

City of Portland



Citywide Affirmative Action Program (AAP) Plan Reports

**2022 AAP Annual Plan Reports
1/1/2021 to 12/31/2021**



Plan Summary

The Plan Summary provides an overview of the state of Affirmative Action within the City of Portland.

Plan Summary

Minorities And Women

Employment Data as of 12/31/2021

	Total Employees	Min	Fem
#	6,947	1,890	2,648
%		27.21	38.12

Incumbency vs. Estimated Availability

1EC		Officials/Admin - Emergency Communication	
Total Emp 16		Min	Fem
	Employment %	12.50	37.50
	Availability %	13.52	66.00
	Statistical Value	1.000E	0.030E
1SU		Officials/Admin - Supervisors	
Total Emp 169		Min	Fem
	Employment %	24.85	43.79
	Availability %	29.21	55.36
	Statistical Value	1.246	3.026
2EN		Professionals - Environmental	
Total Emp 77		Min	Fem
	Employment %	11.69	42.86
	Availability %	25.35	52.50
	Statistical Value	2.756	1.694

2PM		Professionals - Program Management	
Total Emp 197		Min	Fem
	Employment %	29.44	58.38
	Availability %	24.95	67.44
	Statistical Value		2.715
3RM		Technicians - Risk Management	
Total Emp 23		Min	Fem
	Employment %	30.43	47.83
	Availability %	19.74	88.93
	Statistical Value		0.000E
4LE-1		Protective Service-Sworn-Law Enfr-Entry	
Total Emp 531		Min	Fem
	Employment %	21.85	18.08
	Availability %	32.01	15.37
	Statistical Value	5.021	
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level	
Total Emp 220		Min	Fem
	Employment %	14.09	15.45
	Availability %	21.85	18.08
	Statistical Value	2.785	1.012
5CI		Protective Service - Non-Sworn - Code Inspections	
Total Emp 61		Min	Fem
	Employment %	34.43	40.98
	Availability %	53.85	46.15
	Statistical Value	3.043	0.809
5EC		Protective Service - Non-Sworn - Emergency Communi	
Total Emp 110		Min	Fem
	Employment %	15.45	67.27
	Availability %	27.35	39.69
	Statistical Value	2.799	

6CI		Administrative Support - Code Inspections	
Total Emp 31		Min	Fem
	Employment %	45.16	54.84
	Availability %	20.65	75.51
	Statistical Value		2.676
6CR		Administrative Support - Community Relations	
Total Emp 145		Min	Fem
	Employment %	39.31	51.03
	Availability %	23.59	76.12
	Statistical Value		7.085
6EN		Administrative Support - Environmental	
Total Emp 4		Min	Fem
	Employment %	25.00	25.00
	Availability %	23.59	76.12
	Statistical Value		0.045E
6SP		Administrative Support - Store & Purchases	
Total Emp 37		Min	Fem
	Employment %	24.32	32.43
	Availability %	28.03	54.21
	Statistical Value	0.502	2.659
7GM		Skilled Craft - General Maintenance/Trades	
Total Emp 256		Min	Fem
	Employment %	18.75	10.16
	Availability %	24.74	10.34
	Statistical Value	2.221	0.097
8BO		Service Maintenance - Botanic	
Total Emp 46		Min	Fem
	Employment %	19.57	15.22
	Availability %	41.62	11.55
	Statistical Value	3.035	

8PR		Service Maintenance - Parks/Recreation		
Total Emp 867		Min	Fem	
	Employment %	34.49	59.17	
	Availability %	17.25	65.55	
	Statistical Value		3.953	

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

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

S - Significant Difference Rule

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

Personnel Activity Data for: 1/1/2021 - 12/31/2021

		Total	Min	Fem	Unk Race	Unk Gend
Applicant Pool	#	18,461	6,243	8,230	177	137
	%		33.82	44.58	0.96	0.74
Applicant Selected	#	1,980	771	1,002	6	3
	%		38.94	50.61	0.30	0.15

		Total	Min	Fem
New Hire	#	1,567	599	808
	%		38.23	51.56
Promotion	#	526	172	248
	%		32.70	47.15
Termination	#	1,289	397	614
	%		30.80	47.63
Involuntary Termination	#	36	14	15
	%		38.89	41.67

Adverse Impact

1ES		Officials/Admin - Exempt					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.52	0.018F	2	YES	His
Promotion	Mal	YES	0.00	2.014	2	YES	Fem

1GA		Officials/Admin - General Administrative					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Two	YES	0.00	2.015	0	YES	Asi
1SU		Officials/Admin - Supervisors					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Min	YES	0.00	2.047	2	YES	Wht
2AC		Professionals - Accounting					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.35	2.002	3	YES	His
2BO		Professionals - Botanic					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.02	5.339	3	YES	Asi
Applicant	Wht	YES	0.06	3.688	3	YES	Min
2LL		Professionals - Legal					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.07	4.752	3	YES	Blk
Applicant	Wht	YES	0.17	2.994	3	YES	Min
Termination	Min	YES	0.20	2.112	1	YES	Wht
2PM		Professionals - Program Management					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Involuntary Termination	Asi	YES	0.00	3.632	0	YES	Wht
Involuntary Termination	Blk	YES	0.00	2.785	0	YES	Wht
Involuntary Termination	His	YES	0.00	3.185	0	YES	Wht
Involuntary Termination	Min	YES	0.00	2.799	2	YES	Wht
3BI		Technicians - Building Inspections					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Wht	YES	0.23	2.019	0	YES	His

3EL		Technicians - Electronics					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Wht	YES	0.03	3.871	0	YES	Blk
3ER		Technicians - Engineering & Related					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Asi	YES	0.00	2.064	1	YES	His
4LE-1		Protective Service-Sworn-Law Enfr-Entry					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Involuntary Termination	Asi	YES	0.00	3.715	0	YES	Wht
Involuntary Termination	His	YES	0.00	3.613	0	YES	Wht
Involuntary Termination	Min	YES	0.00	2.839	1	YES	Wht
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Wht	YES	0.07	3.106	0	YES	His
5CI		Protective Service - Non-Sworn - Code Inspections					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Mal	YES	0.21	2.451	2	YES	Fem
Applicant	Wht	YES	0.12	2.362	3	YES	Blk
Applicant	Wht	YES	0.13	2.314	3	YES	Min
Promotion	Wht	YES	0.00	4.742	0	YES	Asi
5PR		Protective Service - Non-Sworn - Parks/Recreation					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Fem	YES	0.28	2.421	2	YES	Mal
6CI		Administrative Support - Code Inspections					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.44	2.036	3	YES	His
Promotion	Mal	YES	0.77	3.049	2	YES	Fem
Termination	Blk	YES	0.08	0.018F	1	YES	Wht
Termination	Min	YES	0.23	2.043	2	YES	Wht

6CR		Administrative Support - Community Relations					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	His	YES	0.52	2.331	0	YES	Blk
Applicant	Two	YES	0.52	2.192	0	YES	Blk
Applicant	Wht	YES	0.39	4.067	18	YES	Blk
Applicant	Wht	YES	0.65	3.060	18	YES	Min

6ER		Administrative Support - Engineering Related					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Asi	YES	0.00	0.000F	3	YES	His
Applicant	Mal	YES	0.41	2.174	3	YES	Fem
Applicant	Two	YES	0.00	0.024F	0	YES	His
Applicant	Wht	YES	0.20	3.715	1	YES	His

6ES		Administrative Support - Exempt					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.10	2.627	3	YES	His
Applicant	Wht	YES	0.12	2.424	3	YES	Min

6OS		Administrative Support - Office Support					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Asi	YES	0.00	2.047	1	YES	His
Applicant	Wht	YES	0.38	2.386	2	YES	His
Promotion	Wht	YES	0.30	2.784	4	YES	Blk
Promotion	Wht	YES	0.48	2.095	4	YES	Min

6PM		Administrative Support - Program Management					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.12	3.314	4	YES	Blk
Applicant	Wht	YES	0.20	2.739	4	YES	Min
Termination	Min	YES	0.38	2.113	3	YES	Wht

7WA		Skilled Craft - Water					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Wht	YES	0.03	4.618	0	YES	Pac

8BO		Service Maintenance - Botanic					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Wht	YES	0.17	2.062	1	YES	His

8CR		Service Maintenance - Community Relations					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.00	2.349	1	YES	Min
Applicant	Wht	YES	0.00	5.347	1	YES	Blk

8GM		Service Maintenance - General Maintenance/Trades					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Blk	YES	0.15	4.170	2	YES	Asi
Applicant	His	YES	0.19	3.865	0	YES	Asi
Applicant	Ind	YES	0.00	0.001F	2	YES	Asi
Applicant	Mal	YES	0.66	2.162	8	YES	Fem
Applicant	Pac	YES	0.00	0.001F	2	YES	Asi
Applicant	Two	YES	0.29	2.882	0	YES	Asi
Applicant	Wht	YES	0.19	4.340	2	YES	Asi

8PR		Service Maintenance - Parks/Recreation					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	His	YES	0.57	2.070	18	YES	Pac
Applicant	Ind	YES	0.40	2.111	4	YES	Pac
Promotion	Wht	YES	0.23	3.471	6	YES	Asi
Promotion	Wht	YES	0.44	2.495	6	YES	Min

Infin - indicates that the denominator was zero

"--" indicates that the result could not be calculated

Goal Attainment

1EC		Officials/Admin - Emergency Communication																	
	Total	Min		Fem															
Prior Year Goal				65.17															
New Hire	0			0	N/A														
Promotion	3			1	33.33														
Total Opps	3			1	33.33														
Achieved? *				YES															

1FL		Officials/Admin - Financial																	
	Total	Min		Fem															
Prior Year Goal				60.19															
New Hire	4			2	50.00														
Promotion	2			1	50.00														
Total Opps	6			3	50.00														
Achieved? *				YES															

2HR		Professionals - Human Resources																	
	Total	Min		Fem															
Prior Year Goal				86.25															
New Hire	3			1	33.33														
Promotion	4			4	100.00														
Total Opps	7			5	71.43														
Achieved? *				NO															

2PM		Professionals - Program Management																
	Total	Min		Fem														
Prior Year Goal				67.23														
New Hire	25			12	48.00													
Promotion	27			20	74.07													
Total Opps	52			32	61.54													
Achieved? *				NO														

3BI		Technicians - Building Inspections																
	Total	Min		Fem														
Prior Year Goal				59.41														
New Hire	2			0	0.00													
Promotion	0			0	N/A													
Total Opps	2			0	0.00													
Achieved? *				NO														

3CI		Technicians - Code Inspections																
	Total	Min		Fem														
Prior Year Goal				59.41														
New Hire	0			0	N/A													
Promotion	0			0	N/A													
Total Opps	0			0	N/A													
Achieved? *				NO OPPS														

3EL		Technicians - Electronics																
	Total	Min		Fem														
Prior Year Goal				21.15														
New Hire	4			0	0.00													
Promotion	0			0	N/A													
Total Opps	4			0	0.00													
Achieved? *				LIMITED														

3WA		Technicians - Water																
	Total	Min		Fem														
Prior Year Goal				59.41														
New Hire	0			0	N/A													
Promotion	0			0	N/A													
Total Opps	0			0	N/A													
Achieved? *				NO OPPS														

4LE-1		Protective Service-Sworn-Law Enfr-Entry																
	Total	Min		Fem														
Prior Year Goal		29.08																
New Hire	25	11	44.00															
Promotion	1	0	0.00															
Total Opps	26	11	42.31															
Achieved? *		YES																

4LE-2		Protective Service-Sworn-Law Enfr-Mid Level																
	Total	Min		Fem														
Prior Year Goal		19.93																
New Hire	0	0	N/A															
Promotion	22	3	13.64															
Total Opps	22	3	13.64															
Achieved? *		NO																

5CI		Protective Service - Non-Sworn - Code Inspections																
	Total	Min		Fem														
Prior Year Goal				62.68														
New Hire	8			5	62.50													
Promotion	0			0	N/A													
Total Opps	8			5	62.50													
Achieved? *				YES														

5PR		Protective Service - Non-Sworn - Parks/Recreation																	
	Total	Min		Fem															
Prior Year Goal				62.68															
New Hire	22			9	40.91														
Promotion	0			0	N/A														
Total Opps	22			9	40.91														
Achieved? *				NO															

6CR		Administrative Support - Community Relations																	
	Total	Min		Fem															
Prior Year Goal				82.04															
New Hire	164			91	55.49														
Promotion	3			0	0.00														
Total Opps	167			91	54.49														
Achieved? *				NO															

6SP		Administrative Support - Store & Purchases																	
	Total	Min		Fem															
Prior Year Goal				61.37															
New Hire	3			0	0.00														
Promotion	0			0	N/A														
Total Opps	3			0	0.00														
Achieved? *				NO															

7GM		Skilled Craft - General Maintenance/Trades																	
	Total	Min		Fem															
Prior Year Goal		25.25																	
New Hire	11	4	36.36																
Promotion	13	6	46.15																
Total Opps	24	10	41.67																
Achieved? *		YES																	

7WA		Skilled Craft - Water																	
	Total	Min	Fem																
Prior Year Goal		40.63																	
New Hire	0	0	N/A																
Promotion	0	0	N/A																
Total Opps	0	0	N/A																
Achieved? *		NO OPPS																	

8GM		Service Maintenance - General Maintenance/Trades																	
	Total	Min	Fem																
Prior Year Goal		39.73																	
New Hire	97	26	26.80																
Promotion	0	0	N/A																
Total Opps	97	26	26.80																
Achieved? *		NO																	

8PR		Service Maintenance - Parks/Recreation																	
	Total	Min	Fem																
Prior Year Goal			72.20																
New Hire	837		482 57.59																
Promotion	1		1 100.00																
Total Opps	838		483 57.64																
Achieved? *			NO																

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

* YES = within one person of exceeding prior year goal

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

People with Disabilities

People with Disabilities Utilization Goals

Employment Data as of 1/1/2022

% of Employees	5.6
Citywide Goal %	5.0
Goal met?	Yes
OFCCP Utilization Goal %	7.0
Goal met?	No

Protected Veterans

Hiring Activity for: 1/1/2021 - 12/31/2021

Veteran Benchmark for Hiring

Hiring %	3.44
Benchmark %	5.70
Benchmark met	No

Workforce Analysis

The Workforce Analysis is a detailed listing of each job title by bureau along with relevant employment statistics for each job title.

City of Portland

January 1, 2022 Annual Affirmative Action Plan

Portland, OR

Workforce Analysis

1050

Comm #1

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
30000590		Total 4	Mal	0	0	0	0	0	0	0
Community Service Aide II	6	Tot Min 1	Fem	4	3	0	1	0	0	0
30000005		Total 3	Mal	1	0	1	0	0	0	0
Commissioner's Staff Rep	1	Tot Min 2	Fem	2	1	0	1	0	0	0
30003028		Total 1	Mal	1	1	0	0	0	0	0
Coordinator II	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30002511		Total 3	Mal	3	1	1	0	1	0	0
Commissioner's Senior Staff Rep	1	Tot Min 2	Fem	0	0	0	0	0	0	0
30003008		Total 1	Mal	0	0	0	0	0	0	0
Analyst III	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000006		Total 1	Mal	0	0	0	0	0	0	0
Commissioner's Chief of Staff	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000002		Total 1	Mal	0	0	0	0	0	0	0
Commissioner	1	Tot Min 1	Fem	1	0	0	0	1	0	0
Total for 1050		Total 14	Mal	5	2	2	0	1	0	0
		Tot Min 6	Fem	9	6	0	2	1	0	0

1140

Planning and Sustainability

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
30000590		Total 2	Mal	0	0	0	0	0	0	0
Community Service Aide II	6	Tot Min 1	Fem	2	1	0	0	1	0	0
30000374		Total 1	Mal	0	0	0	0	0	0	0
Planning Assistant	2	Tot Min 1	Fem	1	0	1	0	0	0	0
30000011		Total 1	Mal	0	0	0	0	0	0	0
Office Support Specialist I	6	Tot Min 1	Fem	1	0	1	0	0	0	0
30000012		Total 1	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1140

Planning and Sustainability

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30003002	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30003027	Total	1	Mal	0	0	0	0	0	0	0	0
Coordinator I - NE	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30003003	Total	1	Mal	1	1	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000063	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000375	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Associate	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000381	Total	1	Mal	0	0	0	0	0	0	0	0
Planner I, City-Urban Design	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003010	Total	1	Mal	1	0	0	1	0	0	0	0
Business Systems Analyst I	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30003028	Total	20	Mal	8	5	1	0	1	0	0	1
Coordinator II	2	Tot Min	6	Fem	12	9	0	1	1	0	1
30003006	Total	2	Mal	0	0	0	0	0	0	0	0
Analyst I	1	Tot Min	1	Fem	2	1	0	0	1	0	0
30003054	Total	1	Mal	1	0	0	1	0	0	0	0
Financial Analyst I	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000343	Total	1	Mal	1	1	0	0	0	0	0	0
GIS Technician III	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000373	Total	1	Mal	0	0	0	0	0	0	0	0
Graphics Designer III	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000212	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Tech Analyst IV-Vertical GIS	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003029	Total	6	Mal	2	1	0	0	0	0	0	1
Coordinator III	2	Tot Min	2	Fem	4	3	0	0	0	0	1
30003007	Total	3	Mal	3	1	0	1	1	0	0	0
Analyst II	1	Tot Min	2	Fem	0	0	0	0	0	0	0

Workforce Analysis

1140

Planning and Sustainability

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30003055	Total	1	Mal		1	0	1	0	0	0	0	0
Financial Analyst II	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000385	Total	8	Mal		5	4	0	0	0	0	0	1
Planner II. City-Land Use	2	Tot Min	2	Fem	3	2	0	0	1	0	0	0
30000384	Total	2	Mal		2	2	0	0	0	0	0	0
Planner II. City-Environmental	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000383	Total	1	Mal		1	0	1	0	0	0	0	0
Planner II. City-Economic	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000391	Total	1	Mal		1	1	0	0	0	0	0	0
Planner, Sr City-Economic	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000397	Total	2	Mal		1	1	0	0	0	0	0	0
Planner, Sr City-Urban Design	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000393	Total	4	Mal		2	2	0	0	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30003104	Total	1	Mal		1	0	0	0	0	0	0	1
Supervisor II	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003030	Total	1	Mal		0	0	0	0	0	0	0	0
Coordinator IV	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003008	Total	3	Mal		1	0	0	0	1	0	0	0
Analyst III	1	Tot Min	2	Fem	2	1	1	0	0	0	0	0
30003056	Total	1	Mal		0	0	0	0	0	0	0	0
Financial Analyst III	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30003090	Total	2	Mal		1	1	0	0	0	0	0	0
Planner, Supervising	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003081	Total	3	Mal		2	1	1	0	0	0	0	0
Manager I	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30003089	Total	2	Mal		1	1	0	0	0	0	0	0
Planner, Principal	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30003034	Total	1	Mal		1	0	0	0	1	0	0	0
Deputy Director I	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1140

Planning and Sustainability

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003037		Total	1	Mal	0	0	0	0	0	0	0
Director I	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1140		Total	81	Mal	38	23	4	3	4	0	4
		Tot Min	28	Fem	43	30	3	2	6	0	2

1160

Parks

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000589		Total	48	Mal	25	13	4	3	2	0	3
Community Service Aide I	6	Tot Min	29	Fem	23	6	4	6	5	0	2
30000254		Total	240	Mal	104	78	7	7	3	1	7
Recreation Leader-PT/Seas	8	Tot Min	69	Fem	136	93	12	14	5	0	11
30002560		Total	18	Mal	15	4	7	0	1	1	2
Recreation Associate-Attendant I	8	Tot Min	12	Fem	3	2	0	1	0	0	0
30002562		Total	110	Mal	46	31	6	2	2	0	4
Recreation Associate - Counselor I	8	Tot Min	45	Fem	64	34	5	9	6	0	9
30003425		Total	1	Mal	0	0	0	0	0	0	0
Recreation Associate-Swim Instructor	8	Tot Min	0	Fem	1	1	0	0	0	0	0
30002561		Total	67	Mal	21	15	0	3	0	0	3
Recr Asc - Lifeguard/Cashier	8	Tot Min	20	Fem	46	32	0	5	4	2	3
30000074		Total	40	Mal	31	22	0	1	7	0	1
Seasonal Maintenance Worker	8	Tot Min	11	Fem	9	7	0	1	1	0	0
30003427		Total	51	Mal	20	9	3	3	2	0	3
Recreation Associate-Counselor II	8	Tot Min	25	Fem	31	17	3	2	4	0	4
30003426		Total	1	Mal	1	0	1	0	0	0	0
Recreation Associate-Attendant II	8	Tot Min	1	Fem	0	0	0	0	0	0	0
30002559		Total	72	Mal	20	11	3	0	4	0	1
Recreation Associate-Customer Service	8	Tot Min	25	Fem	52	36	5	2	9	0	0
30002258		Total	4	Mal	3	2	0	0	1	0	0
Recreation Facility Technician	8	Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

1160

Parks

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000590		Total	28	Mal	14	8	0	0	5	0	0	1
Community Service Aide II	6	Tot Min	10	Fem	14	10	2	1	1	0	0	0
30002159		Total	18	Mal	12	9	0	0	2	1	0	0
Seasonal Park Ranger	5	Tot Min	6	Fem	6	3	0	0	0	1	0	2
30003428		Total	2	Mal	1	1	0	0	0	0	0	0
Recreation Associate-Counselor III	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000256		Total	5	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Aquatics	8	Tot Min	1	Fem	5	4	0	1	0	0	0	0
30002411		Total	5	Mal	3	0	1	0	1	0	0	1
Recreation Leader-FT-Teen	8	Tot Min	5	Fem	2	0	1	0	0	0	0	1
30000258		Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Custmr Svc Ctr Rep	8	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000262		Total	15	Mal	2	1	1	0	0	0	0	0
Recreation Leader-FT-Pre-School	8	Tot Min	6	Fem	13	8	2	0	2	0	0	1
30000261		Total	18	Mal	8	3	1	1	1	0	0	2
Recreation Leader-FT-Generalist	8	Tot Min	6	Fem	10	9	0	0	1	0	0	0
30000257		Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Music	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000263		Total	3	Mal	2	1	0	1	0	0	0	0
Recreation Leader-FT-Arts	8	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30002408		Total	2	Mal	2	1	1	0	0	0	0	0
Recreation Leader-FT-Instructor	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000267		Total	1	Mal	1	0	0	1	0	0	0	0
Recreation Leader-FT-Tennis	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000011		Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000012		Total	1	Mal	1	0	0	0	1	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30002489		Total	11	Mal	9	5	0	1	2	0	0	1
Utility Worker I-CL	8	Tot Min	4	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

