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	15.38	84.62	15.38	0.00	0.00	0.00	0.00	0.00
Availability %	13.10	59.96	7.65	0.57	3.05	0.19	0.09	1.54
Statistical Value				0.928E	0.669E	0.976E	0.988E	0.817E
Shortfall								

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Incumbency vs. Estimated Availability

2GM — Professionals - General Maintenance/Trades

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00
Availability %	13.05	48.72	6.40	0.80	3.36	0.32	0.00	2.18
Statistical Value			0.936E	0.992E	0.966E			0.978E
Shortfall								

2HR — Professionals - Human Resources

Total Emp: 40

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	47.50	65.00	12.50	15.00	12.50	2.50	0.00	5.00
Availability %	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
Statistical Value		1.064						
Shortfall		3						

2IT — Professionals - Information Technology

Total Emp: 225

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	30.67	38.67	19.56	4.89	4.00	0.00	0.44	1.78
Availability %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
Statistical Value		2.561				0.260		
Shortfall		19						

2LE — Professionals - Law Enforcement

Total Emp: 34

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.59	55.88	2.94	5.88	11.76	0.00	0.00	0.00
Availability %	11.51	60.56	7.07	1.01	3.36	0.01	0.00	0.06
Statistical Value		0.558	0.939			0.058		0.143
Shortfall		1	1					

2LL — Professionals - Legal

Total Emp: 41

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	31.71	56.10	9.76	4.88	7.32	0.00	0.00	9.76
Availability %	9.82	34.80	2.16	1.14	3.78	0.42	0.00	2.33
Statistical Value						0.416		
Shortfall								

2OS — Professionals - Office Support

Total Emp: 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.29	85.71	14.29	0.00	0.00	0.00	0.00	0.00
Availability %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
Statistical Value	0.734E			0.869E	0.513E			
Shortfall								

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Incumbency vs. Estimated Availability

2PL Professionals - Planning

Total Emp: 131

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	18.32	53.44	3.82	1.53	6.11	1.53	0.00	5.34
Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
Statistical Value								
Shortfall								

2PM Professionals - Program 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 %	23.48	43.54	14.51	0.00	7.92	1.06	0.00	0.00
Statistical Value	0.765E		0.855E		0.921E	0.989E		
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
Statistical Value	0.720E				0.809E			0.896E
Shortfall								

2WA Professionals - Water

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	14.27	28.41	1.69	0.00	6.23	1.69	0.00	4.65
Statistical Value	0.630E		0.950E		0.825E	0.950E		0.867E
Shortfall								

3BI Technicians - Building Inspections

Total Emp: 133

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	12.78	20.30	0.75	3.01	5.26	0.00	0.75	3.01
Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
Statistical Value	1.784	9.185	2.628			1.503		1.977
Shortfall	8	52	7			2		6

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
Statistical Value	0.124E	0.027E	0.523E	0.845E	0.845E	0.845E		0.457E
Shortfall	1	3						

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Incumbency vs. Estimated Availability

3CI Technicians - Code Inspections

Total Emp 13

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	23.08	15.38	15.38	7.69	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
Statistical Value		0.003E			0.803E	0.803E		0.361E
Shortfall		5						

3EL Technicians - Electronics

Total Emp 34

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.71	5.88	5.88	2.94	2.94	0.00	0.00	2.94
Availability %	24.76	21.15	11.74	2.38	7.49	1.29	0.00	1.85
Statistical Value	1.358	2.180	1.061		1.008	0.667		
Shortfall	3	5	1		1			

3EN Technicians - Environmental

Total Emp 52

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	17.31	46.15	1.92	5.77	3.85	0.00	0.00	5.77
Availability %	18.94	58.68	6.38	1.69	1.78	1.66	0.00	7.43
Statistical Value	0.300	1.834	1.315			0.937		0.457
Shortfall		6	2					

3ER Technicians - Engineering & Related

Total Emp 273

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.88	35.16	6.96	5.86	3.30	1.83	1.10	1.83
Availability %	17.00	32.32	7.15	1.55	3.56	1.13	0.09	3.52
Statistical Value			0.122		0.235			1.514
Shortfall								4

3LB Technicians - Laboratory

Total Emp 25

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	12.00	52.00	0.00	0.00	8.00	0.00	0.00	4.00
Availability %	29.91	22.90	8.88	0.00	4.67	0.00	0.00	16.36
Statistical Value	0.068E		0.098E					0.068E
Shortfall	4		2					3

3LE Technicians - Law Enforcement

Total Emp 18

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11
Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
Statistical Value				0.738E	0.738E			
Shortfall								

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Incumbency vs. Estimated Availability

3PM Technicians - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Statistical Value	0.817E		0.956E		0.912E			0.949E
	Shortfall								

3RM Technicians - Risk Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	17.65	41.18	5.88	5.88	0.00	0.00	0.00	5.88
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Statistical Value	0.620E				0.208E			
	Shortfall					1			