1160

Parks

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000831	Total	2	Mal	2	2	0	0	0	0	0	0
Botanic Technician I	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000255	Total	181	Mal	81	57	8	5	4	1	1	5
Parks Activities Specialist	8	Tot Min	49	Fem	100	75	4	9	5	1	5
30001709	Total	18	Mal	13	6	3	1	1	0	1	1
Park Ranger	5	Tot Min	8	Fem	5	4	1	0	0	0	0
30003002	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist I	6	Tot Min	1	Fem	1	0	0	0	1	0	0
30000029	Total	1	Mal	1	1	0	0	0	0	0	0
Service Dispatcher	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30002490	Total	8	Mal	8	5	2	1	0	0	0	0
Utility Worker II-CL	8	Tot Min	3	Fem	0	0	0	0	0	0	0
30000085	Total	9	Mal	8	7	0	0	0	0	0	1
Greenskeeper I	8	Tot Min	1	Fem	1	1	0	0	0	0	0
30000080	Total	12	Mal	10	7	0	2	1	0	0	0
Turf Maintenance Technician	8	Tot Min	3	Fem	2	2	0	0	0	0	0
30002491	Total	31	Mal	25	20	1	0	2	0	0	2
Parks Technician-CL	8	Tot Min	6	Fem	6	5	0	1	0	0	0
30001738	Total	4	Mal	4	3	0	0	1	0	0	0
Arborist II	8	Tot Min	1	Fem	0	0	0	0	0	0	0
30000086	Total	5	Mal	5	4	0	0	1	0	0	0
Greenskeeper II	8	Tot Min	1	Fem	0	0	0	0	0	0	0
30002493	Total	4	Mal	4	3	0	0	1	0	0	0
Automotive Equipment Oper I-CL	8	Tot Min	1	Fem	0	0	0	0	0	0	0
30000275	Total	8	Mal	4	0	1	1	1	0	0	1
Recreation Coord I-Public Events Permit	8	Tot Min	6	Fem	4	2	0	2	0	0	0
30000272	Total	1	Mal	1	0	0	0	1	0	0	0
Recreation Coord I-Music	8	Tot Min	1	Fem	0	0	0	0	0	0	0
30000276	Total	26	Mal	12	5	3	0	2	1	0	1
Recreation Coord I-Generalist	8	Tot Min	14	Fem	14	7	4	1	2	0	0

Workforce Analysis

1160

Parks

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000268	Total	9	Mal	1	1	0	0	0	0	0	0
Recreation Coord I-Aquatics	8	Tot Min	2	Fem	8	6	1	1	0	0	0
30000282	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord I-Tennis	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000269	Total	5	Mal	4	1	3	0	0	0	0	0
Recreation Coord I-Teen	8	Tot Min	4	Fem	1	0	0	0	1	0	0
30001508	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Urban Parks	8	Tot Min	1	Fem	1	0	0	0	0	0	1
30000278	Total	3	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Arts	8	Tot Min	1	Fem	3	2	0	0	1	0	0
30000280	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Senior Recreation	8	Tot Min	0	Fem	1	1	0	0	0	0	0
30000273	Total	2	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Adaptive & Inclusive	8	Tot Min	1	Fem	2	1	0	0	1	0	0
30002008	Total	1	Mal	1	1	0	0	0	0	0	0
Community Garden Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30001383	Total	5	Mal	4	4	0	0	0	0	0	0
Botanic Technician II	3	Tot Min	0	Fem	1	1	0	0	0	0	0
30002508	Total	2	Mal	2	1	0	0	1	0	0	0
Facilities Maint Tech Apprentice-CL	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30002492	Total	1	Mal	1	1	0	0	0	0	0	0
Parks Technician, Lead-CL	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000013	Total	3	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	1	Fem	3	2	1	0	0	0	0
30000098	Total	13	Mal	11	8	0	0	2	1	0	0
Maintenance Mechanic	7	Tot Min	3	Fem	2	2	0	0	0	0	0
30002503	Total	21	Mal	15	13	0	0	1	0	0	1
Horticulturist-CL	8	Tot Min	4	Fem	6	4	1	0	1	0	0
30000185	Total	2	Mal	1	0	1	0	0	0	0	0
Parking Code Enforcement Officer	5	Tot Min	2	Fem	1	0	1	0	0	0	0

Workforce Analysis

1160

Parks

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000248		Total	6	Mal	5	3	0	0	1	0	0	1
Arborist III	8	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000289		Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Generalist	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30002036		Total	4	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Special Events&Mktg	8	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30000284		Total	5	Mal	1	1	0	0	0	0	0	0
Recreation Coord II-Aquatics	8	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30002034		Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Educ & Enrichment	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000292		Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Senior Recreation	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000087		Total	5	Mal	5	3	1	0	1	0	0	0
Greenskeeper III	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000084		Total	3	Mal	3	3	0	0	0	0	0	0
Parks Maintenance Crew Leader	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002495		Total	2	Mal	2	2	0	0	0	0	0	0
Construction Equipment Operator-CL	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002504		Total	1	Mal	1	1	0	0	0	0	0	0
Horticulturist, Lead-CL	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000062		Total	2	Mal	1	0	0	0	1	0	0	0
Accountant I	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000123		Total	1	Mal	1	1	0	0	0	0	0	0
Welder	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002499		Total	8	Mal	7	6	0	0	0	1	0	0
Carpenter-CL	7	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000112		Total	3	Mal	3	1	1	1	0	0	0	0
Painter	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000329		Total	1	Mal	1	1	0	0	0	0	0	0
CAD Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1160

Parks

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000342	Total	2	Mal	1	1	0	0	0	0	0	0
GIS Technician II	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000333	Total	3	Mal	2	2	0	0	0	0	0	0
Development Services Technician II	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000325	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering Technician II	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000127	Total	2	Mal	2	2	0	0	0	0	0	0
General Mechanic	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003235	Total	5	Mal	3	1	1	0	1	0	0	0
Coordinator I - E	Tot Min	4	Fem	2	0	1	1	0	0	0	0
30003027	Total	4	Mal	2	2	0	0	0	0	0	0
Coordinator I - NE	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30003003	Total	9	Mal	2	2	0	0	0	0	0	0
Administrative Specialist II	Tot Min	3	Fem	7	4	2	0	0	0	0	1
30001584	Total	2	Mal	0	0	0	0	0	0	0	0
Botanic Spec I-Community Gardens	Tot Min	2	Fem	2	0	1	0	0	0	0	1
30000878	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec I-Forestry	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000315	Total	1	Mal	1	0	0	0	1	0	0	0
Botanic Spec I-Generalist	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000316	Total	4	Mal	0	0	0	0	0	0	0	0
Botanic Spec I-Youth & Comnty Programs	Tot Min	2	Fem	4	2	0	1	0	0	0	1
30001739	Total	3	Mal	3	3	0	0	0	0	0	0
Arborist IV	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002485	Total	2	Mal	2	2	0	0	0	0	0	0
Storekeepr/Acquisition Specialist III-CL	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000063	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30002487	Total	4	Mal	4	2	0	0	0	0	1	1
Facilities Maintenance Technician-CL	Tot Min	2	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1160

Parks

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000250		Total	10	Mal	10	8	0	1	1	0	0	0
Tree Inspector	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000317		Total	1	Mal	1	1	0	0	0	0	0	0
Botanic Spec II-Arboretum Collection	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000318		Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Community Gardens	2	Tot Min	1	Fem	1	0	0	0	0	1	0	0
30000320		Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000319		Total	4	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Environmental Education	2	Tot Min	2	Fem	4	2	0	1	1	0	0	0
30000321		Total	5	Mal	3	3	0	0	0	0	0	0
Botanic Spec II-Ntrl Resource Ecologist	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30001005		Total	6	Mal	4	2	0	1	0	0	0	1
Botanic Spec II-Forestry	2	Tot Min	3	Fem	2	1	0	0	1	0	0	0
30000323		Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Rose Garden	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000322		Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Pest Mgmt	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000064		Total	1	Mal	0	0	0	0	0	0	0	0
Accountant III	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30003325		Total	1	Mal	1	1	0	0	0	0	0	0
Community Service Aide III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001159		Total	2	Mal	2	1	0	0	0	0	0	1
Plumber	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003004		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003099		Total	2	Mal	1	1	0	0	0	0	0	0
Risk Specialist I	3	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30003010		Total	4	Mal	4	3	1	0	0	0	0	0
Business Systems Analyst I	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1160

Parks

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30003028	Total	20	Mal		10	6	2	1	1	0	0	0
Coordinator II	2	Tot Min	8	Fem	10	6	2	1	0	0	0	1
30003006	Total	6	Mal		2	2	0	0	0	0	0	0
Analyst I	1	Tot Min	1	Fem	4	3	0	0	0	0	0	1
30000116	Total	3	Mal		3	2	0	0	0	0	0	1
Electrician	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000121	Total	1	Mal		1	1	0	0	0	0	0	0
Electrician/Instrument Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000326	Total	1	Mal		1	1	0	0	0	0	0	0
Engineering Technician III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000343	Total	2	Mal		1	1	0	0	0	0	0	0
GIS Technician III	3	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000373	Total	1	Mal		0	0	0	0	0	0	0	0
Graphics Designer III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003079	Total	14	Mal		9	6	1	1	1	0	0	0
Maintenance Supervisor I - E	7	Tot Min	3	Fem	5	5	0	0	0	0	0	0
30003100	Total	1	Mal		1	1	0	0	0	0	0	0
Risk Specialist II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003011	Total	1	Mal		0	0	0	0	0	0	0	0
Business Systems Analyst II	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30003029	Total	5	Mal		2	2	0	0	0	0	0	0
Coordinator III	2	Tot Min	2	Fem	3	1	0	0	1	0	0	1
30003097	Total	1	Mal		1	1	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003103	Total	27	Mal		17	11	4	0	1	0	0	1
Supervisor I - E	1	Tot Min	12	Fem	10	4	3	0	1	0	0	2
30003007	Total	9	Mal		5	3	0	1	1	0	0	0
Analyst II	1	Tot Min	3	Fem	4	3	0	0	1	0	0	0
30003055	Total	2	Mal		1	1	0	0	0	0	0	0
Financial Analyst II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1160

Parks

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000386		Total	2	Mal	0	0	0	0	0	0	0	0
Planner II, City-Parks	2	Tot Min	2	Fem	2	0	0	0	0	0	0	2
30000392		Total	1	Mal	0	0	0	0	0	0	0	0
Planner, Sr City-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000394		Total	1	Mal	0	0	0	0	0	0	0	0
Planner, Sr City-Parks	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003080		Total	3	Mal	3	2	1	0	0	0	0	0
Maintenance Supervisor II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003001		Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Supervisor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003012		Total	2	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30003104		Total	12	Mal	7	6	1	0	0	0	0	0
Supervisor II	1	Tot Min	2	Fem	5	4	0	0	1	0	0	0
30003030		Total	1	Mal	0	0	0	0	0	0	0	0
Coordinator IV	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003008		Total	2	Mal	1	1	0	0	0	0	0	0
Analyst III	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003014		Total	8	Mal	4	3	0	0	0	0	0	1
Capital Project Manager III	1	Tot Min	2	Fem	4	3	0	0	1	0	0	0
30000365		Total	1	Mal	1	1	0	0	0	0	0	0
Engineer-Civil	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003090		Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Supervising	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003096		Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003081		Total	17	Mal	11	7	4	0	0	0	0	0
Manager I	1	Tot Min	5	Fem	6	5	0	1	0	0	0	0
30003009		Total	1	Mal	0	0	0	0	0	0	0	0
Analyst IV	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1160

Parks

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003015		Total	2	Mal	1	1	0	0	0	0	0
Capital Project Manager IV	1	Tot Min	1	Fem	1	0	0	0	1	0	0
30003022		Total	1	Mal	0	0	0	0	0	0	0
City Forester	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003082		Total	1	Mal	0	0	0	0	0	0	0
Manager II	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003083		Total	4	Mal	2	0	0	0	2	0	0
Manager III	1	Tot Min	3	Fem	2	1	1	0	0	0	0
30003036		Total	1	Mal	1	1	0	0	0	0	0
Deputy Director III	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003039		Total	1	Mal	0	0	0	0	0	0	0
Director III	1	Tot Min	1	Fem	1	0	0	0	0	0	1
Total for 1160		Total	1,432	Mal	726	487	74	39	65	7	6
		Tot Min	483	Fem	706	462	57	64	62	5	4

1220

Community Technology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003027		Total	1	Mal	0	0	0	0	0	0	0
Coordinator I - NE	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30003004		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist III	6	Tot Min	1	Fem	1	0	0	0	0	0	1
30003028		Total	2	Mal	1	0	1	0	0	0	0
Coordinator II	2	Tot Min	1	Fem	1	1	0	0	0	0	0
30003029		Total	1	Mal	0	0	0	0	0	0	0
Coordinator III	2	Tot Min	1	Fem	1	0	0	0	1	0	0
30003007		Total	2	Mal	1	0	0	0	0	1	0
Analyst II	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30003008		Total	3	Mal	0	0	0	0	0	0	0
Analyst III	1	Tot Min	2	Fem	3	1	0	1	1	0	0

Workforce Analysis

1220

Community Technology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003056		Total	1	Mal	1	0	0	1	0	0	0
Financial Analyst III	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30003082		Total	1	Mal	0	0	0	0	0	0	0
Manager II	1	Tot Min	1	Fem	1	0	0	0	1	0	0
Total for 1220		Total	12	Mal	3	0	1	1	0	1	0
		Tot Min	8	Fem	9	4	0	1	3	0	1

1060

Comm #2

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000004		Total	1	Mal	0	0	0	0	0	0	0
Commissioner's Admin Support Specialist	6	Tot Min	1	Fem	1	0	0	0	0	0	1
30000005		Total	6	Mal	5	3	2	0	0	0	0
Commissioner's Staff Rep	1	Tot Min	2	Fem	1	1	0	0	0	0	0
30002511		Total	4	Mal	0	0	0	0	0	0	0
Commissioner's Senior Staff Rep	1	Tot Min	2	Fem	4	2	0	0	2	0	0
30000006		Total	1	Mal	0	0	0	0	0	0	0
Commissioner's Chief of Staff	1	Tot Min	1	Fem	1	0	0	0	1	0	0
30000002		Total	1	Mal	1	1	0	0	0	0	0
Commissioner	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1060		Total	13	Mal	6	4	2	0	0	0	0
		Tot Min	6	Fem	7	3	0	0	3	0	1

1040

Housing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000061		Total	1	Mal	0	0	0	0	0	0	0
Accounting Technician	6	Tot Min	1	Fem	1	0	0	0	1	0	0
30000012		Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	1	0	0	0	1	0	0

Workforce Analysis

1040

Housing

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30001369		Total	1	Mal	0	0	0	0	0	0	0	0
Housing Loan Compliance Analyst	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001592		Total	3	Mal	1	1	0	0	0	0	0	0
Housing Administrative Specialist, Sr	6	Tot Min	2	Fem	2	0	1	0	1	0	0	0
30003003		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000063		Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30001593		Total	5	Mal	2	2	0	0	0	0	0	0
Housing Program Specialist	6	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30001361		Total	3	Mal	1	0	0	0	0	0	0	1
Housing Construction Coordinator	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30001590		Total	1	Mal	0	0	0	0	0	0	0	0
Housing Business Systems Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001365		Total	2	Mal	0	0	0	0	0	0	0	0
Housing Loan Coordinator, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001587		Total	2	Mal	2	2	0	0	0	0	0	0
Housing Financial Analyst	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001594		Total	8	Mal	1	0	1	0	0	0	0	0
Housing Program Specialist, Assistant	6	Tot Min	6	Fem	7	2	3	1	1	0	0	0
30001364		Total	1	Mal	0	0	0	0	0	0	0	0
Housing Loan Coordinator	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001588		Total	1	Mal	0	0	0	0	0	0	0	0
Housing Financial Analyst, Assistant	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30001596		Total	1	Mal	0	0	0	0	0	0	0	0
Housing Management Assistant	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30003006		Total	4	Mal	0	0	0	0	0	0	0	0
Analyst I	1	Tot Min	3	Fem	4	1	1	1	1	0	0	0
30001595		Total	14	Mal	2	1	0	0	1	0	0	0
Housing Program Coordinator	1	Tot Min	6	Fem	12	7	0	2	1	1	0	1

Workforce Analysis

1040

Housing

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30001362		Total	4	Mal	1	1	0	0	0	0	0	0
Housing Construction Coordinator, Sr	1	Tot Min	2	Fem	3	1	0	1	1	0	0	0
30001367		Total	1	Mal	0	0	0	0	0	0	0	0
Housing Lead Grant Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001363		Total	4	Mal	1	0	1	0	0	0	0	0
Housing Portfolio Finance Coordinator	1	Tot Min	2	Fem	3	2	0	1	0	0	0	0
30003097		Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003103		Total	2	Mal	0	0	0	0	0	0	0	0
Supervisor I - E	1	Tot Min	2	Fem	2	0	1	0	1	0	0	0
30003007		Total	1	Mal	1	0	0	1	0	0	0	0
Analyst II	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003013		Total	1	Mal	0	0	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003104		Total	1	Mal	0	0	0	0	0	0	0	0
Supervisor II	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30003030		Total	3	Mal	0	0	0	0	0	0	0	0
Coordinator IV	1	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30003008		Total	2	Mal	1	1	0	0	0	0	0	0
Analyst III	1	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30003056		Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003096		Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003034		Total	1	Mal	0	0	0	0	0	0	0	0
Deputy Director I	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003082		Total	2	Mal	1	0	0	0	0	0	0	1
Manager II	1	Tot Min	2	Fem	1	0	1	0	0	0	0	0
30003037		Total	1	Mal	0	0	0	0	0	0	0	0
Director I	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 1040	Total	76	Mal	16	10	2	1	1	0	0	2
	Tot Min	36	Fem	60	30	8	10	9	1	0	2

1210

Development Services

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000012		Total	15	Mal	4	3	1	0	0	0	0
Office Support Specialist II	6	Tot Min	6	Fem	11	6	1	0	3	0	1
30000332		Total	8	Mal	3	2	1	0	0	0	0
Development Services Technician I	3	Tot Min	3	Fem	5	3	1	0	1	0	0
30000014		Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist, Lead	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000013		Total	6	Mal	1	1	0	0	0	0	0
Office Support Specialist III	6	Tot Min	3	Fem	5	2	0	0	1	0	2
30000184		Total	4	Mal	3	1	0	2	0	0	0
Code Specialist II	3	Tot Min	2	Fem	1	1	0	0	0	0	0
30000028		Total	1	Mal	0	0	0	0	0	0	0
Hearings Clerk	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000342		Total	2	Mal	2	2	0	0	0	0	0
GIS Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000333		Total	23	Mal	11	6	2	2	0	0	1
Development Services Technician II	3	Tot Min	8	Fem	12	9	1	1	1	0	0
30000372		Total	1	Mal	1	0	0	0	1	0	0
Graphics Designer II	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30003003		Total	6	Mal	1	1	0	0	0	0	0
Administrative Specialist II	6	Tot Min	1	Fem	5	4	1	0	0	0	0
30000171		Total	10	Mal	6	2	0	1	2	1	0
Housing Inspector	3	Tot Min	5	Fem	4	3	0	1	0	0	0
30000063		Total	3	Mal	2	0	0	2	0	0	0
Accountant II	2	Tot Min	2	Fem	1	1	0	0	0	0	0
30000186		Total	2	Mal	2	2	0	0	0	0	0
Code Specialist III	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000375		Total	2	Mal	1	1	0	0	0	0	0
Planner, Associate	2	Tot Min	1	Fem	1	0	0	0	0	0	1

Workforce Analysis

1210

Development Services

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000377	Total	4	Mal	3	3	0	0	0	0	0	0
Planner I, City-Land Use	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000381	Total	1	Mal	0	0	0	0	0	0	0	0
Planner I, City-Urban Design	2	Tot Min	1	Fem	1	0	0	0	1	0	0
30000230	Total	5	Mal	3	3	0	0	0	0	0	0
Plans Examiner, Residential	3	Tot Min	0	Fem	2	2	0	0	0	0	0
30000064	Total	1	Mal	1	0	0	0	1	0	0	0
Accountant III	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000177	Total	4	Mal	3	2	1	0	0	0	0	0
Site Development Inspector I	3	Tot Min	2	Fem	1	0	0	0	1	0	0
30003004	Total	1	Mal	1	1	0	0	0	0	0	0
Administrative Specialist III	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30003010	Total	2	Mal	1	0	1	0	0	0	0	0
Business Systems Analyst I	2	Tot Min	2	Fem	1	0	0	1	0	0	0
30003085	Total	1	Mal	0	0	0	0	0	0	0	0
Multimedia Specialist	2	Tot Min	1	Fem	1	0	0	1	0	0	0
30003028	Total	9	Mal	2	0	0	0	0	0	0	2
Coordinator II	2	Tot Min	3	Fem	7	6	1	0	0	0	0
30003006	Total	1	Mal	0	0	0	0	0	0	0	0
Analyst I	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000334	Total	6	Mal	3	3	0	0	0	0	0	0
Development Services Technician III	3	Tot Min	0	Fem	3	3	0	0	0	0	0
30000335	Total	5	Mal	2	2	0	0	0	0	0	0
Development Services Project Coord	1	Tot Min	1	Fem	3	2	0	0	0	0	1
30000164	Total	3	Mal	2	2	0	0	0	0	0	0
Plumbing Inspector	3	Tot Min	0	Fem	1	1	0	0	0	0	0
30000168	Total	4	Mal	4	3	0	0	1	0	0	0
Electrical Inspector	3	Tot Min	1	Fem	0	0	0	0	0	0	0
30000179	Total	1	Mal	0	0	0	0	0	0	0	0
Site Development Inspector II	3	Tot Min	1	Fem	1	0	0	0	0	0	1

Workforce Analysis

1210

Development Services

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000173	Total	7	Mal		6	6	0	0	0	0	0	0
Building Inspector II	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30003100	Total	1	Mal		1	0	0	0	0	0	0	1
Risk Specialist II	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003011	Total	4	Mal		4	1	1	2	0	0	0	0
Business Systems Analyst II	2	Tot Min	3	Fem	0	0	0	0	0	0	0	0
30003097	Total	1	Mal		1	1	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003103	Total	1	Mal		0	0	0	0	0	0	0	0
Supervisor I - E	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003007	Total	7	Mal		2	1	0	0	0	0	0	1
Analyst II	1	Tot Min	1	Fem	5	5	0	0	0	0	0	0
30003055	Total	2	Mal		1	1	0	0	0	0	0	0
Financial Analyst II	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000172	Total	5	Mal		4	3	0	0	0	0	0	1
Housing Inspector, Sr	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000385	Total	14	Mal		5	5	0	0	0	0	0	0
Planner II. City-Land Use	2	Tot Min	2	Fem	9	7	0	0	0	0	0	2
30000384	Total	1	Mal		0	0	0	0	0	0	0	0
Planner II. City-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000389	Total	4	Mal		1	1	0	0	0	0	0	0
Planner II. City-Urban Design	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000231	Total	16	Mal		9	9	0	0	0	0	0	0
Plans Examiner, Commercial	3	Tot Min	0	Fem	7	7	0	0	0	0	0	0
30000170	Total	21	Mal		20	12	2	1	3	0	1	1
Combination Inspector	3	Tot Min	8	Fem	1	1	0	0	0	0	0	0
30000397	Total	4	Mal		2	1	0	0	0	1	0	0
Planner, Sr City-Urban Design	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000393	Total	8	Mal		3	3	0	0	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min	1	Fem	5	4	0	0	0	1	0	0

Workforce Analysis

1210

Development Services

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000178	Total	2	Mal	1	1	0	0	0	0	0	0
Site Development Inspector, Sr	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000174	Total	19	Mal	18	16	0	0	1	0	0	1
Building Inspector, Sr	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000165	Total	3	Mal	3	2	1	0	0	0	0	0
Plumbing Inspector, Sr	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000169	Total	10	Mal	9	8	0	0	1	0	0	0
Electrical Inspector, Sr	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000232	Total	5	Mal	2	2	0	0	0	0	0	0
Plans Examiner, Sr	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30003012	Total	8	Mal	1	0	0	1	0	0	0	0
Business Systems Analyst III	Tot Min	3	Fem	7	5	0	2	0	0	0	0
30003104	Total	17	Mal	9	8	1	0	0	0	0	0
Supervisor II	Tot Min	2	Fem	8	7	1	0	0	0	0	0
30003008	Total	4	Mal	2	2	0	0	0	0	0	0
Analyst III	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000369	Total	11	Mal	6	5	0	1	0	0	0	0
Engineer-Structural	Tot Min	2	Fem	5	4	0	1	0	0	0	0
30000368	Total	2	Mal	2	1	0	1	0	0	0	0
Engineer-Mechanical	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000367	Total	5	Mal	4	3	0	1	0	0	0	0
Engineer-Geotechnical	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30003090	Total	4	Mal	1	1	0	0	0	0	0	0
Planner, Supervising	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30003096	Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Manager	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003081	Total	1	Mal	1	1	0	0	0	0	0	0
Manager I	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003009	Total	1	Mal	0	0	0	0	0	0	0	0
Analyst IV	Tot Min	1	Fem	1	0	1	0	0	0	0	0

Workforce Analysis

1210

Development Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003051		Total	2	Mal	2	1	0	1	0	0	0
Engineering Supervisor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30003089		Total	1	Mal	0	0	0	0	0	0	0
Planner, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003108		Total	1	Mal	1	1	0	0	0	0	0
Technology Capital Project Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003082		Total	3	Mal	2	1	1	0	0	0	0
Manager II	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30003050		Total	1	Mal	1	1	0	0	0	0	0
Engineering Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003083		Total	2	Mal	1	1	0	0	0	0	0
Manager III	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003038		Total	1	Mal	0	0	0	0	0	0	0
Director II	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1210		Total	333	Mal	187	139	12	15	10	2	1
		Tot Min	82	Fem	146	112	9	8	8	1	0

1330

Portland Children's Levy

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003006		Total	1	Mal	0	0	0	0	0	0	0
Analyst I	1	Tot Min	1	Fem	1	0	1	0	0	0	0
30003007		Total	2	Mal	1	0	1	0	0	0	0
Analyst II	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30003055		Total	1	Mal	1	1	0	0	0	0	0
Financial Analyst II	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003008		Total	1	Mal	0	0	0	0	0	0	0
Analyst III	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1330		Total	5	Mal	2	1	1	0	0	0	0
		Tot Min	2	Fem	3	2	1	0	0	0	0

Workforce Analysis

1070

Comm #3

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000004		Total	1	Mal	0	0	0	0	0	0	0
Commissioner's Admin Support Specialist	6	Tot Min	1	Fem	1	0	0	0	1	0	0
30000005		Total	4	Mal	3	2	1	0	0	0	0
Commissioner's Staff Rep	1	Tot Min	2	Fem	1	0	1	0	0	0	0
30002511		Total	1	Mal	0	0	0	0	0	0	0
Commissioner's Senior Staff Rep	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000006		Total	1	Mal	0	0	0	0	0	0	0
Commissioner's Chief of Staff	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000002		Total	1	Mal	0	0	0	0	0	0	0
Commissioner	1	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 1070		Total	8	Mal	3	2	1	0	0	0	0
		Tot Min	4	Fem	5	2	2	0	1	0	0

1020

Fire and Rescue

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000590		Total	2	Mal	2	2	0	0	0	0	0
Community Service Aide II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000061		Total	1	Mal	0	0	0	0	0	0	0
Accounting Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30002490		Total	2	Mal	2	2	0	0	0	0	0
Utility Worker II-CL	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30001558		Total	1	Mal	0	0	0	0	0	0	0
Timekeeping Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000793		Total	415	Mal	394	308	12	22	31	12	1
Fire Fighter	4	Tot Min	88	Fem	21	19	1	0	1	0	0
30000062		Total	1	Mal	0	0	0	0	0	0	0
Accountant I	2	Tot Min	1	Fem	1	0	0	1	0	0	0
30000112		Total	1	Mal	1	1	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

1020

Fire and Rescue

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000333		Total	2	Mal	0	0	0	0	0	0	0
Development Services Technician II	3	Tot Min	1	Fem	2	1	1	0	0	0	0
30000131		Total	7	Mal	7	7	0	0	0	0	0
Vehicle & Equipment Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30003235		Total	1	Mal	0	0	0	0	0	0	0
Coordinator I - E	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30003027		Total	2	Mal	0	0	0	0	0	0	0
Coordinator I - NE	6	Tot Min	2	Fem	2	0	1	0	0	0	1
30003003		Total	4	Mal	1	1	0	0	0	0	0
Administrative Specialist II	6	Tot Min	0	Fem	3	3	0	0	0	0	0
30002500		Total	1	Mal	1	0	0	0	1	0	0
Carpenter, Lead-CL	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30000132		Total	1	Mal	1	1	0	0	0	0	0
Vehicle & Equipment Mechanic, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000063		Total	1	Mal	0	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000071		Total	2	Mal	2	1	0	0	1	0	0
Facilities Maintenance Technician	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30000808		Total	24	Mal	18	11	4	0	1	1	1
Fire Inspector	4	Tot Min	7	Fem	6	6	0	0	0	0	0
30000822		Total	10	Mal	10	7	0	2	0	1	0
Harbor Pilot	4	Tot Min	3	Fem	0	0	0	0	0	0	0
30000798		Total	110	Mal	106	84	6	7	5	3	1
Fire Lieutenant	4	Tot Min	22	Fem	4	4	0	0	0	0	0
30000064		Total	1	Mal	1	0	0	0	0	0	1
Accountant III	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30003325		Total	4	Mal	1	1	0	0	0	0	0
Community Service Aide III	1	Tot Min	1	Fem	3	2	0	0	1	0	0
30000072		Total	1	Mal	1	1	0	0	0	0	0
Facilities Maintenance Technician, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

1020

Fire and Rescue

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30003526	Total	2	Mal	1	1	0	0	0	0	0	0
Peer Support Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30003004	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Specialist III	6	Tot Min	0	Fem	3	3	0	0	0	0	0
30003550	Total	1	Mal	1	0	0	0	1	0	0	0
Mental Health Crisis Responder I	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30003085	Total	2	Mal	2	2	0	0	0	0	0	0
Multimedia Specialist	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30003028	Total	1	Mal	0	0	0	0	0	0	0	0
Coordinator II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003475	Total	1	Mal	0	0	0	0	0	0	0	0
Mental Health Crisis Clinician	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003626	Total	1	Mal	0	0	0	0	0	0	0	0
Community Health Nurse Manager	2	Tot Min	1	Fem	1	0	0	0	0	0	1
30003006	Total	2	Mal	0	0	0	0	0	0	0	0
Analyst I	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30000336	Total	1	Mal	0	0	0	0	0	0	0	0
Fire Land Use Review Technician	3	Tot Min	1	Fem	1	0	0	0	1	0	0
30000795	Total	4	Mal	1	1	0	0	0	0	0	0
Fire Fighter Specialist	4	Tot Min	0	Fem	3	3	0	0	0	0	0
30000811	Total	6	Mal	5	3	0	0	1	1	0	0
Fire Inspector, Sr	4	Tot Min	2	Fem	1	1	0	0	0	0	0
30000803	Total	31	Mal	29	24	0	4	0	0	0	1
Fire Captain	4	Tot Min	5	Fem	2	2	0	0	0	0	0
30003103	Total	2	Mal	1	1	0	0	0	0	0	0
Supervisor I - E	1	Tot Min	1	Fem	1	0	0	0	0	1	0
30003007	Total	2	Mal	2	1	0	0	1	0	0	0
Analyst II	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000806	Total	13	Mal	12	10	0	1	0	0	0	1
Fire Battalion Chief	4	Tot Min	2	Fem	1	1	0	0	0	0	0

Workforce Analysis

1020

Fire and Rescue

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000801	Total	5	Mal		4	2	0	2	0	0	0	0
Fire Lieutenant, Staff	4	Tot Min	3	Fem	1	0	0	1	0	0	0	0
30000812	Total	14	Mal		10	7	1	0	1	1	0	0
Fire Inspector/Specialist	4	Tot Min	3	Fem	4	4	0	0	0	0	0	0
30000815	Total	5	Mal		3	3	0	0	0	0	0	0
Fire Investigator	4	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000800	Total	3	Mal		3	2	0	0	1	0	0	0
Fire Training Officer	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003012	Total	1	Mal		1	1	0	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003045	Total	1	Mal		0	0	0	0	0	0	0	0
Emergency Medical Services Administrator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003104	Total	2	Mal		2	2	0	0	0	0	0	0
Supervisor II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003008	Total	1	Mal		0	0	0	0	0	0	0	0
Analyst III	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000819	Total	5	Mal		4	3	0	0	0	0	0	1
EMS Specialist	4	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30003047	Total	1	Mal		1	1	0	0	0	0	0	0
Engineer III	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003096	Total	1	Mal		1	0	1	0	0	0	0	0
Public Information Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003081	Total	1	Mal		0	0	0	0	0	0	0	0
Manager I	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000816	Total	2	Mal		2	1	1	0	0	0	0	0
Fire Inspector, Sr - Specialist	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000817	Total	5	Mal		4	4	0	0	0	0	0	0
Fire Captain, Staff	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003058	Total	8	Mal		7	4	0	2	1	0	0	0
Fire Chief, Deputy	1	Tot Min	3	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1020

Fire and Rescue

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000807		Total	2	Mal	2	2	0	0	0	0	0
Fire Battalion Chief, Staff	4	Tot Min	0	Fem	0	0	0	0	0	0	0
30003083		Total	2	Mal	1	0	0	1	0	0	0
Manager III	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30003059		Total	3	Mal	2	1	0	0	1	0	0
Fire Division Chief	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30003060		Total	1	Mal	0	0	0	0	0	0	0
Fire Marshal	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003057		Total	1	Mal	0	0	0	0	0	0	0
Fire Chief	1	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 1020		Total	730	Mal	649	503	25	41	46	19	14
		Tot Min	158	Fem	81	69	4	2	3	0	2

1120

Transportation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000221		Total	1	Mal	1	0	0	0	1	0	0
Engineering Trainee	6	Tot Min	1	Fem	0	0	0	0	0	0	0
30000590		Total	11	Mal	5	4	0	0	1	0	0
Community Service Aide II	6	Tot Min	2	Fem	6	5	0	0	1	0	0
30000012		Total	8	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	3	Fem	8	5	0	0	2	0	1
30002489		Total	11	Mal	7	4	2	0	1	0	0
Utility Worker I-CL	8	Tot Min	4	Fem	4	3	0	0	1	0	0
30000324		Total	10	Mal	7	2	3	1	0	0	1
Engineering Technician I	3	Tot Min	7	Fem	3	1	1	1	0	0	0
30003002		Total	4	Mal	0	0	0	0	0	0	0
Administrative Specialist I	6	Tot Min	2	Fem	4	2	0	2	0	0	0
30000029		Total	6	Mal	3	3	0	0	0	0	0
Service Dispatcher	6	Tot Min	1	Fem	3	2	0	1	0	0	0

Workforce Analysis

1120

Transportation

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30002490		Total	108	Mal	98	67	8	5	11	1	4	2
Utility Worker II-CL	8	Tot Min	34	Fem	10	7	2	0	1	0	0	0
30000030		Total	1	Mal	1	1	0	0	0	0	0	0
Service Dispatcher, Lead	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002493		Total	42	Mal	40	34	4	0	2	0	0	0
Automotive Equipment Oper I-CL	8	Tot Min	6	Fem	2	2	0	0	0	0	0	0
30001037		Total	3	Mal	2	2	0	0	0	0	0	0
Utility Locator	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000090		Total	9	Mal	9	4	0	1	2	1	0	1
Asphalt Raker	7	Tot Min	5	Fem	0	0	0	0	0	0	0	0
30002483		Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist I-CL	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000013		Total	4	Mal	1	1	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000189		Total	11	Mal	6	4	0	1	0	0	0	1
Regulatory Program Specialist	6	Tot Min	5	Fem	5	2	0	1	0	0	0	2
30000103		Total	9	Mal	8	7	1	0	0	0	0	0
Automotive Equip Oper II: Street Sweeper	8	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30002583		Total	7	Mal	7	6	0	1	0	0	0	0
Automotive Equip Oper II:Sewer Vacuum-CL	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30002494		Total	1	Mal	1	1	0	0	0	0	0	0
Auto Equip Oper II: Tractr-Trailr-CL	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000224		Total	6	Mal	4	3	0	0	0	0	0	1
Surveying Aide II	3	Tot Min	2	Fem	2	1	0	0	0	0	0	1
30000099		Total	4	Mal	3	3	0	0	0	0	0	0
Parking Pay Station Technician	7	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30002484		Total	5	Mal	4	3	0	0	0	0	0	1
Storekeeper/Acquisition Specialist II-CL	6	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000185		Total	55	Mal	32	21	5	1	1	0	0	4
Parking Code Enforcement Officer	5	Tot Min	19	Fem	23	15	3	0	3	1	0	1

Workforce Analysis

1120

Transportation

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000094	Total	9	Mal	8	8	0	0	0	0	0	0
Environmental Systems Maintenance Tech	7	Tot Min	0	Fem	1	1	0	0	0	0	0
30002495	Total	16	Mal	15	13	1	0	0	1	0	0
Construction Equipment Operator-CL	7	Tot Min	2	Fem	1	1	0	0	0	0	0
30002133	Total	2	Mal	1	1	0	0	0	0	0	0
Site Operations Crew Leader	7	Tot Min	0	Fem	1	1	0	0	0	0	0
30000095	Total	6	Mal	6	6	0	0	0	0	0	0
Environmental Systems Crew Leader	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000091	Total	9	Mal	9	9	0	0	0	0	0	0
Street Maintenance Crew Leader	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000092	Total	8	Mal	8	6	1	1	0	0	0	0
Sign and Marking Technician	7	Tot Min	2	Fem	0	0	0	0	0	0	0
30000123	Total	1	Mal	0	0	0	0	0	0	0	0
Welder	8	Tot Min	0	Fem	1	1	0	0	0	0	0
30000089	Total	1	Mal	0	0	0	0	0	0	0	0
Sign Maker	2	Tot Min	1	Fem	1	0	0	0	1	0	0
30002497	Total	14	Mal	14	14	0	0	0	0	0	0
Concrete Finisher-CL	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30002563	Total	4	Mal	3	3	0	0	0	0	0	0
Parking Code Enforcement Officer, Lead	5	Tot Min	0	Fem	1	1	0	0	0	0	0
30002499	Total	4	Mal	3	2	0	0	0	1	0	0
Carpenter-CL	7	Tot Min	1	Fem	1	1	0	0	0	0	0
30000112	Total	1	Mal	1	1	0	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30001079	Total	1	Mal	1	1	0	0	0	0	0	0
Survey Project Support Tech	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000351	Total	12	Mal	6	4	1	1	0	0	0	0
Transportation Demand Mgmt Spec I	8	Tot Min	5	Fem	6	3	0	1	1	0	1
30000349	Total	6	Mal	2	2	0	0	0	0	0	0
Right of Way Agent II	6	Tot Min	2	Fem	4	2	0	0	2	0	0

Workforce Analysis

1120

Transportation

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000329		Total	3	Mal	3	3	0	0	0	0	0
CAD Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000327		Total	1	Mal	1	1	0	0	0	0	0
Mapping Data Technician I	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000342		Total	6	Mal	4	4	0	0	0	0	0
GIS Technician II	3	Tot Min	1	Fem	2	1	0	1	0	0	0
30000325		Total	36	Mal	23	17	2	1	0	0	1
Engineering Technician II	3	Tot Min	10	Fem	13	9	2	1	0	0	1
30000372		Total	1	Mal	0	0	0	0	0	0	0
Graphics Designer II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000127		Total	1	Mal	1	1	0	0	0	0	0
General Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30003235		Total	4	Mal	4	1	1	1	1	0	0
Coordinator I - E	6	Tot Min	3	Fem	0	0	0	0	0	0	0
30003027		Total	17	Mal	6	5	1	0	0	0	0
Coordinator I - NE	6	Tot Min	5	Fem	11	7	1	0	1	0	2
30003003		Total	8	Mal	0	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	3	Fem	8	5	1	1	0	0	1
30000100		Total	2	Mal	2	2	0	0	0	0	0
Parking Pay Station Technician, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30002485		Total	3	Mal	2	1	0	0	0	1	0
Storekeeper/Acquisition Specialist III-CL	6	Tot Min	1	Fem	1	1	0	0	0	0	0
30000063		Total	3	Mal	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	3	2	0	1	0	0	0
30000353		Total	14	Mal	10	6	2	1	1	0	0
Engineering Associate-Civil	2	Tot Min	6	Fem	4	2	0	1	1	0	0
30000228		Total	14	Mal	14	13	0	0	0	0	1
Public Works Inspector	3	Tot Min	1	Fem	0	0	0	0	0	0	0
30000380		Total	5	Mal	2	1	0	0	1	0	0
Planner I, City-Transportation	2	Tot Min	1	Fem	3	3	0	0	0	0	0

Workforce Analysis

1120

Transportation

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30003325		Total	1	Mal	0	0	0	0	0	0	0	0
Community Service Aide III	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000225		Total	4	Mal	4	4	0	0	0	0	0	0
Surveyor I	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003004		Total	4	Mal	0	0	0	0	0	0	0	0
Administrative Specialist III	6	Tot Min	3	Fem	4	1	1	1	1	0	0	0
30003099		Total	1	Mal	1	1	0	0	0	0	0	0
Risk Specialist I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003010		Total	4	Mal	4	3	1	0	0	0	0	0
Business Systems Analyst I	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003028		Total	11	Mal	3	3	0	0	0	0	0	0
Coordinator II	2	Tot Min	1	Fem	8	7	0	0	0	0	0	1
30003006		Total	3	Mal	1	1	0	0	0	0	0	0
Analyst I	1	Tot Min	2	Fem	2	0	0	1	1	0	0	0
30003054		Total	2	Mal	0	0	0	0	0	0	0	0
Financial Analyst I	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000116		Total	17	Mal	15	13	1	0	1	0	0	0
Electrician	7	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000121		Total	1	Mal	1	1	0	0	0	0	0	0
Electrician/Instrument Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000352		Total	5	Mal	1	0	0	0	1	0	0	0
Transportation Demand Mgmt Spec II	8	Tot Min	3	Fem	4	2	0	1	0	0	0	1
30000347		Total	1	Mal	1	1	0	0	0	0	0	0
Materials Quality Compliance Specialist	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000350		Total	3	Mal	1	1	0	0	0	0	0	0
Right of Way Agent III	6	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000326		Total	14	Mal	9	9	0	0	0	0	0	0
Engineering Technician III	3	Tot Min	2	Fem	5	3	1	1	0	0	0	0
30000343		Total	3	Mal	3	3	0	0	0	0	0	0
GIS Technician III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1120

Transportation

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000978	Total	2	Mal	1	1	0	0	0	0	0	0
Mapping Data Technician II	3	Tot Min	0	Fem	1	1	0	0	0	0	0
30000334	Total	1	Mal	0	0	0	0	0	0	0	0
Development Services Technician III	3	Tot Min	0	Fem	1	1	0	0	0	0	0
30000402	Total	1	Mal	1	0	0	1	0	0	0	0
Signals & Street Lighting Technician	3	Tot Min	1	Fem	0	0	0	0	0	0	0
30000399	Total	6	Mal	2	1	0	1	0	0	0	0
Capital Project Manager I	1	Tot Min	2	Fem	4	3	1	0	0	0	0
30000229	Total	10	Mal	7	6	0	0	1	0	0	0
Public Works Inspector, Sr	3	Tot Min	2	Fem	3	2	0	0	0	1	0
30000190	Total	2	Mal	1	1	0	0	0	0	0	0
Regulatory Program Administrator	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000117	Total	4	Mal	3	1	0	0	2	0	0	0
Electrician, Lead	7	Tot Min	2	Fem	1	1	0	0	0	0	0
30003079	Total	4	Mal	4	4	0	0	0	0	0	0
Maintenance Supervisor I - E	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30003234	Total	19	Mal	15	12	1	1	0	1	0	0
Maintenance Supervisor I - NE	7	Tot Min	4	Fem	4	3	0	1	0	0	0
30003275	Total	6	Mal	3	3	0	0	0	0	0	0
Supervisor I - NE	7	Tot Min	1	Fem	3	2	1	0	0	0	0
30003100	Total	2	Mal	2	2	0	0	0	0	0	0
Risk Specialist II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30003029	Total	11	Mal	2	2	0	0	0	0	0	0
Coordinator III	2	Tot Min	2	Fem	9	7	0	0	2	0	0
30003097	Total	1	Mal	1	0	0	0	1	0	0	0
Public Information Officer	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30003103	Total	12	Mal	8	6	1	1	0	0	0	0
Supervisor I - E	1	Tot Min	2	Fem	4	4	0	0	0	0	0
30003007	Total	6	Mal	2	2	0	0	0	0	0	0
Analyst II	1	Tot Min	2	Fem	4	2	0	0	2	0	0

Workforce Analysis

1120

Transportation

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30003055	Total	3	Mal	3	2	0	1	0	0	0	0
Financial Analyst II	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30003013	Total	4	Mal	3	2	0	1	0	0	0	0
Capital Project Manager II	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30000166	Total	1	Mal	1	0	0	0	1	0	0	0
Signals and Street Lighting Inspector	8	Tot Min	1	Fem	0	0	0	0	0	0	0
30000385	Total	2	Mal	1	0	0	0	1	0	0	0
Planner II. City-Land Use	2	Tot Min	1	Fem	1	1	0	0	0	0	0
30000388	Total	4	Mal	3	3	0	0	0	0	0	0
Planner II. City-Transportation	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000226	Total	4	Mal	4	3	0	0	0	1	0	0
Surveyor II	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000362	Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Associate, Sr-Structural	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000358	Total	10	Mal	7	6	0	1	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	2	Fem	3	2	0	1	0	0	0
30000363	Total	12	Mal	6	5	0	1	0	0	0	0
Engineering Associate, Sr-Traffic	2	Tot Min	4	Fem	6	3	0	1	1	0	1
30000395	Total	1	Mal	1	0	0	1	0	0	0	0
Planner, Sr City-Transportation Modeling	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000393	Total	2	Mal	2	1	0	0	1	0	0	0
Planner, Sr City-Land Use	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000396	Total	5	Mal	2	2	0	0	0	0	0	0
Planner, Sr City-Transportation	2	Tot Min	0	Fem	3	3	0	0	0	0	0
30003080	Total	2	Mal	1	0	0	0	1	0	0	0
Maintenance Supervisor II	7	Tot Min	1	Fem	1	1	0	0	0	0	0
30003012	Total	5	Mal	2	2	0	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	1	Fem	3	2	0	0	1	0	0
30003084	Total	1	Mal	1	1	0	0	0	0	0	0
Mapping & GIS Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

1120

Transportation

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30003104		Total	14	Mal	8	6	0	2	0	0	0	0
Supervisor II	1	Tot Min	3	Fem	6	5	0	0	1	0	0	0
30003030		Total	8	Mal	3	2	0	0	0	0	0	1
Coordinator IV	1	Tot Min	3	Fem	5	3	0	1	0	0	0	1
30003008		Total	12	Mal	5	5	0	0	0	0	0	0
Analyst III	1	Tot Min	2	Fem	7	5	1	0	0	1	0	0
30003014		Total	4	Mal	2	2	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30003056		Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000365		Total	13	Mal	10	7	1	0	2	0	0	0
Engineer-Civil	2	Tot Min	4	Fem	3	2	0	1	0	0	0	0
30000370		Total	8	Mal	6	4	0	0	1	0	1	0
Engineer-Traffic	2	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30001734		Total	3	Mal	2	0	0	2	0	0	0	0
Engineer-Bridge	2	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30003090		Total	3	Mal	3	1	0	1	1	0	0	0
Planner, Supervising	2	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30003047		Total	7	Mal	5	4	0	1	0	0	0	0
Engineer III	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30003106		Total	2	Mal	2	1	0	0	0	0	0	1
Surveying Supervisor	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003096		Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003081		Total	5	Mal	2	2	0	0	0	0	0	0
Manager I	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30003009		Total	1	Mal	1	1	0	0	0	0	0	0
Analyst IV	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003015		Total	2	Mal	2	2	0	0	0	0	0	0
Capital Project Manager IV	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1120