3VI Technicians - Video

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	6.31	4.50	4.50	0.00	1.80	0.00	0.00	0.00
	Statistical Value					0.930E			
	Shortfall								

3WA Technicians - Water

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	0.00	21.43	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
	Statistical Value	0.054E	0.009E	0.403E	0.790E	0.790E	0.790E		0.334E
	Shortfall	2	5						1

4FI-4 Protective Service-Sworn-Fire-Executive

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00
	Availability %	16.28	11.63	9.30	0.00	6.98	0.00	0.00	0.00
	Statistical Value		0.466E			0.718E			
	Shortfall								

4FI-3 Protective Serivce-Sworn-Fire-Senior Level

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
43	Employment %	16.28	11.63	9.30	0.00	6.98	0.00	0.00	0.00
	Availability %	22.42	7.27	6.06	7.27	4.24	3.64	0.00	1.21
	Statistical Value	0.966			1.836		1.274		0.726
	Shortfall	2			3		1		

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Incumbency vs. Estimated Availability

4FI-2 Protective Service-Sworn-Fire-Mid Level

Total Emp: 168

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.62	7.74	5.95	7.14	4.17	3.57	0.00	1.79
Availability %	19.63	6.31	5.61	2.80	5.84	3.27	0.23	1.87
Statistical Value					0.925		0.622	0.081
Shortfall					2			

4FI-1 Protective Service-Sworn-Fire-Entry

Total Emp: 428

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	19.63	6.31	5.61	2.80	5.84	3.27	0.23	1.87
Availability %	20.90	7.50	1.29	8.20	8.39	1.29	0.13	1.61
Statistical Value	0.648	0.936		4.069	1.902			
Shortfall	5	5		23	10			

4LE-4 Protective Service-Sworn-Law Enfr-Executive

Total Emp: 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00
Availability %	9.09	9.09	0.00	0.00	9.09	0.00	0.00	0.00
Statistical Value								
Shortfall								

4LE-3 Protective Service-Sworn-Law Enfr-Senior Level

Total Emp: 40

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	17.50	7.50	2.50	7.50	0.00	0.00	2.50
Availability %	11.40	14.04	3.51	3.07	3.51	0.88	0.00	0.44
Statistical Value				0.209		0.596		
Shortfall								

4LE-2 Protective Service-Sworn-Law Enfr-Mid Level

Total Emp: 228

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.40	14.04	3.51	3.07	3.51	0.88	0.00	0.44
Availability %	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16
Statistical Value	2.559	0.583	2.249	0.619	0.386		0.842	1.788
Shortfall	14	3	8	1	1			3

4LE-1 Protective Service-Sworn-Law Enfr-Entry

Total Emp: 648

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16
Availability %	29.21	15.98	2.07	12.31	12.34	0.66	0.22	1.61
Statistical Value	6.331	0.381		6.548	6.445	1.590		
Shortfall	73	3		54	53	3		

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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Incumbency vs. Estimated Availability

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

Total Emp: 62

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.42	37.10	3.23	11.29	6.45	1.61	0.00	4.84
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Statistical Value		4.165						
Shortfall		15						

5EC — Protective Service - Non-Sworn - Emergency Communi

Total Emp: 116

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	13.79	62.07	1.72	0.86	6.03	1.72	0.00	3.45
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Statistical Value		0.136	0.439	0.087				0.364
Shortfall								

5GM — Protective Service - Non-Sworn - General Maintenan

Total Emp: 5

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	20.00	0.00	20.00	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
Statistical Value		0.068E	0.888E					0.810E
Shortfall		2						

5LE — Protective Service - Non-Sworn - Law Enforcement

Total Emp: 13

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	23.08	46.15	0.00	7.69	15.38	0.00	0.00	0.00
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Statistical Value		0.172E	0.735E					0.579E
Shortfall		2						

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
Statistical Value		0.003E	0.608E					
Shortfall		7						

5WA — Protective Service - Non-Sworn - Water

Total Emp: 10

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Statistical Value	0.464E	0.075E	0.789E	0.910E				0.657E
Shortfall		3						

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Incumbency vs. Estimated Availability

6AC Administrative Support - Accounting

Total Emp: 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	75.00	25.00	0.00	25.00	0.00	0.00	0.00
Availability %	12.44	90.50	5.55	0.53	3.21	0.41	0.14	2.60
Statistical Value		0.329E		0.979E		0.984E	0.994E	0.900E
Shortfall								

6AM Administrative Support - Auto Maintenance

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 %	16.73	75.58	5.84	2.33	7.10	0.78	0.39	0.29
Statistical Value	0.833E	0.244E	0.942E	0.977E	0.929E	0.992E	0.996E	0.997E
Shortfall								