Transportation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003046		Total	2	Mal	0	0	0	0	0	0	0
Engineer II	2	Tot Min	1	Fem	2	1	0	1	0	0	0
30003051		Total	12	Mal	11	7	1	3	0	0	0
Engineering Supervisor	2	Tot Min	4	Fem	1	1	0	0	0	0	0
30003089		Total	1	Mal	0	0	0	0	0	0	0
Planner, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003105		Total	1	Mal	1	1	0	0	0	0	0
Surveying Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003082		Total	10	Mal	6	5	1	0	0	0	0
Manager II	1	Tot Min	1	Fem	4	4	0	0	0	0	0
30003049		Total	1	Mal	0	0	0	0	0	0	0
Engineer, City Traffic	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003050		Total	5	Mal	4	3	0	0	1	0	0
Engineering Manager	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30003083		Total	5	Mal	4	4	0	0	0	0	0
Manager III	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003036		Total	1	Mal	0	0	0	0	0	0	0
Deputy Director III	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003048		Total	1	Mal	1	1	0	0	0	0	0
Engineer, Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003039		Total	1	Mal	1	1	0	0	0	0	0
Director III	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1120		Total	871	Mal	603	465	39	33	37	7	6
		Tot Min	218	Fem	268	188	17	23	22	4	1

1170

Civic Life

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000590		Total	2	Mal	1	0	0	0	1	0	0
Community Service Aide II	6	Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

1170

Civic Life

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000012	Total	2	Mal	1	0	0	1	0	0	0	0
Office Support Specialist II	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30003002	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist I	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000013	Total	2	Mal	1	0	0	0	1	0	0	0
Office Support Specialist III	Tot Min	2	Fem	1	0	1	0	0	0	0	0
30000184	Total	1	Mal	1	1	0	0	0	0	0	0
Code Specialist II	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000309	Total	6	Mal	2	1	0	0	1	0	0	0
Crime Prevention Program Administrator	Tot Min	3	Fem	4	2	1	1	0	0	0	0
30003235	Total	3	Mal	0	0	0	0	0	0	0	0
Coordinator I - E	Tot Min	3	Fem	3	0	1	0	2	0	0	0
30003027	Total	6	Mal	1	0	0	0	1	0	0	0
Coordinator I - NE	Tot Min	2	Fem	5	4	0	1	0	0	0	0
30003003	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist II	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000187	Total	1	Mal	1	1	0	0	0	0	0	0
Code Specialist, Lead	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003004	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist III	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003028	Total	8	Mal	0	0	0	0	0	0	0	0
Coordinator II	Tot Min	4	Fem	8	4	2	0	2	0	0	0
30003006	Total	2	Mal	1	0	0	0	1	0	0	0
Analyst I	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30003097	Total	1	Mal	1	0	0	0	1	0	0	0
Public Information Officer	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003103	Total	2	Mal	0	0	0	0	0	0	0	0
Supervisor I - E	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30003055	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst II	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1170

Civic Life

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000737		Total	1	Mal	1	1	0	0	0	0	0
Noise Control Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003012		Total	1	Mal	0	0	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	1	Fem	1	0	0	1	0	0	0
30003104		Total	1	Mal	1	0	0	0	0	0	1
Supervisor II	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30003030		Total	1	Mal	0	0	0	0	0	0	0
Coordinator IV	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003008		Total	1	Mal	0	0	0	0	0	0	0
Analyst III	1	Tot Min	1	Fem	1	0	0	1	0	0	0
30003082		Total	1	Mal	0	0	0	0	0	0	0
Manager II	1	Tot Min	1	Fem	1	0	1	0	0	0	0
30003037		Total	1	Mal	1	0	0	0	1	0	0
Director I	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 1170		Total	47	Mal	14	5	0	1	7	0	1
		Tot Min	25	Fem	33	17	7	4	5	0	0

1230

FPDR

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000012		Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000065		Total	1	Mal	0	0	0	0	0	0	0
Claims Technician, Assistant	6	Tot Min	1	Fem	1	0	0	0	1	0	0
30000066		Total	1	Mal	0	0	0	0	0	0	0
Claims Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30003003		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	1	Fem	1	0	0	1	0	0	0
30000063		Total	1	Mal	0	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1230

FPDR

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003077		Total	1	Mal	0	0	0	0	0	0	0
Legal Assistant	6	Tot Min	1	Fem	1	0	0	1	0	0	0
30003006		Total	2	Mal	0	0	0	0	0	0	0
Analyst I	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30003007		Total	3	Mal	0	0	0	0	0	0	0
Analyst II	1	Tot Min	1	Fem	3	2	0	0	0	0	1
30003055		Total	1	Mal	0	0	0	0	0	0	0
Financial Analyst II	1	Tot Min	1	Fem	1	0	1	0	0	0	0
30003012		Total	1	Mal	0	0	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003056		Total	1	Mal	0	0	0	0	0	0	0
Financial Analyst III	1	Tot Min	1	Fem	1	0	0	1	0	0	0
30003081		Total	1	Mal	0	0	0	0	0	0	0
Manager I	1	Tot Min	1	Fem	1	0	1	0	0	0	0
30003034		Total	1	Mal	0	0	0	0	0	0	0
Deputy Director I	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003037		Total	1	Mal	1	1	0	0	0	0	0
Director I	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1230		Total	17	Mal	1	1	0	0	0	0	0
		Tot Min	7	Fem	16	9	2	3	0	1	1

1080

Comm #4

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000004		Total	1	Mal	1	1	0	0	0	0	0
Commissioner's Admin Support Specialist	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000005		Total	3	Mal	1	1	0	0	0	0	0
Commissioner's Staff Rep	1	Tot Min	2	Fem	2	0	0	0	2	0	0
30002511		Total	2	Mal	0	0	0	0	0	0	0
Commissioner's Senior Staff Rep	1	Tot Min	1	Fem	2	1	0	0	1	0	0

Workforce Analysis

1080

Comm #4

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000006		Total	1	Mal	0	0	0	0	0	0	0
Commissioner's Chief of Staff	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000002		Total	1	Mal	1	0	1	0	0	0	0
Commissioner	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 1080		Total	8	Mal	3	2	1	0	0	0	0
		Tot Min	4	Fem	5	2	0	0	3	0	0

1010

Environmental Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000221		Total	1	Mal	1	0	0	0	1	0	0
Engineering Trainee	6	Tot Min	1	Fem	0	0	0	0	0	0	0
30000590		Total	19	Mal	11	6	1	1	2	0	1
Community Service Aide II	6	Tot Min	6	Fem	8	7	0	0	0	0	1
30000011		Total	1	Mal	1	1	0	0	0	0	0
Office Support Specialist I	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000012		Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	2	Fem	2	0	2	0	0	0	0
30003378		Total	3	Mal	1	1	0	0	0	0	0
Botanic Technician I-Green Infastructure	3	Tot Min	2	Fem	2	0	0	0	1	0	1
30000337		Total	1	Mal	1	0	0	0	0	1	0
Environmental Technician I	3	Tot Min	1	Fem	0	0	0	0	0	0	0
30000324		Total	1	Mal	1	0	0	0	0	0	1
Engineering Technician I	3	Tot Min	1	Fem	0	0	0	0	0	0	0
30003002		Total	1	Mal	1	1	0	0	0	0	0
Administrative Specialist I	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000155		Total	1	Mal	1	1	0	0	0	0	0
Industrial Maintenance Millwright, Appr	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30003379		Total	1	Mal	0	0	0	0	0	0	0
Botanic Technician II-GreenInfastructure	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1010

Environmental Services

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000828	Total	1	Mal		0	0	0	0	0	0	0	0
Records Specialist	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000013	Total	4	Mal		0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	3	Fem	4	1	2	0	1	0	0	0
30002484	Total	3	Mal		1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II-CL	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000401	Total	3	Mal		3	2	0	0	0	0	1	0
Electronic Systems Technician	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000345	Total	5	Mal		4	4	0	0	0	0	0	0
Materials Testing Technician II	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000329	Total	5	Mal		5	3	1	0	1	0	0	0
CAD Technician II	3	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000342	Total	3	Mal		3	3	0	0	0	0	0	0
GIS Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002038	Total	4	Mal		2	2	0	0	0	0	0	0
Field Science Technician	3	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000338	Total	31	Mal		17	13	1	1	0	0	0	2
Environmental Technician II	3	Tot Min	5	Fem	14	13	1	0	0	0	0	0
30000325	Total	19	Mal		14	6	0	3	4	0	0	1
Engineering Technician II	3	Tot Min	9	Fem	5	4	0	0	1	0	0	0
30003235	Total	2	Mal		0	0	0	0	0	0	0	0
Coordinator I - E	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30003027	Total	1	Mal		0	0	0	0	0	0	0	0
Coordinator I - NE	6	Tot Min	1	Fem	1	0	0	0	0	1	0	0
30003003	Total	6	Mal		0	0	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	2	Fem	6	4	0	0	0	1	0	1
30002505	Total	6	Mal		2	1	0	0	1	0	0	0
Laboratory Analyst II-CL	3	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30000161	Total	39	Mal		32	26	2	1	0	0	1	2
Wastewater Operator II	7	Tot Min	8	Fem	7	5	0	1	0	0	0	1

Workforce Analysis

1010

Environmental Services

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000114	Total	1	Mal		1	0	0	0	1	0	0	0
Industrial Painter	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000126	Total	1	Mal		1	1	0	0	0	0	0	0
Industrial Machinist	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000157	Total	30	Mal		29	26	1	0	0	1	0	1
Industrial Maintenance Millwright	7	Tot Min	3	Fem	1	1	0	0	0	0	0	0
30002485	Total	1	Mal		1	1	0	0	0	0	0	0
Storekeepr/Acquisition Specialist III-CL	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000063	Total	2	Mal		1	1	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000353	Total	8	Mal		5	3	0	1	1	0	0	0
Engineering Associate-Civil	2	Tot Min	3	Fem	3	2	0	0	1	0	0	0
30000228	Total	12	Mal		10	8	2	0	0	0	0	0
Public Works Inspector	3	Tot Min	3	Fem	2	1	0	0	0	1	0	0
30000320	Total	3	Mal		1	1	0	0	0	0	0	0
Botanic Spec II-Generalist	2	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000321	Total	5	Mal		4	4	0	0	0	0	0	0
Botanic Spec II-Ntrl Resource Ecologist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000163	Total	4	Mal		3	3	0	0	0	0	0	0
Wastewater Operations Specialist	6	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000064	Total	1	Mal		0	0	0	0	0	0	0	0
Accountant III	2	Tot Min	1	Fem	1	0	0	0	0	0	1	0
30003004	Total	2	Mal		0	0	0	0	0	0	0	0
Administrative Specialist III	6	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30003028	Total	16	Mal		11	6	0	4	0	0	1	0
Coordinator II	2	Tot Min	7	Fem	5	3	0	2	0	0	0	0
30003006	Total	4	Mal		1	1	0	0	0	0	0	0
Analyst I	1	Tot Min	3	Fem	3	0	1	0	2	0	0	0
30003054	Total	1	Mal		1	0	1	0	0	0	0	0
Financial Analyst I	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1010

Environmental Services

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30002506	Total 6	Mal		4	4	0	0	0	0	0	0
Laboratory Analytical Specialist-CL	3	Tot Min 1	Fem	2	1	0	0	1	0	0	0
30000116	Total 11	Mal		10	8	1	0	0	0	0	1
Electrician	7	Tot Min 2	Fem	1	1	0	0	0	0	0	0
30000239	Total 10	Mal		10	8	0	0	1	0	0	1
Instrument Technician	3	Tot Min 2	Fem	0	0	0	0	0	0	0	0
30002507	Total 3	Mal		1	1	0	0	0	0	0	0
Laboratory Coordinator-CL	3	Tot Min 0	Fem	2	2	0	0	0	0	0	0
30000121	Total 3	Mal		3	3	0	0	0	0	0	0
Electrician/Instrument Technician	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000346	Total 1	Mal		1	1	0	0	0	0	0	0
Materials Testing Technician III	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000326	Total 13	Mal		11	10	0	1	0	0	0	0
Engineering Technician III	3	Tot Min 1	Fem	2	2	0	0	0	0	0	0
30000343	Total 6	Mal		5	5	0	0	0	0	0	0
GIS Technician III	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000330	Total 3	Mal		3	2	0	0	0	0	1	0
CAD Technician III	3	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000339	Total 28	Mal		16	14	1	0	0	0	0	1
Environmental Specialist-Generalist	2	Tot Min 4	Fem	12	10	0	0	2	0	0	0
30000373	Total 1	Mal		0	0	0	0	0	0	0	0
Graphics Designer III	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30002037	Total 6	Mal		5	5	0	0	0	0	0	0
Field Science Specialist	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000313	Total 4	Mal		2	2	0	0	0	0	0	0
Landscape Architect	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0
30000399	Total 1	Mal		1	1	0	0	0	0	0	0
Capital Project Manager I	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000229	Total 12	Mal		10	9	0	0	0	0	1	0
Public Works Inspector, Sr	3	Tot Min 1	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

1010

Environmental Services

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000662	Total	9	Mal	3	3	0	0	0	0	0	0
Environmental Program Coordinator	2	Tot Min	0	Fem	6	6	0	0	0	0	0
30003079	Total	1	Mal	1	0	0	0	1	0	0	0
Maintenance Supervisor I - E	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30003100	Total	4	Mal	2	1	0	0	0	0	0	1
Risk Specialist II	3	Tot Min	3	Fem	2	0	0	0	1	0	1
30003011	Total	5	Mal	3	1	0	0	1	0	0	1
Business Systems Analyst II	2	Tot Min	3	Fem	2	1	0	1	0	0	0
30003029	Total	10	Mal	3	2	0	0	1	0	0	0
Coordinator III	2	Tot Min	1	Fem	7	7	0	0	0	0	0
30003097	Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003103	Total	9	Mal	6	4	0	1	1	0	0	0
Supervisor I - E	1	Tot Min	2	Fem	3	3	0	0	0	0	0
30003007	Total	12	Mal	6	5	0	1	0	0	0	0
Analyst II	1	Tot Min	1	Fem	6	6	0	0	0	0	0
30003055	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst II	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003013	Total	5	Mal	3	2	0	0	0	0	0	1
Capital Project Manager II	1	Tot Min	2	Fem	2	1	0	0	1	0	0
30000390	Total	4	Mal	1	1	0	0	0	0	0	0
Planner II, City-Water Resources	2	Tot Min	1	Fem	3	2	0	0	0	0	1
30000359	Total	2	Mal	2	2	0	0	0	0	0	0
Engineering Associate, Sr-Electrical	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000358	Total	13	Mal	8	8	0	0	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	3	Fem	5	2	0	2	0	0	1
30000340	Total	1	Mal	0	0	0	0	0	0	0	0
Hydrogeologist	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000398	Total	3	Mal	0	0	0	0	0	0	0	0
Planner, Sr City-Water Resources	2	Tot Min	1	Fem	3	2	0	0	0	0	1

Workforce Analysis

1010

Environmental Services

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000700		Total	1	Mal	1	0	0	1	0	0	0	0
Communications Engineer	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003012		Total	8	Mal	4	3	0	0	0	0	0	1
Business Systems Analyst III	2	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30003102		Total	1	Mal	1	1	0	0	0	0	0	0
Statistician	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003376		Total	9	Mal	6	6	0	0	0	0	0	0
Environmental Regulatory Coordinator	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30003084		Total	1	Mal	1	1	0	0	0	0	0	0
Mapping & GIS Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003052		Total	8	Mal	5	4	0	0	1	0	0	0
Environmental Supervisor	2	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30003104		Total	7	Mal	4	3	0	0	1	0	0	0
Supervisor II	1	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30003030		Total	1	Mal	1	1	0	0	0	0	0	0
Coordinator IV	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003008		Total	13	Mal	3	2	0	1	0	0	0	0
Analyst III	1	Tot Min	3	Fem	10	8	1	1	0	0	0	0
30003014		Total	5	Mal	4	3	0	0	1	0	0	0
Capital Project Manager III	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30003056		Total	4	Mal	4	4	0	0	0	0	0	0
Financial Analyst III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000365		Total	22	Mal	11	10	0	0	1	0	0	0
Engineer-Civil	2	Tot Min	2	Fem	11	10	0	1	0	0	0	0
30000367		Total	1	Mal	1	1	0	0	0	0	0	0
Engineer-Geotechnical	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000366		Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-Electrical	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003090		Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Supervising	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1010

Environmental Services

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30003047	Total	18	Mal	10	7	0	3	0	0	0	0
Engineer III	2	Tot Min	5	Fem	8	6	0	1	0	0	1
30003096	Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003074	Total	1	Mal	0	0	0	0	0	0	0	0
Laboratory Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003081	Total	12	Mal	6	4	0	1	1	0	0	0
Manager I	1	Tot Min	3	Fem	6	5	1	0	0	0	0
30003009	Total	2	Mal	2	1	0	0	1	0	0	0
Analyst IV	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30003015	Total	1	Mal	1	1	0	0	0	0	0	0
Capital Project Manager IV	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003046	Total	8	Mal	7	4	0	2	1	0	0	0
Engineer II	2	Tot Min	3	Fem	1	1	0	0	0	0	0
30003051	Total	12	Mal	7	7	0	0	0	0	0	0
Engineering Supervisor	2	Tot Min	3	Fem	5	2	0	3	0	0	0
30003082	Total	12	Mal	5	3	0	1	0	0	0	1
Manager II	1	Tot Min	2	Fem	7	7	0	0	0	0	0
30003050	Total	4	Mal	1	1	0	0	0	0	0	0
Engineering Manager	1	Tot Min	1	Fem	3	2	0	1	0	0	0
30003083	Total	6	Mal	3	2	0	0	0	0	0	1
Manager III	1	Tot Min	2	Fem	3	2	1	0	0	0	0
30003036	Total	2	Mal	1	1	0	0	0	0	0	0
Deputy Director III	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003048	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer, Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003039	Total	1	Mal	1	1	0	0	0	0	0	0
Director III	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1010		Total	606	Mal	383	302	11	23	23	2	5
		Tot Min	133	Fem	223	171	11	15	12	3	10

Workforce Analysis

1130

Water

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000073		Total	1	Mal	1	0	1	0	0	0	0	0
Maintenance Worker	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003350		Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000590		Total	14	Mal	6	6	0	0	0	0	0	0
Community Service Aide II	6	Tot Min	2	Fem	8	6	0	0	1	0	0	1
30000012		Total	2	Mal	1	0	0	0	1	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000075		Total	10	Mal	7	4	0	1	1	0	0	1
Utility Worker II, Apprentice	8	Tot Min	4	Fem	3	2	0	0	0	0	0	1
30000076		Total	3	Mal	2	2	0	0	0	0	0	0
Utility Worker I	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000133		Total	10	Mal	9	9	0	0	0	0	0	0
Water Meter Reader I	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000029		Total	2	Mal	0	0	0	0	0	0	0	0
Service Dispatcher	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000017		Total	34	Mal	15	11	1	0	3	0	0	0
Customer Accounts Specialist I	6	Tot Min	11	Fem	19	12	2	2	2	1	0	0
30000149		Total	2	Mal	1	1	0	0	0	0	0	0
Watershed Specialist I	7	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000403		Total	1	Mal	0	0	0	0	0	0	0	0
Remittance Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000077		Total	26	Mal	23	10	5	2	5	0	0	1
Utility Worker II	8	Tot Min	15	Fem	3	1	0	0	2	0	0	0
30002158		Total	5	Mal	4	2	1	0	0	1	0	0
Water Meter Technician I	7	Tot Min	3	Fem	1	0	1	0	0	0	0	0
30000138		Total	8	Mal	4	4	0	0	0	0	0	0
Water Security Specialist	5	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30000081		Total	5	Mal	4	4	0	0	0	0	0	0
Parks Technician	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1130

Water

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30001558	Total	2	Mal		0	0	0	0	0	0	0	0
Timekeeping Specialist	6	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000137	Total	1	Mal		1	1	0	0	0	0	0	0
Water Security Specialist, Lead	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000078	Total	1	Mal		1	1	0	0	0	0	0	0
Water Utility Worker, Sr	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000151	Total	2	Mal		2	2	0	0	0	0	0	0
Watershed Specialist II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000101	Total	12	Mal		10	5	2	0	3	0	0	0
Automotive Equipment Oper I	8	Tot Min	6	Fem	2	1	0	1	0	0	0	0
30001037	Total	5	Mal		5	2	1	1	0	0	0	1
Utility Locator	3	Tot Min	3	Fem	0	0	0	0	0	0	0	0
30000053	Total	1	Mal		0	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000146	Total	2	Mal		2	2	0	0	0	0	0	0
Water Treatment Operator I	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000152	Total	1	Mal		1	0	0	0	1	0	0	0
Operating Engineer I	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000013	Total	2	Mal		0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	1	Fem	2	1	0	0	0	1	0	0
30000018	Total	9	Mal		3	3	0	0	0	0	0	0
Customer Accounts Specialist II	6	Tot Min	3	Fem	6	3	0	0	3	0	0	0
30000144	Total	3	Mal		1	0	0	0	0	0	0	1
Water Operations Mechanic, Apprentice	7	Tot Min	2	Fem	2	1	0	0	1	0	0	0
30000142	Total	3	Mal		3	2	0	0	1	0	0	0
Water Meter Technician II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000134	Total	1	Mal		1	1	0	0	0	0	0	0
Water Meter Reader II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000135	Total	5	Mal		4	4	0	0	0	0	0	0
Water Service Inspector I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1130

Water

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000104		Total	1	Mal	1	1	0	0	0	0	0	0
Automotive Equip Oper II: Tractor-Trailr	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000102		Total	1	Mal	1	0	0	0	1	0	0	0
Automotive Equip Oper II: Sewer Vacuum	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000054		Total	2	Mal	2	2	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000224		Total	2	Mal	1	1	0	0	0	0	0	0
Surveying Aide II	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000139		Total	1	Mal	0	0	0	0	0	0	0	0
Water Quality Inspector I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000252		Total	1	Mal	1	1	0	0	0	0	0	0
Horticulturist	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000105		Total	19	Mal	18	14	1	0	2	1	0	0
Construction Equipment Operator	7	Tot Min	4	Fem	1	1	0	0	0	0	0	0
30000136		Total	1	Mal	1	1	0	0	0	0	0	0
Water Service Inspector II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001308		Total	3	Mal	3	3	0	0	0	0	0	0
Watershed Specialist III	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000110		Total	2	Mal	2	2	0	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000107		Total	3	Mal	3	3	0	0	0	0	0	0
Concrete Finisher	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000349		Total	1	Mal	0	0	0	0	0	0	0	0
Right of Way Agent II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000329		Total	3	Mal	1	0	0	0	0	0	0	1
CAD Technician II	3	Tot Min	2	Fem	2	1	1	0	0	0	0	0
30000342		Total	5	Mal	4	3	0	1	0	0	0	0
GIS Technician II	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000338		Total	7	Mal	2	1	1	0	0	0	0	0
Environmental Technician II	3	Tot Min	1	Fem	5	5	0	0	0	0	0	0

Workforce Analysis

1130

Water

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000325	Total	6	Mal	4	4	0	0	0	0	0	0
Engineering Technician II	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000127	Total	2	Mal	2	2	0	0	0	0	0	0
General Mechanic	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003235	Total	4	Mal	0	0	0	0	0	0	0	0
Coordinator I - E	Tot Min	2	Fem	4	2	1	0	1	0	0	0
30003027	Total	5	Mal	2	1	0	1	0	0	0	0
Coordinator I - NE	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30003003	Total	11	Mal	1	1	0	0	0	0	0	0
Administrative Specialist II	Tot Min	3	Fem	10	7	3	0	0	0	0	0
30000143	Total	4	Mal	4	1	0	1	0	1	1	0
Water Meter Technician III	Tot Min	3	Fem	0	0	0	0	0	0	0	0
30000153	Total	3	Mal	3	3	0	0	0	0	0	0
Operating Engineer II	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000114	Total	3	Mal	3	3	0	0	0	0	0	0
Industrial Painter	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000145	Total	32	Mal	31	25	3	2	1	0	0	0
Water Operations Mechanic	Tot Min	6	Fem	1	1	0	0	0	0	0	0
30000063	Total	4	Mal	1	1	0	0	0	0	0	0
Accountant II	Tot Min	2	Fem	3	1	0	2	0	0	0	0
30000056	Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001283	Total	2	Mal	1	1	0	0	0	0	0	0
Laboratory Analyst II	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30003402	Total	2	Mal	2	2	0	0	0	0	0	0
Water Meter Technician IV	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000353	Total	3	Mal	1	1	0	0	0	0	0	0
Engineering Associate-Civil	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000355	Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Associate-Mechanical	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1130

Water

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000147	Total	9	Mal	7	7	0	0	0	0	0	0
Water Treatment Operator II	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000140	Total	3	Mal	2	2	0	0	0	0	0	0
Water Quality Inspector II	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000228	Total	3	Mal	3	3	0	0	0	0	0	0
Public Works Inspector	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001284	Total	5	Mal	3	1	0	1	1	0	0	0
Laboratory Analytical Specialist	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30003325	Total	2	Mal	2	1	0	0	1	0	0	0
Community Service Aide III	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000225	Total	2	Mal	2	2	0	0	0	0	0	0
Surveyor I	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003004	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Specialist III	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30003099	Total	1	Mal	0	0	0	0	0	0	0	0
Risk Specialist I	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003010	Total	2	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst I	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30003028	Total	6	Mal	4	4	0	0	0	0	0	0
Coordinator II	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30003006	Total	7	Mal	5	4	0	1	0	0	0	0
Analyst I	Tot Min	2	Fem	2	1	0	0	1	0	0	0
30003054	Total	2	Mal	1	1	0	0	0	0	0	0
Financial Analyst I	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003553	Total	2	Mal	0	0	0	0	0	0	0	0
Environmental Regulatory Manager	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000154	Total	12	Mal	10	8	0	0	0	1	0	1
Operating Engineer III	Tot Min	4	Fem	2	0	0	0	1	1	0	0
30000148	Total	1	Mal	1	1	0	0	0	0	0	0
Water Treatment Operator, Lead	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1130

Water

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000141	Total	1	Mal	1	1	0	0	0	0	0	0
Water Quality Inspector III	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000116	Total	4	Mal	4	4	0	0	0	0	0	0
Electrician	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000239	Total	5	Mal	5	5	0	0	0	0	0	0
Instrument Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000350	Total	1	Mal	0	0	0	0	0	0	0	0
Right of Way Agent III	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000326	Total	5	Mal	3	3	0	0	0	0	0	0
Engineering Technician III	3	Tot Min	0	Fem	2	2	0	0	0	0	0
30000343	Total	3	Mal	3	3	0	0	0	0	0	0
GIS Technician III	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000978	Total	1	Mal	1	0	0	1	0	0	0	0
Mapping Data Technician II	3	Tot Min	1	Fem	0	0	0	0	0	0	0
30000331	Total	1	Mal	1	1	0	0	0	0	0	0
CAD Analyst	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000339	Total	7	Mal	5	5	0	0	0	0	0	0
Environmental Specialist-Generalist	2	Tot Min	1	Fem	2	1	0	0	1	0	0
30000373	Total	1	Mal	1	1	0	0	0	0	0	0
Graphics Designer III	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000399	Total	2	Mal	1	1	0	0	0	0	0	0
Capital Project Manager I	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000117	Total	1	Mal	1	1	0	0	0	0	0	0
Electrician, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000240	Total	1	Mal	1	1	0	0	0	0	0	0
Instrument Technician, Lead	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30003079	Total	1	Mal	1	1	0	0	0	0	0	0
Maintenance Supervisor I - E	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30003234	Total	7	Mal	7	4	1	0	1	1	0	0
Maintenance Supervisor I - NE	7	Tot Min	3	Fem	0	0	0	0	0	0	0

Workforce Analysis

1130

Water

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30003100		Total	2	Mal	0	0	0	0	0	0	0
Risk Specialist II	3	Tot Min	0	Fem	2	2	0	0	0	0	0
30003011		Total	5	Mal	1	0	0	0	0	0	1
Business Systems Analyst II	2	Tot Min	2	Fem	4	3	0	1	0	0	0
30003029		Total	12	Mal	6	4	2	0	0	0	0
Coordinator III	2	Tot Min	4	Fem	6	4	2	0	0	0	0
30003097		Total	1	Mal	0	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003103		Total	9	Mal	5	5	0	0	0	0	0
Supervisor I - E	1	Tot Min	0	Fem	4	4	0	0	0	0	0
30003007		Total	8	Mal	5	4	0	0	1	0	0
Analyst II	1	Tot Min	1	Fem	3	3	0	0	0	0	0
30003055		Total	3	Mal	2	1	0	1	0	0	0
Financial Analyst II	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30001285		Total	2	Mal	1	1	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
30000226		Total	1	Mal	1	1	0	0	0	0	0
Surveyor II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000204		Total	2	Mal	1	1	0	0	0	0	0
Applications Analyst III-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000358		Total	14	Mal	10	7	0	1	1	0	1
Engineering Associate, Sr-Civil	2	Tot Min	3	Fem	4	4	0	0	0	0	0
30000357		Total	1	Mal	1	1	0	0	0	0	0
Engineering Associate, Sr-Chemical/Envir	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000340		Total	1	Mal	1	1	0	0	0	0	0
Hydrogeologist	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000398		Total	1	Mal	1	1	0	0	0	0	0
Planner, Sr City-Water Resources	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000169		Total	1	Mal	1	1	0	0	0	0	0
Electrical Inspector, Sr	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

1130

Water

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000207		Total	2	Mal	2	1	1	0	0	0	0	0
Applications Analyst IV-Generalist	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003080		Total	2	Mal	2	2	0	0	0	0	0	0
Maintenance Supervisor II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003101		Total	1	Mal	1	1	0	0	0	0	0	0
Risk Specialist III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003012		Total	3	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30003376		Total	5	Mal	1	1	0	0	0	0	0	0
Environmental Regulatory Coordinator	2	Tot Min	2	Fem	4	2	0	0	0	0	0	2
30003084		Total	1	Mal	0	0	0	0	0	0	0	0
Mapping & GIS Supervisor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003052		Total	2	Mal	1	0	0	0	1	0	0	0
Environmental Supervisor	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30003104		Total	9	Mal	7	5	0	0	2	0	0	0
Supervisor II	1	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30003030		Total	2	Mal	1	1	0	0	0	0	0	0
Coordinator IV	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003008		Total	8	Mal	3	3	0	0	0	0	0	0
Analyst III	1	Tot Min	2	Fem	5	3	0	1	0	1	0	0
30003014		Total	1	Mal	1	1	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003056		Total	3	Mal	1	1	0	0	0	0	0	0
Financial Analyst III	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000365		Total	14	Mal	13	11	0	1	0	0	0	1
Engineer-Civil	2	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000368		Total	1	Mal	1	1	0	0	0	0	0	0
Engineer-Mechanical	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000366		Total	1	Mal	1	1	0	0	0	0	0	0
Engineer-Electrical	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1130

Water

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000218		Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003047		Total	10	Mal	6	6	0	0	0	0	0	0
Engineer III	2	Tot Min	1	Fem	4	3	0	0	1	0	0	0
30003106		Total	1	Mal	1	1	0	0	0	0	0	0
Surveying Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003096		Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003074		Total	1	Mal	0	0	0	0	0	0	0	0
Laboratory Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003081		Total	9	Mal	4	2	1	0	1	0	0	0
Manager I	1	Tot Min	3	Fem	5	4	0	1	0	0	0	0
30003009		Total	3	Mal	2	1	0	0	1	0	0	0
Analyst IV	1	Tot Min	2	Fem	1	0	0	1	0	0	0	0
30003046		Total	7	Mal	4	3	0	1	0	0	0	0
Engineer II	2	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30003051		Total	7	Mal	4	4	0	0	0	0	0	0
Engineering Supervisor	2	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30003105		Total	1	Mal	1	1	0	0	0	0	0	0
Surveying Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003082		Total	3	Mal	2	2	0	0	0	0	0	0
Manager II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003050		Total	7	Mal	5	5	0	0	0	0	0	0
Engineering Manager	1	Tot Min	2	Fem	2	0	0	0	0	0	0	2
30003083		Total	3	Mal	2	2	0	0	0	0	0	0
Manager III	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30003036		Total	1	Mal	1	1	0	0	0	0	0	0
Deputy Director III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003048		Total	1	Mal	0	0	0	0	0	0	0	0
Engineer, Chief	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1130

Water

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003039		Total	1	Mal	0	0	0	0	0	0	0
Director III	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1130		Total	585	Mal	387	306	21	16	29	5	1
		Tot Min	135	Fem	198	144	12	16	15	4	7

1200

Emergency Communications

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000032		Total	32	Mal	10	6	0	0	2	0	2
Emerg Commun Dispatcher, Trainee	5	Tot Min	5	Fem	22	21	0	1	0	0	0
30003002		Total	2	Mal	0	0	0	0	0	0	0
Administrative Specialist I	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000013		Total	2	Mal	1	1	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000031		Total	5	Mal	1	1	0	0	0	0	0
Emerg Commun Call Taker	5	Tot Min	0	Fem	4	4	0	0	0	0	0
30001028		Total	1	Mal	0	0	0	0	0	0	0
Emerg Commun Lateral Police Disp, Trnee	5	Tot Min	0	Fem	1	1	0	0	0	0	0
30000035		Total	1	Mal	0	0	0	0	0	0	0
Emerg Commun Police Dispatcher	5	Tot Min	0	Fem	1	1	0	0	0	0	0
30003003		Total	2	Mal	0	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	1	Fem	2	1	1	0	0	0	0
30000034		Total	71	Mal	25	22	0	2	1	0	0
Emerg Commun Dispatcher, Sr	5	Tot Min	12	Fem	46	37	1	0	5	0	3
30003028		Total	1	Mal	0	0	0	0	0	0	0
Coordinator II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003029		Total	2	Mal	2	2	0	0	0	0	0
Coordinator III	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30003007		Total	1	Mal	0	0	0	0	0	0	0
Analyst II	1	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1200

Emergency Communications

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30003042	Total	13	Mal	8	7	0	0	0	1	0	0
Emergency Communications Ops Sup I	1	Tot Min	2	Fem	5	4	0	0	1	0	0
30003012	Total	2	Mal	2	1	0	0	0	0	0	1
Business Systems Analyst III	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30003008	Total	2	Mal	1	1	0	0	0	0	0	0
Analyst III	1	Tot Min	1	Fem	1	0	1	0	0	0	0
30003043	Total	2	Mal	2	2	0	0	0	0	0	0
Emergency Communications Ops Sup II	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003044	Total	1	Mal	1	1	0	0	0	0	0	0
Emergency Communications Systems Admin	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30003081	Total	1	Mal	0	0	0	0	0	0	0	0
Manager I	1	Tot Min	1	Fem	1	0	0	0	1	0	0
30003041	Total	1	Mal	0	0	0	0	0	0	0	0
Emergency Communications Ops Mgr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003037	Total	1	Mal	1	1	0	0	0	0	0	0
Director I	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1200		Total	143	Mal	54	45	0	2	3	1	2
		Tot Min	23	Fem	89	75	3	1	7	0	3

1100

City Auditor

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000589	Total	1	Mal	1	1	0	0	0	0	0	0
Community Service Aide I	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000590	Total	1	Mal	1	0	1	0	0	0	0	0
Community Service Aide II	6	Tot Min	1	Fem	0	0	0	0	0	0	0
30003203	Total	1	Mal	1	1	0	0	0	0	0	0
Auditor - Coordinator I	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30003201	Total	3	Mal	2	1	0	1	0	0	0	0
Auditor - Administrative Specialist II	6	Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

1100

City Auditor

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30003202		Total	1	Mal	0	0	0	0	0	0	0	0
Auditor - Archives&RecordsCoordinator I	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003204		Total	1	Mal	0	0	0	0	0	0	0	0
Auditor - Administrative Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003210		Total	1	Mal	1	1	0	0	0	0	0	0
Auditor - Performance Auditor I	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003209		Total	1	Mal	0	0	0	0	0	0	0	0
Auditor - Coordinator II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003205		Total	2	Mal	0	0	0	0	0	0	0	0
Auditor - Analyst I	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30003208		Total	1	Mal	0	0	0	0	0	0	0	0
Auditor - Clerk to City Council	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003215		Total	8	Mal	5	3	1	1	0	0	0	0
Auditor - Investigator I	2	Tot Min	3	Fem	3	2	0	0	1	0	0	0
30003212		Total	2	Mal	1	1	0	0	0	0	0	0
Auditor - Archives&RecordsCoordinatorIII	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003213		Total	1	Mal	1	1	0	0	0	0	0	0
Auditor - Business Systems Analyst II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003214		Total	2	Mal	0	0	0	0	0	0	0	0
Auditor - Coordinator III	2	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30003216		Total	6	Mal	2	1	0	1	0	0	0	0
Auditor - Performance Auditor II	2	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30003211		Total	1	Mal	0	0	0	0	0	0	0	0
Auditor - Analyst II	1	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30003223		Total	2	Mal	0	0	0	0	0	0	0	0
Auditor - Performance Auditor III	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30003222		Total	1	Mal	1	1	0	0	0	0	0	0
Auditor - Investigator II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003224		Total	1	Mal	0	0	0	0	0	0	0	0
Auditor - Supervisor II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1100

City Auditor

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003354		Total	1	Mal	0	0	0	0	0	0	0
Auditor - Coordinator IV	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003226		Total	1	Mal	0	0	0	0	0	0	0
Auditor - City Ombudsman	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003225		Total	1	Mal	0	0	0	0	0	0	0
Auditor - City Archivist	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003227		Total	2	Mal	1	0	1	0	0	0	0
Auditor - Manager I	1	Tot Min	2	Fem	1	0	1	0	0	0	0
30000003		Total	1	Mal	0	0	0	0	0	0	0
Auditor, City	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003228		Total	1	Mal	1	1	0	0	0	0	0
Auditor - Audit Services Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003229		Total	1	Mal	0	0	0	0	0	0	0
Auditor - City Auditor Chief Deputy	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003231		Total	1	Mal	1	1	0	0	0	0	0
Auditor - IPR Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1100		Total	46	Mal	19	13	3	3	0	0	0
		Tot Min	11	Fem	27	22	1	1	2	0	1

1180

Mayor

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000590		Total	1	Mal	0	0	0	0	0	0	0
Community Service Aide II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000004		Total	3	Mal	1	0	1	0	0	0	0
Commissioner's Admin Support Specialist	6	Tot Min	3	Fem	2	0	0	0	2	0	0
30000005		Total	11	Mal	5	2	1	0	0	0	2
Commissioner's Staff Rep	1	Tot Min	7	Fem	6	2	1	0	2	0	1
30002511		Total	2	Mal	1	1	0	0	0	0	0
Commissioner's Senior Staff Rep	1	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

1180

Mayor

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000007		Total	1	Mal	0	0	0	0	0	0	0
Mayor's Deputy Chief of Staff	1	Tot Min	1	Fem	1	0	0	0	1	0	0
30000008		Total	1	Mal	1	0	0	1	0	0	0
Mayor's Chief of Staff	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000001		Total	1	Mal	1	1	0	0	0	0	0
Mayor	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1180		Total	20	Mal	9	4	2	1	0	0	2
		Tot Min	13	Fem	11	3	2	0	5	0	1

1030

Government Relations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003004		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30003525		Total	2	Mal	1	0	0	0	1	0	0
Government Relations Specialist I	2	Tot Min	2	Fem	1	0	0	0	0	0	1
30003007		Total	2	Mal	0	0	0	0	0	0	0
Analyst II	1	Tot Min	2	Fem	2	0	0	1	1	0	0
30003061		Total	2	Mal	1	1	0	0	0	0	0
Government Relations Lobbyist I	2	Tot Min	1	Fem	1	0	1	0	0	0	0
30003062		Total	2	Mal	0	0	0	0	0	0	0
Government Relations Lobbyist II	2	Tot Min	1	Fem	2	1	0	0	1	0	0
30003034		Total	1	Mal	1	1	0	0	0	0	0
Deputy Director I	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003037		Total	2	Mal	1	1	0	0	0	0	0
Director I	1	Tot Min	1	Fem	1	0	0	0	1	0	0
Total for 1030		Total	12	Mal	4	3	0	0	1	0	0
		Tot Min	7	Fem	8	2	1	1	2	0	1

Workforce Analysis

1090

Attorney

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30003003		Total	5	Mal	1	0	0	0	1	0	0	0
Administrative Specialist II	6	Tot Min	2	Fem	4	3	1	0	0	0	0	0
30003077		Total	11	Mal	0	0	0	0	0	0	0	0
Legal Assistant	6	Tot Min	6	Fem	11	5	0	1	4	0	0	1
30003078		Total	1	Mal	0	0	0	0	0	0	0	0
Legal Assistant Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003087		Total	12	Mal	1	0	0	0	1	0	0	0
Paralegal	6	Tot Min	4	Fem	11	8	1	0	2	0	0	0
30003011		Total	1	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003088		Total	1	Mal	0	0	0	0	0	0	0	0
Paralegal Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003018		Total	2	Mal	1	0	0	0	1	0	0	0
City Attorney, Assistant Deputy	2	Tot Min	2	Fem	1	0	1	0	0	0	0	0
30003104		Total	1	Mal	0	0	0	0	0	0	0	0
Supervisor II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003020		Total	23	Mal	8	5	1	1	0	0	0	1
City Attorney, Deputy	2	Tot Min	6	Fem	15	12	2	1	0	0	0	0
30003021		Total	14	Mal	7	6	0	0	0	0	0	1
City Attorney, Senior Deputy	2	Tot Min	2	Fem	7	6	0	1	0	0	0	0
30003019		Total	6	Mal	2	1	0	0	1	0	0	0
City Attorney, Chief Deputy	2	Tot Min	2	Fem	4	3	0	1	0	0	0	0
30003017		Total	1	Mal	1	1	0	0	0	0	0	0
City Attorney	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1090		Total	78	Mal	22	14	1	1	4	0	0	2
		Tot Min	24	Fem	56	40	5	4	6	0	0	1

Workforce Analysis

1150

Police

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000296		Total	1	Mal	1	1	0	0	0	0	0	0
Public Safety Aide	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000022		Total	8	Mal	4	4	0	0	0	0	0	0
Police Desk Clerk	6	Tot Min	1	Fem	4	3	0	0	1	0	0	0
30002611		Total	18	Mal	12	9	2	1	0	0	0	0
Public Safety Support Specialist	5	Tot Min	4	Fem	6	5	0	0	1	0	0	0
30000096		Total	4	Mal	4	4	0	0	0	0	0	0
Auto Servicer	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000020		Total	30	Mal	13	11	0	0	0	1	1	0
Police Records Specialist	6	Tot Min	6	Fem	17	13	1	1	1	0	0	1
30000024		Total	19	Mal	5	5	0	0	0	0	0	0
Police Administrative Support Specialist	6	Tot Min	3	Fem	14	11	0	1	1	0	0	1
30000303		Total	3	Mal	1	1	0	0	0	0	0	0
Police Identification Technician, Trnee	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000050		Total	6	Mal	2	2	0	0	0	0	0	0
Evidence Control Specialist	6	Tot Min	1	Fem	4	3	0	0	1	0	0	0
30000025		Total	13	Mal	2	2	0	0	0	0	0	0
Police Administrative Support Spec, Sr	6	Tot Min	1	Fem	11	10	0	0	1	0	0	0
30000021		Total	7	Mal	1	1	0	0	0	0	0	0
Police Records Training Coordinator	2	Tot Min	0	Fem	6	6	0	0	0	0	0	0
30000062		Total	3	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000309		Total	2	Mal	0	0	0	0	0	0	0	0
Crime Prevention Program Administrator	2	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30003027		Total	11	Mal	5	4	0	1	0	0	0	0
Coordinator I - NE	6	Tot Min	2	Fem	6	5	1	0	0	0	0	0
30003003		Total	8	Mal	0	0	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	2	Fem	8	6	0	1	1	0	0	0
30000063		Total	3	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	3	2	0	1	0	0	0	0

Workforce Analysis

1150

Police

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000051		Total	2	Mal	2	1	0	1	0	0	0	0
Evidence Control Specialist, Lead	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000304		Total	12	Mal	6	3	0	2	0	0	0	1
Police Identification Technician	3	Tot Min	3	Fem	6	6	0	0	0	0	0	0
30003004		Total	12	Mal	6	5	1	0	0	0	0	0
Administrative Specialist III	6	Tot Min	3	Fem	6	4	0	1	1	0	0	0
30003010		Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst I	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003085		Total	2	Mal	2	1	0	1	0	0	0	0
Multimedia Specialist	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003028		Total	8	Mal	3	3	0	0	0	0	0	0
Coordinator II	2	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30003006		Total	5	Mal	1	1	0	0	0	0	0	0
Analyst I	1	Tot Min	1	Fem	4	3	0	1	0	0	0	0
30000306		Total	2	Mal	2	2	0	0	0	0	0	0
Police Photographic Reproduction Spec	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000297		Total	531	Mal	435	337	18	30	32	1	3	14
Police Officer	4	Tot Min	116	Fem	96	78	2	2	6	0	0	8
30000305		Total	3	Mal	2	0	0	1	0	0	0	1
Police Identification Technician, Lead	3	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30003095		Total	8	Mal	4	3	0	0	1	0	0	0
Police Internal Affairs Investigator	5	Tot Min	3	Fem	4	2	1	0	1	0	0	0
30003011		Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003375		Total	7	Mal	6	6	0	0	0	0	0	0
Crime Data Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003029		Total	4	Mal	3	3	0	0	0	0	0	0
Coordinator III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003097		Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1150