6BT Administrative Support - Building Trades

Total Emp: 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00
Availability %	10.40	59.57	1.65	3.55	2.84	0.95	0.00	1.42
Statistical Value		0.645E	0.967E	0.930E		0.981E		
Shortfall								

6CI Administrative Support - Code Inspections

Total Emp: 31

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	29.03	64.52	12.90	6.45	6.45	0.00	0.00	3.23
Availability %	18.24	68.32	5.05	3.54	6.98	0.61	0.52	1.54
Statistical Value		0.455			0.115	0.436	0.403	
Shortfall		1						

6CR Administrative Support - Community Relations

Total Emp: 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	28.57	71.43	0.00	14.29	14.29	0.00	0.00	0.00
Availability %	16.29	72.05	4.99	2.03	7.05	0.79	0.31	1.11
Statistical Value		0.625E	0.699E			0.946E	0.979E	0.925E
Shortfall								

6EC Administrative Support - Emergency Communication

Total Emp: 12

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	8.33	50.00	0.00	0.00	8.33	0.00	0.00	0.00
Availability %	15.16	63.24	2.86	1.29	6.93	0.81	0.12	3.14
Statistical Value	0.437E	0.253E	0.706E	0.856E		0.907E	0.986E	0.682E
Shortfall		1						

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Incumbency vs. Estimated Availability

6EN Administrative Support - Environmental

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 %	8.23	48.83	0.00	4.45	3.34	0.44	0.00	0.00
Statistical Value	0.773E			0.872E	0.903E	0.987E		
Shortfall								

6EO Administrative Support - Office Equipment Operatio

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 %	18.86	65.35	4.73	4.03	6.93	0.53	0.58	2.06
Statistical Value	0.534E		0.865E	0.884E	0.806E	0.984E	0.983E	0.939E
Shortfall								

6ER Administrative Support - Engineering Related

Total Emp 12	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	66.67	0.00	8.33	25.00	0.00	0.00	0.00
Availability %	11.34	78.83	2.01	3.80	2.64	0.45	0.00	2.46
Statistical Value		0.237E	0.784E			0.947E		0.742E
Shortfall		1						

6GA Administrative Support - General Administrative

Total Emp 146	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	30.82	84.93	5.48	12.33	4.11	0.68	1.37	6.85
Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
Statistical Value		1.540			0.584			
Shortfall		5			1			

6HR Administrative Support - Human Resources

Total Emp 11	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	90.91	18.18	0.00	0.00	0.00	0.00	9.09
Availability %	5.97	89.55	0.00	0.00	2.99	0.00	0.00	2.99
Statistical Value					0.716E			
Shortfall								

6LE Administrative Support - Law Enforcement

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 %	16.39	63.94	3.49	2.20	6.93	0.72	0.27	2.78
Statistical Value	0.584E		0.899E	0.935E	0.806E	0.979E	0.992E	0.919E
Shortfall								

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Incumbency vs. Estimated Availability

6LL Administrative Support - Legal

Total Emp 22	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	95.45	4.55	9.09	9.09	0.00	0.00	4.55
Availability %	9.55	83.44	3.50	0.32	3.03	0.32	0.00	2.39
Statistical Value						0.932E		
Shortfall								

6OS Administrative Support - Office Support

Total Emp 248	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	26.61	76.21	6.45	9.68	8.06	0.81	0.00	1.61
Availability %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
Statistical Value		0.471	0.094			0.108	0.985	0.801
Shortfall		3						1

6PM Administrative Support - Program Management

Total Emp 101	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	32.67	58.42	6.93	9.90	8.91	2.97	0.99	2.97
Availability %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
Statistical Value		3.946						
Shortfall		17						

6RM Administrative Support - Risk Management

Total Emp 4	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	0.00	0.00	25.00	25.00	0.00	0.00
Availability %	19.84	85.27	4.52	2.55	7.66	1.18	0.39	3.54
Statistical Value			0.831E	0.902E			0.984E	0.866E
Shortfall								

6SP Administrative Support - Store & Purchases

Total Emp 39	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.51	35.90	2.56	2.56	10.26	2.56	0.00	2.56
Availability %	22.76	47.46	6.58	3.43	8.95	0.75	0.97	2.08
Statistical Value	0.335	1.446	1.012	0.297			0.618	
Shortfall		4	1					

6WA Administrative Support - Water

Total Emp 26	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	23.08	30.77	15.38	7.69	0.00	0.00	0.00	0.00
Availability %	7.61	41.09	0.89	1.91	1.53	2.52	0.00	0.76
Statistical Value		0.193E			0.670E	0.515E		0.820E
Shortfall		2						

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Incumbency vs. Estimated Availability

7AM Skilled Craft - Auto Maintenance

Total Emp: 68

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.06	0.00	8.82	2.94	5.88	2.94	1.47	0.00
Availability %	21.43	2.98	5.70	1.31	10.85	0.71	0.45	2.39
Statistical Value		1.445			1.317			1.290
Shortfall		2			3			1