Police

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30003103		Total	12	Mal	2	1	0	0	0	0	1	0
Supervisor I - E	1	Tot Min	3	Fem	10	8	0	1	0	0	1	0
30003007		Total	16	Mal	6	6	0	0	0	0	0	0
Analyst II	1	Tot Min	1	Fem	10	9	0	0	1	0	0	0
30003055		Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst II	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000302		Total	84	Mal	66	60	1	4	1	0	0	0
Police Detective	4	Tot Min	7	Fem	18	17	0	0	1	0	0	0
30000307		Total	15	Mal	13	11	0	2	0	0	0	0
Police Criminalist	4	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000298		Total	121	Mal	107	87	7	7	5	1	0	0
Police Sergeant	4	Tot Min	22	Fem	14	12	0	1	1	0	0	0
30003001		Total	1	Mal	1	1	0	0	0	0	0	0
Accounting Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003104		Total	1	Mal	1	1	0	0	0	0	0	0
Supervisor II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003030		Total	2	Mal	0	0	0	0	0	0	0	0
Coordinator IV	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30003008		Total	5	Mal	1	0	1	0	0	0	0	0
Analyst III	1	Tot Min	2	Fem	4	3	1	0	0	0	0	0
30000310		Total	1	Mal	1	1	0	0	0	0	0	0
Police Investigative Accountant	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003081		Total	2	Mal	1	1	0	0	0	0	0	0
Manager I	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003091		Total	5	Mal	5	4	0	0	1	0	0	0
Police Captain	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003082		Total	2	Mal	0	0	0	0	0	0	0	0
Manager II	1	Tot Min	1	Fem	2	1	0	0	0	1	0	0
30000299		Total	20	Mal	16	15	1	0	0	0	0	0
Police Lieutenant	4	Tot Min	1	Fem	4	4	0	0	0	0	0	0

Workforce Analysis

1150

Police

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30003094	Total	6	Mal	4	2	1	1	0	0	0	0
Police Commander	4	Tot Min	2	Fem	2	2	0	0	0	0	0
30003083	Total	1	Mal	1	0	0	1	0	0	0	0
Manager III	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30003093	Total	3	Mal	2	1	0	0	0	0	0	1
Police Chief, Assistant	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30003033	Total	1	Mal	1	1	0	0	0	0	0	0
Deputy Chief of Police	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003092	Total	1	Mal	1	0	1	0	0	0	0	0
Police Chief	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 1150		Total	1,035	Mal	751	601	33	52	40	3	5
		Tot Min	198	Fem	284	236	7	11	18	1	10

1190

Emergency Management

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000590	Total	1	Mal	0	0	0	0	0	0	0	0
Community Service Aide II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000013	Total	1	Mal	1	1	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30003004	Total	1	Mal	1	1	0	0	0	0	0	0
Administrative Specialist III	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30003028	Total	9	Mal	5	1	3	1	0	0	0	0
Coordinator II	2	Tot Min	5	Fem	4	3	0	1	0	0	0
30003029	Total	3	Mal	1	1	0	0	0	0	0	0
Coordinator III	2	Tot Min	1	Fem	2	1	1	0	0	0	0
30003097	Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30003055	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst II	1	Tot Min	1	Fem	1	0	0	0	1	0	0

Workforce Analysis

1190

Emergency Management

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003081		Total	2	Mal	0	0	0	0	0	0	0
Manager I	1	Tot Min	1	Fem	2	1	0	0	0	0	1
30003037		Total	1	Mal	0	0	0	0	0	0	0
Director I	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1190		Total	20	Mal	9	5	3	1	0	0	0
		Tot Min	8	Fem	11	7	1	1	0	0	1

1240

OMF-Human Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000590		Total	1	Mal	0	0	0	0	0	0	0
Community Service Aide II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000011		Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30003002		Total	1	Mal	1	0	0	1	0	0	0
Administrative Specialist I	6	Tot Min	1	Fem	0	0	0	0	0	0	0
30003003		Total	4	Mal	1	0	0	1	0	0	0
Administrative Specialist II	6	Tot Min	3	Fem	3	1	2	0	0	0	0
30003063		Total	13	Mal	2	2	0	0	0	0	0
Human Resources Analyst I	6	Tot Min	6	Fem	11	5	2	2	0	0	2
30003004		Total	4	Mal	1	1	0	0	0	0	0
Administrative Specialist III	6	Tot Min	0	Fem	3	3	0	0	0	0	0
30003028		Total	1	Mal	0	0	0	0	0	0	0
Coordinator II	2	Tot Min	1	Fem	1	0	1	0	0	0	0
30003067		Total	6	Mal	0	0	0	0	0	0	0
Human Resources Systems Analyst	2	Tot Min	4	Fem	6	2	0	2	1	0	1
30003064		Total	14	Mal	2	0	1	0	0	0	1
Human Resources Analyst II	2	Tot Min	8	Fem	12	6	4	2	0	0	0
30003029		Total	1	Mal	1	0	0	0	1	0	0
Coordinator III	2	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

1240

OMF-Human Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003103		Total	1	Mal	0	0	0	0	0	0	0
Supervisor I - E	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003065		Total	9	Mal	4	0	2	1	1	0	0
Human Resources Analyst III	2	Tot Min	5	Fem	5	4	0	1	0	0	0
30003001		Total	1	Mal	1	0	0	1	0	0	0
Accounting Supervisor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30003066		Total	14	Mal	6	2	0	1	2	0	1
Human Resources Generalist	2	Tot Min	9	Fem	8	3	4	0	0	1	0
30003012		Total	1	Mal	1	1	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30003104		Total	5	Mal	2	1	0	0	1	0	0
Supervisor II	1	Tot Min	1	Fem	3	3	0	0	0	0	0
30003086		Total	1	Mal	1	1	0	0	0	0	0
Occupational Health Specialist	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30003009		Total	1	Mal	0	0	0	0	0	0	0
Analyst IV	1	Tot Min	1	Fem	1	0	1	0	0	0	0
30003082		Total	6	Mal	3	2	1	0	0	0	0
Manager II	1	Tot Min	2	Fem	3	2	1	0	0	0	0
30003038		Total	1	Mal	0	0	0	0	0	0	0
Director II	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1240		Total	86	Mal	26	10	4	5	5	0	2
		Tot Min	43	Fem	60	33	15	7	1	1	3

1250

OMF-BTS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000589		Total	1	Mal	0	0	0	0	0	0	0
Community Service Aide I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000590		Total	7	Mal	4	2	0	2	0	0	0
Community Service Aide II	6	Tot Min	4	Fem	3	1	2	0	0	0	0

Workforce Analysis

1250

OMF-BTS

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000198		Total	7	Mal	5	3	1	1	0	0	0	0
Inf Syst Tech Analyst I-Generalist	2	Tot Min	3	Fem	2	1	1	0	0	0	0	0
30000047		Total	5	Mal	4	4	0	0	0	0	0	0
Reprographic Operator I	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000341		Total	1	Mal	0	0	0	0	0	0	0	0
GIS Technician I	3	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30003300		Total	1	Mal	1	1	0	0	0	0	0	0
Electronics Technician, Assistant	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000041		Total	1	Mal	1	1	0	0	0	0	0	0
Distribution Technician	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000042		Total	1	Mal	1	1	0	0	0	0	0	0
Distribution Technician, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000053		Total	2	Mal	2	1	0	0	0	0	0	1
Storekeeper/Acquisition Specialist I	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000048		Total	1	Mal	0	0	0	0	0	0	0	0
Reprographic Operator II	8	Tot Min	1	Fem	1	0	0	0	0	1	0	0
30000054		Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000199		Total	9	Mal	6	3	0	2	1	0	0	0
Inf Syst Tech Analyst II-Generalist	2	Tot Min	3	Fem	3	3	0	0	0	0	0	0
30000234		Total	2	Mal	2	2	0	0	0	0	0	0
Electronics Technician I: Communications	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003003		Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000044		Total	1	Mal	0	0	0	0	0	0	0	0
Printing & Distrib Custmr Svc Rep, Lead	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000049		Total	2	Mal	2	2	0	0	0	0	0	0
Reprographic Operator III	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000056		Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1250

OMF-BTS

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000200		Total	4	Mal	4	2	0	2	0	0	0	0
Inf Syst Tech Analyst III-Generalist	2	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000238		Total	2	Mal	2	2	0	0	0	0	0	0
Communications Switch Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000236		Total	6	Mal	6	4	1	0	1	0	0	0
Electronics Technician II: Commun	3	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000203		Total	2	Mal	2	0	1	0	1	0	0	0
Applications Analyst II-Generalist	2	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000210		Total	14	Mal	11	7	0	3	1	0	0	0
Inf Syst Tech Analyst IV-Generalist	2	Tot Min	5	Fem	3	2	0	0	1	0	0	0
30000211		Total	3	Mal	0	0	0	0	0	0	0	0
Inf Syst Tech Analyst IV-Telecomm	2	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30000212		Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Tech Analyst IV-Vertical GIS	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002610		Total	1	Mal	0	0	0	0	0	0	0	0
Electronics Technician III: Commun	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003011		Total	2	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst II	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30003007		Total	1	Mal	0	0	0	0	0	0	0	0
Analyst II	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000204		Total	10	Mal	6	2	0	4	0	0	0	0
Applications Analyst III-Generalist	2	Tot Min	6	Fem	4	2	0	2	0	0	0	0
30000213		Total	18	Mal	12	7	1	2	2	0	0	0
Inf Syst Tech Analyst V-Generalist	2	Tot Min	7	Fem	6	4	1	1	0	0	0	0
30000214		Total	2	Mal	1	1	0	0	0	0	0	0
Inf Syst Tech Analyst V-Vertical GIS	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001234		Total	2	Mal	0	0	0	0	0	0	0	0
Applications Analyst IV-Web Developer	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000215		Total	14	Mal	10	6	0	1	1	0	1	1
Inf Syst Tech Analyst VI-Generalist	2	Tot Min	6	Fem	4	2	0	2	0	0	0	0

Workforce Analysis

1250

OMF-BTS

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30000207		Total	11	Mal	9	5	0	3	0	0	0	1
Applications Analyst IV-Generalist	2	Tot Min	5	Fem	2	1	0	1	0	0	0	0
30000206		Total	2	Mal	2	1	0	1	0	0	0	0
Applications Analyst IV-GIS,Enterprise	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000700		Total	1	Mal	1	1	0	0	0	0	0	0
Communications Engineer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003012		Total	12	Mal	5	5	0	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	3	Fem	7	4	0	2	0	0	0	1
30003024		Total	2	Mal	2	2	0	0	0	0	0	0
Communications Engineer II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003072		Total	10	Mal	3	1	0	1	1	0	0	0
Information Systems Supervisor	2	Tot Min	4	Fem	7	5	2	0	0	0	0	0
30003104		Total	1	Mal	1	1	0	0	0	0	0	0
Supervisor II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003008		Total	2	Mal	1	1	0	0	0	0	0	0
Analyst III	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000218		Total	27	Mal	23	18	0	4	1	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	6	Fem	4	3	0	1	0	0	0	0
30000880		Total	3	Mal	2	2	0	0	0	0	0	0
Inf Syst Analyst, Principal-GIS,Vertical	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000219		Total	5	Mal	2	1	0	0	1	0	0	0
Inf Syst Analyst, Principal-Proj Mgmt	2	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000217		Total	4	Mal	4	2	0	2	0	0	0	0
Inf Syst Analyst, Principal-GIS Enterprs	2	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30003025		Total	1	Mal	1	1	0	0	0	0	0	0
Communications System Administrator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003107		Total	5	Mal	4	3	0	1	0	0	0	0
Technology Business Representative	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30003081		Total	1	Mal	1	1	0	0	0	0	0	0
Manager I	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1250

OMF-BTS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003069		Total	8	Mal	8	7	0	1	0	0	0
Information Systems Manager I	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30002108		Total	3	Mal	3	3	0	0	0	0	0
Information Security Architect	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30003108		Total	3	Mal	1	1	0	0	0	0	0
Technology Capital Project Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30003070		Total	5	Mal	3	3	0	0	0	0	0
Information Systems Manager II	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30003071		Total	4	Mal	2	1	0	0	1	0	0
Information Systems Manager III	1	Tot Min	1	Fem	2	2	0	0	0	0	0
30003068		Total	1	Mal	1	1	0	0	0	0	0
Information Security Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003083		Total	1	Mal	0	0	0	0	0	0	0
Manager III	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003038		Total	1	Mal	1	1	0	0	0	0	0
Director II	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1250		Total	240	Mal	166	117	4	30	11	0	1
		Tot Min	72	Fem	74	51	8	12	1	0	1

1275

OMF-Bureau of Rev & Fin Svcs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30000061		Total	1	Mal	1	1	0	0	0	0	0
Accounting Technician	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000191		Total	4	Mal	2	2	0	0	0	0	0
Revenue & Tax Specialist I	6	Tot Min	1	Fem	2	1	0	1	0	0	0
30000065		Total	1	Mal	1	1	0	0	0	0	0
Claims Technician, Assistant	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000192		Total	7	Mal	1	1	0	0	0	0	0
Revenue & Tax Specialist II	6	Tot Min	3	Fem	6	3	0	1	1	0	1

Workforce Analysis

1275

OMF-Bureau of Rev & Fin Svcs

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000058	Total	2	Mal	0	0	0	0	0	0	0	0
Procurement Specialist, Assistant	6	Tot Min	2	Fem	2	0	1	0	1	0	0
30000013	Total	2	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000193	Total	9	Mal	5	2	1	0	2	0	0	0
Revenue & Tax Specialist III	6	Tot Min	5	Fem	4	2	1	1	0	0	0
30000194	Total	18	Mal	7	3	2	1	0	0	0	1
Revenue & Tax Specialist IV	1	Tot Min	9	Fem	11	6	0	3	2	0	0
30000066	Total	2	Mal	0	0	0	0	0	0	0	0
Claims Technician	6	Tot Min	1	Fem	2	1	0	0	1	0	0
30000059	Total	7	Mal	2	1	1	0	0	0	0	0
Procurement Specialist	1	Tot Min	3	Fem	5	3	1	0	1	0	0
30003027	Total	2	Mal	1	1	0	0	0	0	0	0
Coordinator I - NE	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30003003	Total	6	Mal	0	0	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	3	Fem	6	3	1	1	0	1	0
30000063	Total	2	Mal	1	1	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000005	Total	1	Mal	1	0	0	0	0	0	1	0
Commissioner's Staff Rep	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000196	Total	13	Mal	7	6	0	0	0	1	0	0
Revenue & Tax Specialist V	1	Tot Min	3	Fem	6	4	0	0	2	0	0
30000064	Total	8	Mal	4	2	1	1	0	0	0	0
Accountant III	2	Tot Min	6	Fem	4	0	0	3	1	0	0
30003099	Total	2	Mal	1	1	0	0	0	0	0	0
Risk Specialist I	3	Tot Min	1	Fem	1	0	0	1	0	0	0
30003010	Total	2	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst I	2	Tot Min	0	Fem	2	2	0	0	0	0	0
30003028	Total	3	Mal	2	2	0	0	0	0	0	0
Coordinator II	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1275

OMF-Bureau of Rev & Fin Svcs

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30003006	Total	12	Mal		2	0	0	2	0	0	0	0
Analyst I	1	Tot Min	6	Fem	10	6	2	0	1	0	0	1
30003054	Total	2	Mal		1	1	0	0	0	0	0	0
Financial Analyst I	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30002283	Total	4	Mal		1	1	0	0	0	0	0	0
Accountant IV	2	Tot Min	1	Fem	3	2	0	0	0	0	1	0
30000060	Total	9	Mal		5	4	1	0	0	0	0	0
Procurement Specialist, Sr	1	Tot Min	4	Fem	4	1	1	2	0	0	0	0
30000404	Total	8	Mal		2	2	0	0	0	0	0	0
Revenue Auditor	2	Tot Min	3	Fem	6	3	0	2	0	0	0	1
30000190	Total	1	Mal		0	0	0	0	0	0	0	0
Regulatory Program Administrator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000405	Total	5	Mal		2	2	0	0	0	0	0	0
Revenue Auditor, Sr	2	Tot Min	3	Fem	3	0	1	1	1	0	0	0
30003100	Total	3	Mal		2	2	0	0	0	0	0	0
Risk Specialist II	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003011	Total	5	Mal		1	1	0	0	0	0	0	0
Business Systems Analyst II	2	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30003029	Total	1	Mal		0	0	0	0	0	0	0	0
Coordinator III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003007	Total	20	Mal		7	4	1	1	1	0	0	0
Analyst II	1	Tot Min	10	Fem	13	6	2	3	1	0	0	1
30003055	Total	13	Mal		7	5	1	1	0	0	0	0
Financial Analyst II	1	Tot Min	4	Fem	6	4	1	1	0	0	0	0
30003101	Total	3	Mal		0	0	0	0	0	0	0	0
Risk Specialist III	3	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30003001	Total	1	Mal		0	0	0	0	0	0	0	0
Accounting Supervisor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003012	Total	3	Mal		0	0	0	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	1	Fem	3	2	1	0	0	0	0	0

Workforce Analysis

1275

OMF-Bureau of Rev & Fin Svcs

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30003104	Total	11	Mal	6	5	0	0	1	0	0	0
Supervisor II	1	Tot Min	2	Fem	5	4	1	0	0	0	0
30003030	Total	1	Mal	0	0	0	0	0	0	0	0
Coordinator IV	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003008	Total	4	Mal	1	1	0	0	0	0	0	0
Analyst III	1	Tot Min	1	Fem	3	2	1	0	0	0	0
30003056	Total	4	Mal	1	0	0	1	0	0	0	0
Financial Analyst III	1	Tot Min	2	Fem	3	2	1	0	0	0	0
30003081	Total	4	Mal	2	2	0	0	0	0	0	0
Manager I	1	Tot Min	1	Fem	2	1	1	0	0	0	0
30003031	Total	1	Mal	1	1	0	0	0	0	0	0
Debt Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003073	Total	1	Mal	1	1	0	0	0	0	0	0
Investment Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003108	Total	1	Mal	0	0	0	0	0	0	0	0
Technology Capital Project Manager	1	Tot Min	1	Fem	1	0	0	0	0	0	1
30003098	Total	1	Mal	1	1	0	0	0	0	0	0
Risk Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003082	Total	3	Mal	2	2	0	0	0	0	0	0
Manager II	1	Tot Min	1	Fem	1	0	0	0	1	0	0
30003026	Total	1	Mal	1	0	0	0	0	0	0	1
Controller	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30003023	Total	1	Mal	0	0	0	0	0	0	0	0
City Treasurer	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30003083	Total	2	Mal	2	1	1	0	0	0	0	0
Manager III	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30003038	Total	1	Mal	0	0	0	0	0	0	0	0
Director II	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1275		Total	218	Mal	84	60	9	7	4	1	2
		Tot Min	81	Fem	134	77	17	20	13	1	5

Workforce Analysis

1290

OMF-CAO

Job Code & Title				EEO Code	Total	W	B	A	H	I	P	2
30000012		Total	3	Mal	1	0	1	0	0	0	0	0
Office Support Specialist II	6	Tot Min	2	Fem	2	1	0	0	0	0	1	0
30003002		Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Specialist I	6	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30003400		Total	4	Mal	1	0	0	0	1	0	0	0
311 Customer Service Rep I	6	Tot Min	3	Fem	3	1	0	0	2	0	0	0
30003377		Total	4	Mal	4	1	0	0	2	0	1	0
Facilities Worker	7	Tot Min	3	Fem	0	0	0	0	0	0	0	0
30000711		Total	2	Mal	1	1	0	0	0	0	0	0
Facilities Maint Dispatch/Scheduler	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003401		Total	2	Mal	1	1	0	0	0	0	0	0
311 Customer Service Rep II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000055		Total	4	Mal	3	1	0	1	1	0	0	0
Storekeepr/Acquisition II:Auto Part Spec	6	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000070		Total	1	Mal	1	0	0	0	0	0	1	0
Facilities Maintenance Tech Apprentice	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000123		Total	2	Mal	2	2	0	0	0	0	0	0
Welder	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000028		Total	2	Mal	0	0	0	0	0	0	0	0
Hearings Clerk	6	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000131		Total	40	Mal	40	26	3	5	4	0	2	0
Vehicle & Equipment Mechanic	7	Tot Min	14	Fem	0	0	0	0	0	0	0	0
30003235		Total	2	Mal	1	1	0	0	0	0	0	0
Coordinator I - E	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003027		Total	2	Mal	1	1	0	0	0	0	0	0
Coordinator I - NE	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000132		Total	3	Mal	3	2	0	0	1	0	0	0
Vehicle & Equipment Mechanic, Lead	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000063		Total	5	Mal	1	0	0	1	0	0	0	0
Accountant II	2	Tot Min	4	Fem	4	1	0	3	0	0	0	0

Workforce Analysis

1290

OMF-CAO

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30000071	Total	15	Mal	14	13	0	1	0	0	0	0
Facilities Maintenance Technician	7	Tot Min	1	Fem	1	1	0	0	0	0	0
30003500	Total	1	Mal	1	0	0	0	1	0	0	0
Facilities Maint Spec	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30003004	Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Specialist III	6	Tot Min	1	Fem	2	1	0	0	1	0	0
30003028	Total	11	Mal	5	4	1	0	0	0	0	0
Coordinator II	2	Tot Min	3	Fem	6	4	0	1	0	0	1
30003006	Total	3	Mal	2	1	1	0	0	0	0	0
Analyst I	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30003551	Total	1	Mal	1	1	0	0	0	0	0	0
Community Safety Transition Dir	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003011	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30003029	Total	6	Mal	2	1	0	0	0	1	0	0
Coordinator III	2	Tot Min	3	Fem	4	2	1	0	1	0	0
30003103	Total	5	Mal	5	4	0	0	1	0	0	0
Supervisor I - E	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30003007	Total	3	Mal	0	0	0	0	0	0	0	0
Analyst II	1	Tot Min	1	Fem	3	2	0	1	0	0	0
30003055	Total	5	Mal	3	3	0	0	0	0	0	0
Financial Analyst II	1	Tot Min	1	Fem	2	1	0	0	1	0	0
30003013	Total	3	Mal	3	3	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30003450	Total	2	Mal	0	0	0	0	0	0	0	0
Hearings Officer	2	Tot Min	1	Fem	2	1	1	0	0	0	0
30003012	Total	2	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst III	2	Tot Min	0	Fem	2	2	0	0	0	0	0
30003104	Total	3	Mal	2	1	0	1	0	0	0	0
Supervisor II	1	Tot Min	2	Fem	1	0	0	1	0	0	0

Workforce Analysis

1290

OMF-CAO

Job Code & Title		EEO Code			Total	W	B	A	H	I	P	2
30003030		Total	1	Mal	1	1	0	0	0	0	0	0
Coordinator IV	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003008		Total	10	Mal	6	4	0	1	1	0	0	0
Analyst III	1	Tot Min	2	Fem	4	4	0	0	0	0	0	0
30003014		Total	3	Mal	0	0	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30003056		Total	5	Mal	1	1	0	0	0	0	0	0
Financial Analyst III	1	Tot Min	1	Fem	4	3	0	0	0	0	0	1
30000368		Total	1	Mal	1	1	0	0	0	0	0	0
Engineer-Mechanical	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003096		Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003081		Total	5	Mal	3	2	0	0	1	0	0	0
Manager I	1	Tot Min	2	Fem	2	1	0	0	1	0	0	0
30003009		Total	1	Mal	0	0	0	0	0	0	0	0
Analyst IV	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003015		Total	1	Mal	1	0	0	1	0	0	0	0
Capital Project Manager IV	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003326		Total	1	Mal	1	1	0	0	0	0	0	0
Community Service Aide IV	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003046		Total	1	Mal	1	0	0	1	0	0	0	0
Engineer II	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003451		Total	1	Mal	1	1	0	0	0	0	0	0
Hearings Officer, Chief	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003082		Total	1	Mal	1	0	0	0	0	0	0	1
Manager II	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003083		Total	1	Mal	0	0	0	0	0	0	0	0
Manager III	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003032		Total	1	Mal	0	0	0	0	0	0	0	0
Deputy Chief Administrative Officer	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1290

OMF-CAO

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003016		Total	1	Mal	1	1	0	0	0	0	0
Chief Administrative Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1290		Total	176	Mal	116	79	6	12	13	1	4
		Tot Min	56	Fem	60	41	3	7	6	1	2

1310

Equity & Human Rights Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
30003027		Total	1	Mal	0	0	0	0	0	0	0
Coordinator I - NE	6	Tot Min	1	Fem	1	0	0	0	1	0	0
30003003		Total	2	Mal	0	0	0	0	0	0	0
Administrative Specialist II	6	Tot Min	2	Fem	2	0	0	1	0	0	1
30003028		Total	2	Mal	2	1	0	0	0	1	0
Coordinator II	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30003006		Total	5	Mal	2	1	0	0	0	0	1
Analyst I	1	Tot Min	3	Fem	3	1	1	1	0	0	0
30003007		Total	2	Mal	0	0	0	0	0	0	0
Analyst II	1	Tot Min	1	Fem	2	1	0	0	1	0	0
30003008		Total	4	Mal	0	0	0	0	0	0	0
Analyst III	1	Tot Min	1	Fem	4	3	0	0	1	0	0
30003034		Total	1	Mal	1	0	1	0	0	0	0
Deputy Director I	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30003037		Total	1	Mal	1	0	0	0	0	0	1
Director I	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 1310		Total	18	Mal	6	2	1	0	0	1	0
		Tot Min	11	Fem	12	5	1	2	3	0	1

Workforce Analysis

1320

City Budget Office

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2
30003027	Total	1	Mal	0	0	0	0	0	0	0	0
Coordinator I - NE	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003004	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist III	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30003054	Total	2	Mal	2	1	1	0	0	0	0	0
Financial Analyst I	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30003007	Total	1	Mal	0	0	0	0	0	0	0	0
Analyst II	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30003055	Total	3	Mal	2	0	0	2	0	0	0	0
Financial Analyst II	Tot Min	3	Fem	1	0	0	0	1	0	0	0
30003008	Total	4	Mal	2	0	1	0	1	0	0	0
Analyst III	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30003056	Total	2	Mal	0	0	0	0	0	0	0	0
Financial Analyst III	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30003040	Total	1	Mal	1	1	0	0	0	0	0	0
Economist	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30003034	Total	1	Mal	0	0	0	0	0	0	0	0
Deputy Director I	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30003037	Total	1	Mal	0	0	0	0	0	0	0	0
Director I	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 1320		Total	17	Mal	7	2	2	2	1	0	0
		Tot Min	8	Fem	10	7	0	1	2	0	0

Job Group Analysis

The Job Group Analysis shows the jobs in each job group, the number of employees in each job, the number and percentage of people of color and women in each job, the total number of employees in each job group, and the total number and percentage of people of color and women in each job group as of 1/1/2022.

City of Portland

January 1, 2022 Annual Affirmative Action Plan

Portland, OR

Job Group Analysis

1AC

Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003026 - Controller	#	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		
1 Employee	#	1	0	0	0	0	0	0	1		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		

Totals

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	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		
30000196 - Revenue & Tax Specialist V	#	3	6	0	0	2	1	0	0		
13 Employees	%	23.08	46.15	0.00	0.00	15.38	7.69	0.00	0.00		
30000194 - Revenue & Tax Specialist IV	#	9	11	4	2	2	0	0	1		
18 Employees	%	50.00	61.11	22.22	11.11	11.11	0.00	0.00	5.56		
35 Employees	#	12	19	4	2	4	1	0	1		
	%	34.29	54.29	11.43	5.71	11.43	2.86	0.00	2.86		

Totals

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003096 - Public Information Manager	#	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		
8 Employees	Totals	#	1	6	0	1	0	0	0		
		%	12.50	75.00	0.00	12.50	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		
30003016 - 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		
30003039 - Director III	#	1	2	0	0	0	0	0	1		
4 Employees	%	25.00	50.00	0.00	0.00	0.00	0.00	0.00	25.00		
30003017 - City Attorney	#	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		
30003092 - Police Chief	#	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		
30003057 - Fire 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		
30003038 - Director II	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003037 - Director I	#	3	5	0	0	1	1	0	1		
10 Employees	%	30.00	50.00	0.00	0.00	10.00	10.00	0.00	10.00		
30003551 - Community Safety Transition Dir	#	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		
23 Employees	Totals #	6	11	0	2	1	1	0	2		
	%	26.09	47.83	0.00	8.70	4.35	4.35	0.00	8.70		

Job Group Analysis

1EC

Officials/Admin - Emergency Communication

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003041 - Emergency Communications Ops 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		
30003043 - Emergency Communications Ops Sup 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		
30003042 - Emergency Communications Ops Sup I	#	2	5	0	0	1	1	0	0		
13 Employees	%	15.38	38.46	0.00	0.00	7.69	7.69	0.00	0.00		
16 Employees	#	2	6	0	0	1	1	0	0		
Totals		12.50	37.50	0.00	0.00	6.25	6.25	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		
30003074 - Laboratory 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		
30003553 - Environmental Regulatory Manager	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	0	4	0	0	0	0	0		
		%	0.00	100.00	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		
30003048 - Engineer, Chief	#	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		
30003050 - Engineering Manager	#	4	6	1	0	1	0	0	2		
17 Employees	%	23.53	35.29	5.88	0.00	5.88	0.00	0.00	11.76		
30003049 - Engineer, City Traffic	#	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		
30003105 - Surveying 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		
30003015 - Capital Project Manager IV	#	2	1	1	0	1	0	0	0		
6 Employees	%	33.33	16.67	16.67	0.00	16.67	0.00	0.00	0.00		
30003014 - Capital Project Manager III	#	4	10	1	0	2	0	0	1		
21 Employees	%	19.05	47.62	4.76	0.00	9.52	0.00	0.00	4.76		
30003013 - Capital Project Manager II	#	3	4	1	0	1	0	0	1		
13 Employees	%	23.08	30.77	7.69	0.00	7.69	0.00	0.00	7.69		
30000335 - Development Services Project Coord	#	1	3	0	0	0	0	0	1		
5 Employees	%	20.00	60.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000399 - Capital Project Manager I	#	2	5	1	1	0	0	0	0		
9 Employees	%	22.22	55.56	11.11	11.11	0.00	0.00	0.00	0.00		
77 Employees											
Totals		#	16	31	5	1	5	0	5		
		%	20.78	40.26	6.49	1.30	6.49	0.00	6.49		

Job Group Analysis

1ES

Officials/Admin - Exempt

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000001 - Mayor	#	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		
30000008 - Mayor's Chief of Staff	#	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		
30000003 - Auditor, 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		
30000002 - Commissioner	#	3	2	0	2	1	0	0	0		
4 Employees	%	75.00	50.00	0.00	50.00	25.00	0.00	0.00	0.00		
30000006 - Commissioner's Chief of Staff	#	1	4	0	0	1	0	0	0		
4 Employees	%	25.00	100.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000007 - Mayor's Deputy Chief of Staff	#	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		
30002511 - Commissioner's Senior Staff Rep	#	6	8	0	2	4	0	0	0		
12 Employees	%	50.00	66.67	0.00	16.67	33.33	0.00	0.00	0.00		
30000005 - Commissioner's Staff Rep	#	16	12	1	7	4	0	2	2		
28 Employees	%	57.14	42.86	3.57	25.00	14.29	0.00	7.14	7.14		
52 Employees	#	28	28	2	11	11	0	2	2		
	%	53.85	53.85	3.85	21.15	21.15	0.00	3.85	3.85		

Job Group Analysis

1FI

Officials/Admin - Fire

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003060 - Fire Marshal	#	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		
30003059 - Fire Division Chief	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
30003058 - Fire Chief, Deputy	#	3	1	2	0	1	0	0	0		
8 Employees	%	37.50	12.50	25.00	0.00	12.50	0.00	0.00	0.00		
12 Employees	#	4	3	2	0	2	0	0	0		
Totals	%	33.33	25.00	16.67	0.00	16.67	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		
30003023 - City Treasurer	#	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		
30003073 - 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		
30003031 - 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		
30003056 - Financial Analyst III	#	7	13	5	1	0	0	0	1		
23 Employees	%	30.43	56.52	21.74	4.35	0.00	0.00	0.00	4.35		
30003055 - Financial Analyst II	#	15	15	8	4	3	0	0	0		
38 Employees	%	39.47	39.47	21.05	10.53	7.89	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	3	4	1	2	0	0	0	0		
10 Employees	%	30.00	40.00	10.00	20.00	0.00	0.00	0.00	0.00		
30001588 - Housing Financial Analyst, Assistant	#	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		
30001587 - Housing Financial 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		
77 Employees	Totals #	26	34	14	7	4	0	0	1		
	%	33.77	44.16	18.18	9.09	5.19	0.00	0.00	1.30		

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003032 - Deputy Chief Administrative Officer	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003036 - Deputy Director III	#	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		
30003083 - Manager III	#	9	11	3	3	2	0	0	1		
27 Employees	%	33.33	40.74	11.11	11.11	7.41	0.00	0.00	3.70		
30003082 - Manager II	#	13	23	1	6	2	1	0	3		
45 Employees	%	28.89	51.11	2.22	13.33	4.44	2.22	0.00	6.67		
30003034 - Deputy Director I	#	2	3	0	1	1	0	0	0		
6 Employees	%	33.33	50.00	0.00	16.67	16.67	0.00	0.00	0.00		
30003326 - Community Service Aide IV	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003231 - Auditor - IPR 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		
30003229 - Auditor - City Auditor Chief Deputy	#	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		
30003009 - Analyst IV	#	5	5	1	2	2	0	0	0		
10 Employees	%	50.00	50.00	10.00	20.00	20.00	0.00	0.00	0.00		
30003081 - Manager I	#	18	31	3	9	5	0	0	1		
64 Employees	%	28.13	48.44	4.69	14.06	7.81	0.00	0.00	1.56		
30003227 - Auditor - Manager I	#	2	1	0	2	0	0	0	0		
2 Employees	%	100.00	50.00	0.00	100.00	0.00	0.00	0.00	0.00		
30003008 - Analyst III	#	23	54	6	9	5	2	0	1		
82 Employees	%	28.05	65.85	7.32	10.98	6.10	2.44	0.00	1.22		
30003211 - Auditor - Analyst II	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30003007 - Analyst II	#	32	60	11	5	12	1	0	3		
101 Employees	%	31.68	59.41	10.89	4.95	11.88	0.99	0.00	2.97		
30003205 - Auditor - Analyst I	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003006 - Analyst I	#	25	42	7	7	8	0	0	3		
59 Employees	%	42.37	71.19	11.86	11.86	13.56	0.00	0.00	5.08		

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003325 - Community Service Aide III	#	2	4	0	0	2	0	0	0		
8 Employees	%	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00		
30001596 - Housing Management 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		
417 Employees	Totals #	133	242	33	44	39	4	0	13		
	%	31.89	58.03	7.91	10.55	9.35	0.96	0.00	3.12		

Job Group Analysis

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003068 - Information Security 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		
30003071 - Information Systems Manager III	#	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		
30003070 - Information Systems Manager II	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003108 - Technology Capital Project Manager	#	1	3	0	0	0	0	0	1		
5 Employees	%	20.00	60.00	0.00	0.00	0.00	0.00	0.00	20.00		
30003069 - Information Systems Manager I	#	1	0	1	0	0	0	0	0		
8 Employees	%	12.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00		
23 Employees	Totals	#	3	7	1	0	1	0	1		
		%	13.04	30.43	4.35	0.00	4.35	0.00	4.35		

Job Group Analysis

1LE

Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003033 - Deputy Chief of Police	#	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		
30003093 - Police Chief, Assistant	#	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		
4 Employees Totals	#	1	1	0	0	0	0	0	1		
	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003228 - Auditor - Audit 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		
30003225 - Auditor - City Archivist	#	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		
30003030 - Coordinator IV	#	4	15	1	1	0	0	0	2		
21 Employees	%	19.05	71.43	4.76	4.76	0.00	0.00	0.00	9.52		
30003354 - Auditor - Coordinator IV	#	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		
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		
30001367 - Housing Lead Grant Program Coordinator	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001362 - Housing Construction Coordinator, Sr	#	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		
30001595 - Housing Program Coordinator	#	6	12	2	0	2	1	0	1		
14 Employees	%	42.86	85.71	14.29	0.00	14.29	7.14	0.00	7.14		
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	#	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		
52 Employees	#	15	40	5	2	3	1	0	4		
Totals	%	28.85	76.92	9.62	3.85	5.77	1.92	0.00	7.69		

Job Group Analysis

1RM

Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003098 - Risk 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		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000060 - Procurement Specialist, Sr	#	4	4	2	2	0	0	0	0		
9 Employees	%	44.44	44.44	22.22	22.22	0.00	0.00	0.00	0.00		
30000059 - Procurement Specialist	#	3	5	0	2	1	0	0	0		
7 Employees	%	42.86	71.43	0.00	28.57	14.29	0.00	0.00	0.00		
16 Employees Totals	#	7	9	2	4	1	0	0	0		
	%	43.75	56.25	12.50	25.00	6.25	0.00	0.00	0.00		

Job Group Analysis

1SU

Officials/Admin - Supervisors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	18	35	5	4	7	0	0	2		
86 Employees	%	20.93	40.70	5.81	4.65	8.14	0.00	0.00	2.33		
30003224 - Auditor - Supervisor II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	24	38	4	9	5	0	3	3		
82 Employees	%	29.27	46.34	4.88	10.98	6.10	0.00	3.66	3.66		
169 Employees	#	42	74	9	13	12	0	3	5		
	%	24.85	43.79	5.33	7.69	7.10	0.00	1.78	2.96		

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003001 - Accounting Supervisor	#	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		
30000405 - Revenue Auditor, Sr	#	3	3	1	1	1	0	0	0		
5 Employees	%	60.00	60.00	20.00	20.00	20.00	0.00	0.00	0.00		
30000404 - Revenue Auditor	#	3	6	2	0	0	0	0	1		
8 Employees	%	37.50	75.00	25.00	0.00	0.00	0.00	0.00	12.50		
30002283 - Accountant IV	#	1	3	0	0	0	0	1	0		
4 Employees	%	25.00	75.00	0.00	0.00	0.00	0.00	25.00	0.00		
30000064 - Accountant III	#	10	6	5	1	2	0	1	1		
12 Employees	%	83.33	50.00	41.67	8.33	16.67	0.00	8.33	8.33		
30000063 - Accountant II	#	13	21	12	0	1	0	0	0		
27 Employees	%	48.15	77.78	44.44	0.00	3.70	0.00	0.00	0.00		
30000062 - Accountant I	#	2	5	1	0	1	0	0	0		
6 Employees	%	33.33	83.33	16.67	0.00	16.67	0.00	0.00	0.00		
66 Employees	Totals	#	33	46	22	2	5	0	2	2	
		%	50.00	69.70	33.33	3.03	7.58	0.00	3.03	3.03	

Job Group Analysis

2BO

Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	3	2	1	0	1	0	0	1		
6 Employees	%	50.00	33.33	16.67	0.00	16.67	0.00	0.00	16.67		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	1	3	1	0	0	0	0	0		
10 Employees	%	10.00	30.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000319 - Botanic Spec II-Environmental Education	#	2	4	1	0	1	0	0	0		
4 Employees	%	50.00	100.00	25.00	0.00	25.00	0.00	0.00	0.00		
30000320 - Botanic Spec II-Generalist	#	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		
30000318 - Botanic Spec II-Community Gardens	#	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		
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		
30000316 - Botanic Spec I-Youth & Comnty Programs	#	2	4	1	0	0	0	0	1		
4 Employees	%	50.00	100.00	25.00	0.00	0.00	0.00	0.00	25.00		
30000315 - Botanic Spec I-Generalist	#	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		
30000878 - Botanic Spec I-Forestry	#	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	#	2	2	0	1	0	0	0	1		
2 Employees	%	100.00	100.00	0.00	50.00	0.00	0.00	0.00	50.00		
36 Employees	#	13	22	4	1	4	1	0	3		
Totals	%	36.11	61.11	11.11	2.78	11.11	2.78	0.00	8.33		

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003062 - Government Relations Lobbyist II	#	1	2	0	0	0	1	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00		
30003226 - Auditor - City Ombudsman	#	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		
30003061 - Government Relations Lobbyist I	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
30003097 - Public Information Officer	#	2	3	0	0	2	0	0	0		
9 Employees	%	22.22	33.33	0.00	0.00	22.22	0.00	0.00	0.00		
30003525 - Government Relations Specialist I	#	2	1	0	0	0	1	0	1		
2 Employees	%	100.00	50.00	0.00	0.00	0.00	50.00	0.00	50.00		
16 Employees											
Totals		#	6	8	0	1	2	2	0	1	
		%	37.50	50.00	0.00	6.25	12.50	12.50	0.00	6.25	

Job Group Analysis

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003052 - Environmental Supervisor	#	2	4	0	0	2	0	0	0		
10 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
30003376 - Environmental Regulatory Coordinator	#	2	7	0	0	0	0	0	2		
14 Employees	%	14.29	50.00	0.00	0.00	0.00	0.00	0.00	14.29		
30003102 - 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		
30000340 - Hydrogeologist	#	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		
30000662 - Environmental Program Coordinator	#	0	6	0	0	0	0	0	0		
9 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30002037 - Field Science Specialist	#	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		
30000339 - Environmental Specialist-Generalist	#	5	14	0	1	3	0	0	1		
35 Employees	%	14.29	40.00	0.00	2.86	8.57	0.00	0.00	2.86		
77 Employees	Totals	#	9	33	0	1	5	0	3		
		%	11.69	42.86	0.00	1.30	6.49	0.00	3.90		

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	9	9	8	1	0	0	0	0		
33 Employees	%	27.27	27.27	24.24	3.03	0.00	0.00	0.00	0.00		
30003046 - Engineer II	#	6	6	5	0	1	0	0	0		
18 Employees	%	33.33	33.33	27.78	0.00	5.56	0.00	0.00	0.00		
30003106 - Surveying Supervisor	#	1	0	0	0	0	0	0	1		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	0.00	33.33		
30003047 - Engineer III	#	7	14	5	0	1	0	0	1		
36 Employees	%	19.44	38.89	13.89	0.00	2.78	0.00	0.00	2.78		
30000366 - Engineer-Electrical	#	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		
30000367 - Engineer-Geotechnical	#	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		
30001734 - Engineer-Bridge	#	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		
30000370 - Engineer-Traffic	#	2	2	0	0	1	0	1	0		
8 Employees	%	25.00	25.00	0.00	0.00	12.50	0.00	12.50	0.00		
30000368 - Engineer-Mechanical	#	1	0	1	0	0	0	0	0		
4 Employees	%	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	8	15	3	1	3	0	0	1		
50 Employees	%	16.00	30.00	6.00	2.00	6.00	0.00	0.00	2.00		
30000369 - Engineer-Structural	#	2	5	2	0	0	0	0	0		
11 Employees	%	18.18	45.45	18.18	0.00	0.00	0.00	0.00	0.00		
30003024 - Communications Engineer 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		
30003084 - Mapping & GIS 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		
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		
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		
30000363 - Engineering Associate, Sr-Traffic	#	4	6	2	0	1	0	0	1		
12 Employees	%	33.33	50.00	16.67	0.00	8.33	0.00	0.00	8.33		

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000358 - Engineering Associate, Sr-Civil	#	8	12	5	0	1	0	0	2		
37 Employees	%	21.62	32.43	13.51	0.00	2.70	0.00	0.00	5.41		
30000362 - Engineering Associate, Sr-Structural	#	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		
30000359 - Engineering Associate, Sr-Electrical	#	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		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00		
30000313 - Landscape Architect	#	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		
30000331 - CAD Analyst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000225 - Surveyor I	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000355 - Engineering Associate-Mechanical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	9	9	3	2	4	0	0	0		
25 Employees	%	36.00	36.00	12.00	8.00	16.00	0.00	0.00	0.00		
276 Employees	#	62	84	38	4	12	1	1	6		
Totals	%	22.46	30.43	13.77	1.45	4.35	0.36	0.36	2.17		

Job Group Analysis

2FI

Professionals - Fire

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training Officer	#	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		
30003626 - Community Health Nurse 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		
30003475 - Mental Health Crisis Clinician	#	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		
30003550 - Mental Health Crisis Responder I	#	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		
6 Employees	Totals #	3	2	0	0	2	0	0	1		
	%	50.00	33.33	0.00	0.00	33.33	0.00	0.00	16.67		

Job Group Analysis

2FL

Professionals - Financial

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003040 - Economist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2GA

Professionals - General Administrative

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003222 - Auditor - Investigator 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		
30003223 - Auditor - Performance Auditor III	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30003216 - Auditor - Performance Auditor II	#	1	4	1	0	0	0	0	0		
6 Employees	%	16.67	66.67	16.67	0.00	0.00	0.00	0.00	0.00		
30003215 - Auditor - Investigator I	#	3	3	1	1	1	0	0	0		
8 Employees	%	37.50	37.50	12.50	12.50	12.50	0.00	0.00	0.00		
30003210 - Auditor - Performance Auditor 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		
30003085 - Multimedia Specialist	#	2	1	2	0	0	0	0	0		
5 Employees	%	40.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00		
30003202 - Auditor - Archives&RecordsCoordinator 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		
24 Employees	Totals #	7	11	5	1	1	0	0	0		
	%	29.17	45.83	20.83	4.17	4.17	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	1	0	0		
		%	100.00	100.00	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		
30003066 - Human Resources Generalist	#	9	8	1	4	2	1	0	1		
14 Employees	%	64.29	57.14	7.14	28.57	14.29	7.14	0.00	7.14		
30003065 - Human Resources Analyst III	#	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		
30003064 - Human Resources Analyst II	#	8	12	2	5	0	0	0	1		
14 Employees	%	57.14	85.71	14.29	35.71	0.00	0.00	0.00	7.14		
30003067 - Human Resources Systems Analyst	#	4	6	2	0	1	0	0	1		
6 Employees	%	66.67	100.00	33.33	0.00	16.67	0.00	0.00	16.67		
43 Employees	Totals	#	26	31	7	11	4	1	3		
		%	60.47	72.09	16.28	25.58	9.30	2.33	6.98		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30003107 - Technology Business Representative	#	1	1	1	0	0	0	0	0		
5 Employees	%	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00		
30003025 - Communications System 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		
30003044 - Emergency Communications Systems Admin	#	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		
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		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	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		
30000880 - Inf Syst Analyst, Principal-GIS,Vertical	#	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		
30000218 - Inf Syst Analyst, Principal-Gen	#	6	4	5	0	1	0	0	0		
28 Employees	%	21.43	14.29	17.86	0.00	3.57	0.00	0.00	0.00		
30003072 - Information Systems Supervisor	#	4	7	1	2	1	0	0	0		
10 Employees	%	40.00	70.00	10.00	20.00	10.00	0.00	0.00	0.00		
30003012 - Business Systems Analyst III	#	13	32	6	1	2	0	0	4		
49 Employees	%	26.53	65.31	12.24	2.04	4.08	0.00	0.00	8.16		
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	#	6	2	4	1	0	0	0	1		
13 Employees	%	46.15	15.38	30.77	7.69	0.00	0.00	0.00	7.69		
30000215 - Inf Syst Tech Analyst VI-Generalist	#	6	4	3	0	1	0	1	1		
14 Employees	%	42.86	28.57	21.43	0.00	7.14	0.00	7.14	7.14		
30001234 - Applications Analyst IV-Web Developer	#	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		
30000214 - Inf Syst Tech Analyst V-Vertical GIS	#	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		
30000213 - Inf Syst Tech Analyst V-Generalist	#	7	6	3	2	2	0	0	0		
18 Employees	%	38.89	33.33	16.67	11.11	11.11	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		
30000204 - Applications Analyst III-Generalist	#	6	5	6	0	0	0	0	0		
12 Employees	%	50.00	41.67	50.00	0.00	0.00	0.00	0.00	0.00		
30003213 - Auditor - Business Systems Analyst 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		
30003011 - Business Systems Analyst II	#	10	14	5	1	2	0	0	2		
25 Employees	%	40.00	56.00	20.00	4.00	8.00	0.00	0.00	8.00		
30000212 - Inf Syst Tech Analyst IV-Vertical GIS	#	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		
30000211 - Inf Syst Tech Analyst IV-Telecomm	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000210 - Inf Syst Tech Analyst IV-Generalist	#	5	3	3	0	2	0	0	0		
14 Employees	%	35.71	21.43	21.43	0.00	14.29	0.00	0.00	0.00		
30000203 - Applications Analyst II-Generalist	#	2	0	0	1	1	0	0	0		
2 Employees	%	100.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00		
30000373 - Graphics Designer III	#	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		
30003010 - Business Systems Analyst I	#	6	6	3	3	0	0	0	0		
16 Employees	%	37.50	37.50	18.75	18.75	0.00	0.00	0.00	0.00		
30001590 - Housing Business Systems 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		
30000200 - Inf Syst Tech Analyst III-Generalist	#	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		
30000372 - Graphics Designer II	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000199 - Inf Syst Tech Analyst II-Generalist	#	3	3	2	0	1	0	0	0		
9 Employees	%	33.33	33.33	22.22	0.00	11.11	0.00	0.00	0.00		
30000198 - Inf Syst Tech Analyst I-Generalist	#	3	2	1	2	0	0	0	0		
7 Employees	%	42.86	28.57	14.29	28.57	0.00	0.00	0.00	0.00		
262 Employees	#	87	105	49	14	15	0	1	8		
Totals	%	33.21	40.08	18.70	5.34	5.73	0.00	0.38	3.05		