7BI Skilled Craft - Building Inspections

Total Emp: 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00
Availability %	10.05	2.97	0.74	0.20	6.75	0.34	0.54	1.47
Statistical Value			0.971E		0.756E	0.986E	0.979E	0.942E
Shortfall								

7BT Skilled Craft - Building Trades

Total Emp: 28

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	28.57	10.71	7.14	0.00	7.14	0.00	7.14	7.14
Availability %	20.93	5.58	5.10	0.73	11.69	1.75	0.02	1.65
Statistical Value				0.815E	0.349E	0.610E		
Shortfall					1			

7EN Skilled Craft - Environmental

Total Emp: 71

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	19.72	8.45	4.23	5.63	1.41	1.41	2.82	4.23
Availability %	8.16	9.86	6.80	1.36	0.00	0.00	0.00	0.00
Statistical Value		0.398	0.862					
Shortfall		1	1					

7EO Skilled Craft - Office Equipment Operation

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 %	9.26	40.74	9.26	0.00	0.00	0.00	0.00	0.00
Statistical Value	0.907E		0.907E					
Shortfall								

7ER Skilled Craft-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 %	21.13	2.82	2.82	0.00	5.63	2.82	0.00	9.86
Statistical Value	0.789E		0.972E		0.944E	0.972E		0.901E
Shortfall								

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Incumbency vs. Estimated Availability

7GM — Skilled Craft - General Maintenance/Trades

Total Emp: 223

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.59	7.62	2.69	3.59	4.93	3.14	0.00	2.24
Availability %	17.41	3.61	2.05	1.43	9.79	0.78	0.54	2.83
Statistical Value	0.322				2.441		1.100	0.529
Shortfall	1				10		1	1

7LE — Skilled Craft - Law Enforcement

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	15.79	0.00	0.00	0.00	15.79	0.00	0.00	0.00
Statistical Value	0.842E				0.842E			
Shortfall								

7PR — Skilled Craft - Parks/Recreation

Total Emp: 14

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	21.43	14.29	0.00	14.29	7.14	0.00	0.00	0.00
Availability %	9.32	7.05	0.50	1.26	5.54	0.00	0.00	2.02
Statistical Value			0.932E					0.751E
Shortfall								

7WA — Skilled Craft - Water

Total Emp: 81

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.93	9.88	7.41	6.17	2.47	7.41	1.23	1.23
Availability %	23.57	3.83	8.31	2.98	9.26	1.54	0.64	0.85
Statistical Value			0.294		2.108			
Shortfall					5			

8AM — Service Maintenance - Auto Maintenance

Total Emp: 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	22.51	13.53	4.18	6.47	8.52	0.00	1.88	1.46
Statistical Value	0.361E	0.559E	0.843E	0.765E	0.700E		0.927E	0.943E
Shortfall								

8BO — Service Maintenance - Botanic

Total Emp: 46

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	19.57	8.70	2.17	0.00	13.04	0.00	0.00	4.35
Availability %	46.42	14.21	3.86	1.66	38.24	0.76	0.30	1.58
Statistical Value	3.652	1.071	0.594	0.881	3.516	0.594	0.372	
Shortfall	12	2			11			

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Incumbency vs. Estimated Availability

8CR Service Maintenance - Community Relations

Total Emp: 16

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	31.25	75.00	12.50	6.25	6.25	0.00	0.00	6.25
Availability %	23.53	17.65	0.00	23.53	0.00	0.00	0.00	0.00
Statistical Value				0.081E				
Shortfall				2				

8EO Service Maintenance - Office Equipment Operation

Total Emp: 11

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	18.18	9.09	0.00	0.00	0.00	18.18	0.00	0.00
Availability %	11.30	31.42	7.17	1.07	2.13	0.21	0.07	0.65
Statistical Value		0.095E	0.441E	0.888E	0.789E		0.992E	0.931E
Shortfall		2						

8ER Service Maintenance - Engineering and Related

Total Emp: 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	27.89	37.01	11.30	1.17	11.15	1.64	0.47	2.17
Statistical Value	0.141E	0.283E	0.487E	0.932E	0.492E	0.906E	0.972E	0.877E
Shortfall	1	1						

8GM Service Maintenance - General Maintenance/Trades

Total Emp: 368

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.83	11.41	4.08	7.88	6.79	0.54	0.82	2.72
Availability %	37.42	4.40	1.28	3.81	29.08	0.45	0.57	2.23
Statistical Value	5.785				9.414			
Shortfall	53				82			

8LE Service Maintenance - Law Enforcement

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 %	31.09	67.23	5.88	3.36	7.56	0.00	10.08	4.20
Statistical Value	0.475E	0.107E	0.886E	0.934E	0.855E		0.809E	0.918E
Shortfall		1						

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
Statistical Value		1.649	0.662					
Shortfall		10	2					

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Incumbency vs. Estimated Availability

Total Employment: 5939

W - Whole Person Rule

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

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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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		
22	# Employed	6	11	1	4	0	1	0	0		
	# Available	3.5	5.9	1.1	0.9	1.2	0.1	0.0	0.2		
	Persons Required	0	0	0	0	1	0	0	0		

1AC — Officials/Admin - Accounting

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

1AM — Officials/Admin - Auto Maintenance

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	1.4	0.1	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

1BI — Officials/Admin - Building Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.8	0.0	0.0	0.2	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		
15	# Employed	3	7	1	1	0	0	0	1		
	# Available	1.1	1.9	0.2	0.1	0.7	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1CI — Officials/Admin - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	5	9	1	0	3	1	0	0		
	# Available	2.1	11.1	0.1	0.5	0.1	0.0	1.4	0.0		
	Persons Required	0	2	0	0	0	0	1	0		

1CR — Officials/Admin - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	1	4	0	1	0	0	0	0		
	# Available	0.8	5.0	0.1	0.5	0.0	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

1EC — Officials/Admin - Emergency Communication

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

1EN — Officials/Admin - Environmental

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
32	# Employed	4	18	2	1	0	0	0	1		
	# Available	3.1	3.9	0.9	0.0	1.7	0.1	0.0	0.4		
	Persons Required	0	0	0	0	1	0	0	0		

1EO — Officials/Admin - Office Equipment Operation

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.7	0.1	0.1	0.1	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		
91	# Employed	10	37	2	2	4	0	0	2		
	# Available	16.3	12.4	7.2	1.2	5.8	0.5	0.1	1.5		
	Persons Required	6	0	5	0	1	0	0	0		

1ES — Officials/Admin - Exempt

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	3	3	1	1	0	1	0	0		
	# Available	1.1	3.0	0.3	0.3	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1FI — Officials/Admin - Fire

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	2	1	1	1	0	0	0		
	# Available	1.4	3.4	0.5	0.3	0.3	0.1	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		

1FL — Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
76	# Employed	27	43	14	7	5	0	0	1		
	# Available	10.5	34.4	3.4	3.2	2.6	0.0	0.0	1.4		
	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		
204	# Employed	52	132	17	15	12	0	0	8		
	# Available	22.0	84.8	9.3	3.3	5.1	1.1	0.1	3.0		
	Persons Required	0	0	0	0	0	1	0	0		

Shortfall

1GM — Officials/Admin - General Maintenance/Trades

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	3	7	0	2	1	0	0	0		
	# Available	2.4	5.5	0.8	0.4	0.6	0.1	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1HR — Officials/Admin - Human Resources

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	5	6	0	4	1	0	0	0		
	# Available	2.6	6.3	0.7	0.4	1.2	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

1IT — Officials/Admin - Information Technology

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
35	# Employed	6	12	3	1	2	0	0	0		
	# Available	6.7	10.9	3.9	0.7	1.4	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1LE — Officials/Admin - Law Enforcement

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.7	2.0	0.2	0.2	0.2	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

1LL — Officials/Admin - Legal

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.4	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1PL — Officials/Admin - Planning

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

1PM — Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
133	# Employed	39	83	5	15	13	0	0	6		
	# Available	25.3	64.9	7.8	6.7	4.9	0.7	0.2	4.9		
	Persons Required	0	0	2	0	0	0	0	0		

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		

Shortfall

1RM — Officials/Admin - Risk Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	2	12	1	1	0	0	0	0		
	# Available	1.5	7.5	0.5	0.4	0.3	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1SP — Officials/Admin - Store & Purchases

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25	# Employed	9	16	4	3	2	0	0	0		
	# Available	2.4	13.4	1.0	0.1	0.9	0.0	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1WA — Officials/Admin - Water

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	2	7	0	0	1	0	0	1		
	# Available	4.0	6.9	1.6	0.3	1.5	0.1	0.1	0.5		
	Persons Required	1	0	1	0	0	0	0	0		

2AC — Professionals - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
64	# Employed	26	42	14	4	2	0	2	4		
	# Available	9.5	41.6	5.7	0.4	1.7	0.2	0.1	1.4		
	Persons Required	0	0	0	0	0	0	0	0		

2BO — Professionals - Botanic

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30	# Employed	5	17	1	0	1	1	0	2		
	# Available	2.3	7.7	0.0	0.0	1.4	0.0	0.9	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		
41	# Employed	11	26	6	2	2	0	0	1		
	# Available	6.3	22.2	2.5	0.7	2.7	0.2	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

2EC — Professionals - Emergency Communication

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	1	0	0	0	0		
	# Available	0.1	0.8	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2EN — Professionals - Environmental

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
77	# Employed	11	41	1	1	3	0	0	6		
	# Available	6.3	21.0	0.2	0.0	3.8	0.0	1.7	0.6		
	Persons Required	0	0	0	0	0	0	1	0		

Shortfall

2ER	Professionals - Engineering & Related									
Total Emp 221		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	47	58	33	5	3	1	1	4	
	# Available	27.1	30.4	14.9	1.0	4.1	1.5	0.0	5.5	
	Persons Required	0	0	0	0	1	0	0	1	

2FI	Professionals - Fire									
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	0	1	0	0	0	0	0	0	
	# Available	0.4	2.3	0.1	0.1	0.3	0.0	0.0	0.0	
	Persons Required	0	1	0	0	0	0	0	0	

2FL	Professionals - Financial									
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	0	0	0	0	0	0	0	0	
	# Available	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	

2GA	Professionals - General Administrative									
Total Emp 13		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	2	11	2	0	0	0	0	0	
	# Available	1.7	7.8	1.0	0.1	0.4	0.0	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	

2GM	Professionals - General Maintenance/Trades									
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	1	1	0	0	0	1	0	0	
	# Available	0.1	0.5	0.1	0.0	0.0	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	

2HR	Professionals - Human Resources									
Total Emp 40		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	19	26	5	6	5	1	0	2	
	# Available	6.2	29.0	1.9	1.4	1.8	0.1	0.0	1.0	
	Persons Required	0	3	0	0	0	0	0	0	

2IT	Professionals - Information Technology									
Total Emp 225		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	69	87	44	11	9	0	1	4	
	# Available	19.3	106.2	10.7	0.8	5.2	0.1	0.0	2.5	
	Persons Required	0	19	0	0	0	0	0	0	

2LE	Professionals - Law Enforcement									
Total Emp 34		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	7	19	1	2	4	0	0	0	
	# Available	3.9	20.6	2.4	0.3	1.1	0.0	0.0	0.0	
	Persons Required	0	1	1	0	0	0	0	0	

Shortfall

2LL — Professionals - Legal

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
41	# Employed	13	23	4	2	3	0	0	4		
	# Available	4.0	14.3	0.9	0.5	1.5	0.2	0.0	1.0		
	Persons Required	0	0	0	0	0	0	0	0		

2OS — Professionals - Office Support

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	6	1	0	0	0	0	0		
	# Available	1.0	5.5	0.2	0.1	0.6	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		
131	# Employed	24	70	5	2	8	2	0	7		
	# Available	4.6	66.7	4.6	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2PM — Professionals - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.4	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

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		

2WA — Professionals - Water

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

3BI — Technicians - Building Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
133	# Employed	17	27	1	4	7	0	1	4		
	# Available	25.0	79.0	8.4	2.2	2.2	2.2	0.0	10.0		
	Persons Required	8	52	7	0	0	2	0	6		

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		

Shortfall

3CI — Technicians - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	3	2	2	1	0	0	0	0		
	# Available	2.4	7.7	0.8	0.2	0.2	0.2	0.0	1.0		
	Persons Required	0	5	0	0	0	0	0	0		

3EL — Technicians - Electronics

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
34	# Employed	5	2	2	1	1	0	0	1		
	# Available	8.4	7.2	4.0	0.8	2.5	0.4	0.0	0.6		
	Persons Required	3	5	1	0	1	0	0	0		

3EN — Technicians - Environmental

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
52	# Employed	9	24	1	3	2	0	0	3		
	# Available	9.8	30.5	3.3	0.9	0.9	0.9	0.0	3.9		
	Persons Required	0	6	2	0	0	0	0	0		

3ER — Technicians - Engineering & Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
273	# Employed	57	96	19	16	9	5	3	5		
	# Available	46.4	88.2	19.5	4.2	9.7	3.1	0.2	9.6		
	Persons Required	0	0	0	0	0	0	0	4		

3LB — Technicians - Laboratory

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25	# Employed	3	13	0	0	2	0	0	1		
	# Available	7.5	5.7	2.2	0.0	1.2	0.0	0.0	4.1		
	Persons Required	4	0	2	0	0	0	0	3		

3LE — Technicians - Law Enforcement

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	6	11	3	0	0	1	0	2		
	# Available	3.4	10.7	1.1	0.3	0.3	0.3	0.0	1.4		
	Persons Required	0	0	0	0	0	0	0	0		

3PM — Technicians - Program 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		

3RM — Technicians - Risk Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	3	7	1	1	0	0	0	1		
	# Available	3.1	5.4	0.8	0.0	1.5	0.0	0.0	0.9		
	Persons Required	0	0	0	0	1	0	0	0		

Shortfall

3VI — Technicians - Video

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

3WA — Technicians - Water

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	0	3	0	0	0	0	0	0		
	# Available	2.6	8.3	0.9	0.2	0.2	0.2	0.0	1.1		
	Persons Required	2	5	0	0	0	0	0	1		

4FI-4 — Protective Service-Sworn-Fire-Executive

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	1	2	0	1	0	0	0		
	# Available	2.4	1.7	1.4	0.0	1.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

4FI-3 — Protective Serivce-Sworn-Fire-Senior Level

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
43	# Employed	7	5	4	0	3	0	0	0		
	# Available	9.6	3.1	2.6	3.1	1.8	1.6	0.0	0.5		
	Persons Required	2	0	0	3	0	1	0	0		

4FI-2 — Protective Service-Sworn-Fire-Mid Level

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
168	# Employed	38	13	10	12	7	6	0	3		
	# Available	33.0	10.6	9.4	4.7	9.8	5.5	0.4	3.1		
	Persons Required	0	0	0	0	2	0	0	0		

4FI-1 — Protective Service-Sworn-Fire-Entry

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
428	# Employed	84	27	24	12	25	14	1	8		
	# Available	89.5	32.1	5.5	35.1	35.9	5.5	0.6	6.9		
	Persons Required	5	5	0	23	10	0	0	0		

4LE-4 — Protective Service-Sworn-Law Enfr-Executive

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

4LE-3 — Protective Service-Sworn-Law Enfr-Senior Level

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
40	# Employed	8	7	3	1	3	0	0	1		
	# Available	4.6	5.6	1.4	1.2	1.4	0.4	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

4LE-2 Protective Service-Sworn-Law Enfr-Mid Level

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
228	# Employed	26	32	8	7	8	2	0	1		
	# Available	40.8	35.2	16.9	8.8	9.1	0.3	0.7	4.9		
	Persons Required	14	3	8	1	1	0	0	3		

4LE-1 Protective Service-Sworn-Law Enfr-Entry

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
648	# Employed	116	100	48	25	26	1	2	14		
	# Available	189.3	103.6	13.4	79.8	80.0	4.3	1.4	10.4		
	Persons Required	73	3	0	54	53	3	0	0		

5CI Protective Service - Non-Sworn - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
62	# Employed	17	23	2	7	4	1	0	3		
	# Available	4.6	38.9	1.5	0.6	0.0	0.0	0.0	2.6		
	Persons Required	0	15	0	0	0	0	0	0		

5EC Protective Service - Non-Sworn - Emergency Communi

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
116	# Employed	16	72	2	1	7	2	0	4		
	# Available	8.6	72.7	2.7	1.1	0.0	0.0	0.0	4.8		
	Persons Required	0	0	0	0	0	0	0	0		

5GM Protective Service - Non-Sworn - General Maintenan

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	1	0	1	0	0	0	0		
	# Available	0.4	3.1	0.1	0.0	0.0	0.0	0.0	0.2		
	Persons Required	0	2	0	0	0	0	0	0		

5LE Protective Service - Non-Sworn - Law Enforcement

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	3	6	0	1	2	0	0	0		
	# Available	1.0	8.1	0.3	0.1	0.0	0.0	0.0	0.5		
	Persons Required	0	2	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		

5WA Protective Service - Non-Sworn - Water

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.7	6.3	0.2	0.1	0.0	0.0	0.0	0.4		
	Persons Required	0	3	0	0	0	0	0	0		

Shortfall

6AC — Administrative Support - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	1	0	1	0	0	0		
	# Available	0.5	3.6	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6AM — Administrative Support - Auto Maintenance

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

6BT — Administrative Support - Building Trades

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

6CI — Administrative Support - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
31	# Employed	9	20	4	2	2	0	0	1		
	# Available	5.7	21.2	1.6	1.1	2.2	0.2	0.2	0.5		
	Persons Required	0	1	0	0	0	0	0	0		

6CR — Administrative Support - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	5	0	1	1	0	0	0		
	# Available	1.1	5.0	0.3	0.1	0.5	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6EC — Administrative Support - Emergency Communication

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	1	6	0	0	1	0	0	0		
	# Available	1.8	7.6	0.3	0.2	0.8	0.1	0.0	0.4		
	Persons Required	0	1	0	0	0	0	0	0		

6EN — Administrative Support - Environmental

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.2	1.5	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6EO — Administrative Support - Office Equipment Operatio

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	2.0	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6ER — Administrative Support - Engineering Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	4	8	0	1	3	0	0	0		
	# Available	1.4	9.5	0.2	0.5	0.3	0.1	0.0	0.3		
	Persons Required	0	1	0	0	0	0	0	0		

6GA — Administrative Support - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
146	# Employed	45	124	8	18	6	1	2	10		
	# Available	20.0	129.8	5.3	2.1	7.6	0.8	0.6	3.7		
	Persons Required	0	5	0	0	1	0	0	0		

6HR — Administrative Support - Human Resources

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	10	2	0	0	0	0	1		
	# Available	0.7	9.9	0.0	0.0	0.3	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

6LE — Administrative Support - Law Enforcement

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	1.9	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6LL — Administrative Support - Legal

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	6	21	1	2	2	0	0	1		
	# Available	2.1	18.4	0.8	0.1	0.7	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

6OS — Administrative Support - Office Support

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
248	# Employed	66	189	16	24	20	2	0	4		
	# Available	42.2	192.1	16.4	5.3	11.5	2.2	1.0	5.9		
	Persons Required	0	3	0	0	0	0	0	1		

6PM — Administrative Support - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
101	# Employed	33	59	7	10	9	3	1	3		
	# Available	16.9	76.1	5.8	2.3	7.1	0.8	0.4	0.5		
	Persons Required	0	17	0	0	0	0	0	0		

6RM — Administrative Support - Risk Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	4	0	0	1	1	0	0		
	# Available	0.8	3.4	0.2	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6SP — Administrative Support - Store & Purchases

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
39	# Employed	8	14	1	1	4	1	0	1		
	# Available	8.9	18.5	2.6	1.3	3.5	0.3	0.4	0.8		
	Persons Required	0	4	1	0	0	0	0	0		

6WA — Administrative Support - Water

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
26	# Employed	6	8	4	2	0	0	0	0		
	# Available	2.0	10.7	0.2	0.5	0.4	0.7	0.0	0.2		
	Persons Required	0	2	0	0	0	0	0	0		

7AM — Skilled Craft - Auto Maintenance

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
68	# Employed	15	0	6	2	4	2	1	0		
	# Available	14.6	2.0	3.9	0.9	7.4	0.5	0.3	1.6		
	Persons Required	0	2	0	0	3	0	0	1		

7BI — Skilled Craft - Building Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	2	0	1	0	0	0	0		
	# Available	0.4	0.1	0.0	0.0	0.3	0.0	0.0	0.1		
	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		
28	# Employed	8	3	2	0	2	0	2	2		
	# Available	5.9	1.6	1.4	0.2	3.3	0.5	0.0	0.5		
	Persons Required	0	0	0	0	1	0	0	0		

7EN — Skilled Craft - Environmental

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
71	# Employed	14	6	3	4	1	1	2	3		
	# Available	5.8	7.0	4.8	1.0	0.0	0.0	0.0	0.0		
	Persons Required	0	1	1	0	0	0	0	0		

7EO — Skilled Craft - Office Equipment Operation

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

7ER — Skilled Craft-Engineering Related

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

Shortfall

7GM — Skilled Craft - General Maintenance/Trades

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
223	# Employed	37	17	6	8	11	7	0	5		
	# Available	38.8	8.1	4.6	3.2	21.8	1.7	1.2	6.3		
	Persons Required	1	0	0	0	10	0	1	1		

7LE — Skilled Craft - Law Enforcement

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

7PR — Skilled Craft - Parks/Recreation

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	3	2	0	2	1	0	0	0		
	# Available	1.3	1.0	0.1	0.2	0.8	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

7WA — Skilled Craft - Water

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
81	# Employed	21	8	6	5	2	6	1	1		
	# Available	19.1	3.1	6.7	2.4	7.5	1.2	0.5	0.7		
	Persons Required	0	0	0	0	5	0	0	0		

8AM — Service Maintenance - Auto Maintenance

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.9	0.5	0.2	0.3	0.3	0.0	0.1	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

8BO — Service Maintenance - Botanic

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
46	# Employed	9	4	1	0	6	0	0	2		
	# Available	21.4	6.5	1.8	0.8	17.6	0.3	0.1	0.7		
	Persons Required	12	2	0	0	11	0	0	0		

8CR — Service Maintenance - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	5	12	2	1	1	0	0	1		
	# Available	3.8	2.8	0.0	3.8	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	2	0	0	0	0		

8EO — Service Maintenance - Office Equipment Operation

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	2	1	0	0	0	2	0	0		
	# Available	1.2	3.5	0.8	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	2	0	0	0	0	0	0		

Shortfall

8ER	Service Maintenance - Engineering and Related									
Total Emp 6		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	0	1	0	0	0	0	0	0	
	# Available	1.7	2.2	0.7	0.1	0.7	0.1	0.0	0.1	
	Persons Required	1	1	0	0	0	0	0	0	

8GM	Service Maintenance - General Maintenance/Trades									
Total Emp 368		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	84	42	15	29	25	2	3	10	
	# Available	137.7	16.2	4.7	14.0	107.0	1.7	2.1	8.2	
	Persons Required	53	0	0	0	82	0	0	0	

8LE	Service Maintenance - Law Enforcement									
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	0	0	0	0	0	0	0	0	
	# Available	0.6	1.3	0.1	0.1	0.2	0.0	0.2	0.1	
	Persons Required	0	1	0	0	0	0	0	0	

8PR	Service Maintenance - Parks/Recreation									
Total Emp 208		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# 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.