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		
30003375 - Crime Data Analyst	#	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		
30000309 - Crime Prevention Program Administrator	#	4	6	1	2	1	0	0	0		
8 Employees	%	50.00	75.00	12.50	25.00	12.50	0.00	0.00	0.00		
16 Employees	#	4	7	1	2	1	0	0	0		
Totals		25.00	43.75	6.25	12.50	6.25	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		
30003019 - City Attorney, Chief Deputy	#	2	4	1	0	1	0	0	0		
6 Employees	%	33.33	66.67	16.67	0.00	16.67	0.00	0.00	0.00		
30003021 - City Attorney, Senior Deputy	#	2	7	1	0	0	0	0	1		
14 Employees	%	14.29	50.00	7.14	0.00	0.00	0.00	0.00	7.14		
30003451 - Hearings Officer, 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		
30003020 - City Attorney, Deputy	#	6	15	2	3	0	0	0	1		
23 Employees	%	26.09	65.22	8.70	13.04	0.00	0.00	0.00	4.35		
30003018 - City Attorney, Assistant Deputy	#	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		
30003450 - Hearings Officer	#	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		
48 Employees	#	13	29	4	5	2	0	0	2		
Totals	%	27.08	60.42	8.33	10.42	4.17	0.00	0.00	4.17		

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	#	0	6	0	0	0	0	0	0		
7 Employees	%	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals	#	0	6	0	0	0	0	0		
		%	0.00	85.71	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		
30003089 - Planner, Principal	#	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		
30003090 - Planner, Supervising	#	2	4	1	0	1	0	0	0		
11 Employees	%	18.18	36.36	9.09	0.00	9.09	0.00	0.00	0.00		
30000394 - Planner, Sr City-Parks	#	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		
30000396 - Planner, Sr City-Transportation	#	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		
30000398 - Planner, Sr City-Water Resources	#	1	3	0	0	0	0	0	1		
4 Employees	%	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000392 - Planner, Sr City-Environmental	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000393 - Planner, Sr City-Land Use	#	2	7	0	0	1	1	0	0		
14 Employees	%	14.29	50.00	0.00	0.00	7.14	7.14	0.00	0.00		
30000397 - Planner, Sr City-Urban Design	#	2	3	0	0	1	1	0	0		
6 Employees	%	33.33	50.00	0.00	0.00	16.67	16.67	0.00	0.00		
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		
30000391 - Planner, Sr City-Economic	#	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		
30000390 - Planner II. City-Water Resources	#	1	3	0	0	0	0	0	1		
4 Employees	%	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000388 - Planner II. City-Transportation	#	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		
30000383 - Planner II. City-Economic	#	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		
30000389 - Planner II. City-Urban Design	#	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		
30000384 - Planner II. City-Environmental	#	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		
30000385 - Planner II. City-Land Use	#	5	13	0	0	2	0	0	3		
24 Employees	%	20.83	54.17	0.00	0.00	8.33	0.00	0.00	12.50		

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000386 - Planner II, City-Parks	#	2	2	0	0	0	0	0	2		
2 Employees	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000380 - Planner I, City-Transportation	#	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		
30000381 - Planner I, City-Urban Design	#	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		
30000377 - Planner I, City-Land Use	#	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		
30000375 - Planner, Associate	#	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		
30000374 - Planning Assistant	#	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		
105 Employees	#	22	56	2	2	8	2	0	8		
Totals	%	20.95	53.33	1.90	1.90	7.62	1.90	0.00	7.62		

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003045 - Emergency Medical Services 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		
30003214 - Auditor - Coordinator III	#	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		
30003212 - Auditor - Archives&RecordsCoordinatorIII	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003029 - Coordinator III	#	17	38	0	6	7	1	0	3		
62 Employees	%	27.42	61.29	0.00	9.68	11.29	1.61	0.00	4.84		
30003209 - Auditor - Coordinator 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		
30003028 - Coordinator II	#	40	72	12	14	5	1	1	7		
129 Employees	%	31.01	55.81	9.30	10.85	3.88	0.78	0.78	5.43		
197 Employees	#	58	115	12	20	13	2	1	10		
Totals	%	29.44	58.38	6.09	10.15	6.60	1.02	0.51	5.08		

Job Group Analysis

2PR

Professionals - Parks/Recreation

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003022 - City Forester	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2RM

Professionals - Risk Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003086 - Occupational Health 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		
		%	0.00	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		
30000232 - Plans Examiner, Sr	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	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		
30000165 - Plumbing Inspector, 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		
30000174 - Building Inspector, Sr	#	2	1	0	0	1	0	0	1		
19 Employees	%	10.53	5.26	0.00	0.00	5.26	0.00	0.00	5.26		
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	#	8	1	1	2	3	0	1	1		
21 Employees	%	38.10	4.76	4.76	9.52	14.29	0.00	4.76	4.76		
30000231 - Plans Examiner, Commercial	#	0	7	0	0	0	0	0	0		
16 Employees	%	0.00	43.75	0.00	0.00	0.00	0.00	0.00	0.00		
30000172 - Housing Inspector, Sr	#	1	1	0	0	0	0	0	1		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000173 - Building Inspector II	#	1	1	0	1	0	0	0	0		
7 Employees	%	14.29	14.29	0.00	14.29	0.00	0.00	0.00	0.00		
30000179 - Site Development Inspector II	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000168 - Electrical Inspector	#	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		
30000164 - Plumbing Inspector	#	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		
30000177 - Site Development Inspector I	#	2	1	0	1	1	0	0	0		
4 Employees	%	50.00	25.00	0.00	25.00	25.00	0.00	0.00	0.00		
30000230 - Plans Examiner, Residential	#	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		
30000171 - Housing Inspector	#	5	4	2	0	2	1	0	0		
10 Employees	%	50.00	40.00	20.00	0.00	20.00	10.00	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		
116 Employees	Totals	#	23	25	3	5	9	1	1	4		
		%	19.83	21.55	2.59	4.31	7.76	0.86	0.86	3.45		

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		
5 Employees	%	0.00	20.00	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		
30003379 - Botanic Technician II-GreenInfrastructure	#	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		
30000831 - Botanic Technician 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		
30003378 - Botanic Technician I-Green Infrastructure	#	2	2	0	0	1	0	0	1		
3 Employees	%	66.67	66.67	0.00	0.00	33.33	0.00	0.00	33.33		
12 Employees	Totals	#	2	4	0	0	1	0	0	1	
		%	16.67	33.33	0.00	0.00	8.33	0.00	0.00	8.33	

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	#	2	1	2	0	0	0	0	0		
5 Employees	%	40.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00		
8 Employees	Totals	#	2	1	2	0	0	0	0		
		%	25.00	12.50	25.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000240 - Instrument Technician, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002610 - Electronics Technician III: Commun	#	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		
30000239 - Instrument Technician	#	2	0	0	0	1	0	0	1		
15 Employees	%	13.33	0.00	0.00	0.00	6.67	0.00	0.00	6.67		
30000236 - Electronics Technician II: Commun	#	2	0	0	1	1	0	0	0		
6 Employees	%	33.33	0.00	0.00	16.67	16.67	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		
30000234 - Electronics Technician I: Communications	#	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	0	0	1	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	33.33	0.00		
30003300 - Electronics Technician, 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		
31 Employees											
Totals		#	5	1	0	1	2	0	1	1	
		%	16.13	3.23	0.00	3.23	6.45	0.00	3.23	3.23	

Job Group Analysis

3EN

Technicians - Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000338 - Environmental Technician II	#	6	19	1	3	0	0	0	2		
38 Employees	%	15.79	50.00	2.63	7.89	0.00	0.00	0.00	5.26		
30002038 - Field Science Technician	#	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		
30000337 - Environmental Technician I	#	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		
43 Employees Totals	#	8	21	2	3	0	1	0	2		
	%	18.60	48.84	4.65	6.98	0.00	2.33	0.00	4.65		

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000229 - Public Works Inspector, Sr	#	3	5	0	0	1	1	1	0		
22 Employees	%	13.64	22.73	0.00	0.00	4.55	4.55	4.55	0.00		
30000402 - Signals & Street Lighting Technician	#	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		
30000330 - CAD Technician III	#	1	0	0	0	0	0	1	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	33.33	0.00		
30000334 - Development Services Technician III	#	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		
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		
30000343 - GIS Technician III	#	1	2	1	0	0	0	0	0		
15 Employees	%	6.67	13.33	6.67	0.00	0.00	0.00	0.00	0.00		
30000326 - Engineering Technician III	#	3	9	2	1	0	0	0	0		
33 Employees	%	9.09	27.27	6.06	3.03	0.00	0.00	0.00	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	#	4	2	0	2	0	1	0	1		
29 Employees	%	13.79	6.90	0.00	6.90	0.00	3.45	0.00	3.45		
30000325 - Engineering Technician II	#	19	21	5	4	5	0	2	3		
62 Employees	%	30.65	33.87	8.06	6.45	8.06	0.00	3.23	4.84		
30000333 - Development Services Technician II	#	9	15	3	4	1	0	0	1		
28 Employees	%	32.14	53.57	10.71	14.29	3.57	0.00	0.00	3.57		
30000342 - GIS Technician II	#	2	4	2	0	0	0	0	0		
18 Employees	%	11.11	22.22	11.11	0.00	0.00	0.00	0.00	0.00		
30000327 - Mapping Data Technician I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000329 - CAD Technician II	#	4	2	0	2	1	0	0	1		
12 Employees	%	33.33	16.67	0.00	16.67	8.33	0.00	0.00	8.33		
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	#	2	3	0	0	0	0	0	2		
8 Employees	%	25.00	37.50	0.00	0.00	0.00	0.00	0.00	25.00		

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001037 - Utility Locator	#	4	1	1	2	0	0	0	1		
8 Employees	%	50.00	12.50	12.50	25.00	0.00	0.00	0.00	12.50		
30000324 - Engineering Technician I	#	8	3	2	4	0	0	0	2		
11 Employees	%	72.73	27.27	18.18	36.36	0.00	0.00	0.00	18.18		
30000332 - Development Services Technician I	#	3	5	0	2	1	0	0	0		
8 Employees	%	37.50	62.50	0.00	25.00	12.50	0.00	0.00	0.00		
30000341 - GIS Technician I	#	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		
272 Employees	Totals	#	67	79	19	21	10	2	4	11	
		%	24.63	29.04	6.99	7.72	3.68	0.74	1.47	4.04	

Job Group Analysis

3LB

Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001285 - Laboratory Coordinator	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30002506 - Laboratory Analytical Specialist-CL	#	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		
30001284 - Laboratory Analytical Specialist	#	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		
30001283 - Laboratory Analyst II	#	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		
30002505 - Laboratory Analyst II-CL	#	1	4	0	0	1	0	0	0		
6 Employees	%	16.67	66.67	0.00	0.00	16.67	0.00	0.00	0.00		
24 Employees	Totals	#	5	12	1	0	3	0	1		
		%	20.83	50.00	4.17	0.00	12.50	0.00	4.17		

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	1	0	0	0	0	1		
3 Employees	%	66.67	33.33	33.33	0.00	0.00	0.00	0.00	33.33		
30000304 - Police Identification Technician	#	3	6	2	0	0	0	0	1		
12 Employees	%	25.00	50.00	16.67	0.00	0.00	0.00	0.00	8.33		
30000303 - Police Identification Technician, Trnee	#	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		
18 Employees	Totals	#	5	9	3	0	0	0	2		
		%	27.78	50.00	16.67	0.00	0.00	0.00	11.11		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003101 - Risk Specialist III	#	1	3	0	1	0	0	0	0		
4 Employees	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00		
30003100 - Risk Specialist II	#	4	5	0	0	1	0	0	3		
13 Employees	%	30.77	38.46	0.00	0.00	7.69	0.00	0.00	23.08		
30003099 - Risk Specialist I	#	2	3	1	0	1	0	0	0		
6 Employees	%	33.33	50.00	16.67	0.00	16.67	0.00	0.00	0.00		
23 Employees	Totals	#	7	11	1	1	2	0	3		
		%	30.43	47.83	4.35	4.35	8.70	0.00	13.04		

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	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		
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		
30000139 - Water Quality Inspector I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000135 - Water Service Inspector I	#	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		
11 Employees	Totals	#	0	3	0	0	0	0	0		
		%	0.00	27.27	0.00	0.00	0.00	0.00	0.00		

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	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		
30000793 - Fire Fighter	#	88	21	22	13	32	12	1	8		
415 Employees	%	21.20	5.06	5.30	3.13	7.71	2.89	0.24	1.93		
419 Employees Totals	#	88	24	22	13	32	12	1	8		
	%	21.00	5.73	5.25	3.10	7.64	2.86	0.24	1.91		

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		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000815 - Fire Investigator	#	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		
30000812 - Fire Inspector/Specialist	#	3	4	0	1	1	1	0	0		
14 Employees	%	21.43	28.57	0.00	7.14	7.14	7.14	0.00	0.00		
30000801 - Fire Lieutenant, Staff	#	3	1	3	0	0	0	0	0		
5 Employees	%	60.00	20.00	60.00	0.00	0.00	0.00	0.00	0.00		
30000798 - Fire Lieutenant	#	22	4	7	6	5	3	0	1		
110 Employees	%	20.00	3.64	6.36	5.45	4.55	2.73	0.00	0.91		
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		
30000808 - Fire Inspector	#	7	6	0	4	1	1	0	1		
24 Employees	%	29.17	25.00	0.00	16.67	4.17	4.17	0.00	4.17		
173 Employees	#	39	18	12	11	7	6	0	3		
Totals	%	22.54	10.40	6.94	6.36	4.05	3.47	0.00	1.73		

Job Group Analysis

4FI-3

Protective Service-Sworn-Fire-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	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		
30000816 - Fire Inspector, Sr - Specialist	#	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		
30000803 - Fire Captain	#	5	2	4	0	0	0	0	1		
31 Employees	%	16.13	6.45	12.90	0.00	0.00	0.00	0.00	3.23		
30000811 - Fire Inspector, Sr	#	2	1	0	0	1	1	0	0		
6 Employees	%	33.33	16.67	0.00	0.00	16.67	16.67	0.00	0.00		
44 Employees	Totals	#	8	4	4	1	1	1	0	1	
		%	18.18	9.09	9.09	2.27	2.27	2.27	0.00	2.27	

Job Group Analysis

4FI-4

Portective 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	#	2	1	1	0	0	0	0	1		
13 Employees	%	15.38	7.69	7.69	0.00	0.00	0.00	0.00	7.69		
15 Employees Totals	#	2	1	1	0	0	0	0	1		
	%	13.33	6.67	6.67	0.00	0.00	0.00	0.00	6.67		

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	96	32	20	38	1	3	22		
531 Employees	%	21.85	18.08	6.03	3.77	7.16	0.19	0.56	4.14		
531 Employees Totals	#	116	96	32	20	38	1	3	22		
	%	21.85	18.08	6.03	3.77	7.16	0.19	0.56	4.14		

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	#	22	14	8	7	6	1	0	0		
121 Employees	%	18.18	11.57	6.61	5.79	4.96	0.83	0.00	0.00		
30000307 - Police Criminalist	#	2	2	2	0	0	0	0	0		
15 Employees	%	13.33	13.33	13.33	0.00	0.00	0.00	0.00	0.00		
30000302 - Police Detective	#	7	18	4	1	2	0	0	0		
84 Employees	%	8.33	21.43	4.76	1.19	2.38	0.00	0.00	0.00		
220 Employees	#	31	34	14	8	8	1	0	0		
	%	14.09	15.45	6.36	3.64	3.64	0.45	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		
30000299 - Police Lieutenant	#	1	4	0	1	0	0	0	0		
20 Employees	%	5.00	20.00	0.00	5.00	0.00	0.00	0.00	0.00		
30003091 - Police Captain	#	1	0	0	0	1	0	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00		
25 Employees Totals	#	2	4	0	1	1	0	0	0		
	%	8.00	16.00	0.00	4.00	4.00	0.00	0.00	0.00		

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		
30003094 - Police Commander	#	2	2	1	1	0	0	0	0		
6 Employees	%	33.33	33.33	16.67	16.67	0.00	0.00	0.00	0.00		
6 Employees	Totals	#	2	2	1	1	0	0	0	0	
		%	33.33	33.33	16.67	16.67	0.00	0.00	0.00	0.00	

Job Group Analysis

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002563 - Parking Code Enforcement Officer, Lead	#	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		
30000185 - Parking Code Enforcement Officer	#	21	24	1	10	4	1	0	5		
57 Employees	%	36.84	42.11	1.75	17.54	7.02	1.75	0.00	8.77		
61 Employees Totals	#	21	25	1	10	4	1	0	5		
	%	34.43	40.98	1.64	16.39	6.56	1.64	0.00	8.20		

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	#	12	46	2	1	6	0	0	3		
71 Employees	%	16.90	64.79	2.82	1.41	8.45	0.00	0.00	4.23		
30000035 - Emerg Commun Police Dispatcher	#	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		
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	#	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		
30000032 - Emerg Commun Dispatcher, Trainee	#	5	22	1	0	2	0	2	0		
32 Employees	%	15.63	68.75	3.13	0.00	6.25	0.00	6.25	0.00		
110 Employees	#	17	74	3	1	8	0	2	3		
Totals	%	15.45	67.27	2.73	0.91	7.27	0.00	1.82	2.73		

Job Group Analysis

5LE

Protective Service - Non-Sworn - Law Enforcement

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003095 - Police Internal Affairs Investigator	#	3	4	0	1	2	0	0	0		
8 Employees	%	37.50	50.00	0.00	12.50	25.00	0.00	0.00	0.00		
30002611 - Public Safety Support Specialist	#	4	6	1	2	1	0	0	0		
18 Employees	%	22.22	33.33	5.56	11.11	5.56	0.00	0.00	0.00		
30000296 - Public Safety Aide	#	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		
27 Employees	Totals	#	7	10	1	3	3	0	0	0	
		%	25.93	37.04	3.70	11.11	11.11	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		
30001709 - Park Ranger	#	8	5	1	4	1	0	1	1		
18 Employees	%	44.44	27.78	5.56	22.22	5.56	0.00	5.56	5.56		
30002159 - Seasonal Park Ranger	#	6	6	0	0	2	2	0	2		
18 Employees	%	33.33	33.33	0.00	0.00	11.11	11.11	0.00	11.11		
36 Employees Totals	#	14	11	1	4	3	2	1	3		
	%	38.89	30.56	2.78	11.11	8.33	5.56	2.78	8.33		

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	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		
9 Employees Totals	#	0	4	0	0	0	0	0	0		
	%	0.00	44.44	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	#	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		
3 Employees Totals	#	1	2	0	0	1	0	0	0		
	%	33.33	66.67	0.00	0.00	33.33	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	#	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		
2 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00		

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	#	5	5	2	0	0	0	0	3		
11 Employees	%	45.45	45.45	18.18	0.00	0.00	0.00	0.00	27.27		
30000193 - Revenue & Tax Specialist III	#	5	4	1	2	2	0	0	0		
9 Employees	%	55.56	44.44	11.11	22.22	22.22	0.00	0.00	0.00		
30000192 - Revenue & Tax Specialist II	#	3	6	1	0	1	0	0	1		
7 Employees	%	42.86	85.71	14.29	0.00	14.29	0.00	0.00	14.29		
30000191 - Revenue & Tax Specialist I	#	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		
31 Employees	Totals	#	14	17	5	2	3	0	4		
		%	45.16	54.84	16.13	6.45	9.68	0.00	12.90		

Job Group Analysis

6CR

Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003526 - Peer Support 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		
30000590 - Community Service Aide II	#	28	49	5	6	13	0	0	4		
93 Employees	%	30.11	52.69	5.38	6.45	13.98	0.00	0.00	4.30		
30000589 - Community Service Aide I	#	29	24	9	8	7	0	0	5		
50 Employees	%	58.00	48.00	18.00	16.00	14.00	0.00	0.00	10.00		
145 Employees	#	57	74	14	14	20	0	0	9		
Totals	%	39.31	51.03	9.66	9.66	13.79	0.00	0.00	6.21		

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	#	1	1	0	0	0	0	0	1		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00		
4 Employees	#	1	1	0	0	0	0	0	1		
	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00		

Totals

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		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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	#	1	3	0	1	0	0	0	0		
4 Employees	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000349 - Right of Way Agent II	#	2	5	0	0	2	0	0	0		
7 Employees	%	28.57	71.43	0.00	0.00	28.57	0.00	0.00	0.00		
30000221 - Engineering Trainee	#	2	0	0	0	2	0	0	0		
2 Employees	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
13 Employees	Totals	#	5	8	0	1	4	0	0		
		%	38.46	61.54	0.00	7.69	30.77	0.00	0.00		

Job Group Analysis

6ES

Administrative Support - Exempt

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000004 - Commissioner's Admin Support Specialist	#	5	4	0	1	3	0	0	1		
6 Employees	%	83.33	66.67	0.00	16.67	50.00	0.00	0.00	16.67		
6 Employees	Totals	#	5	4	0	1	3	0	0	1	
		%	83.33	66.67	0.00	16.67	50.00	0.00	0.00	16.67	

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003208 - Auditor - Clerk to City Council	#	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		
30003204 - Auditor - Administrative Specialist III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003004 - Administrative Specialist III	#	11	28	2	4	4	0	0	1		
37 Employees	%	29.73	75.68	5.41	10.81	10.81	0.00	0.00	2.70		
30003201 - Auditor - Administrative Specialist 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		
30003003 - Administrative Specialist II	#	27	69	6	13	2	2	0	4		
77 Employees	%	35.06	89.61	7.79	16.88	2.60	2.60	0.00	5.19		
30001592 - Housing Administrative Specialist, Sr	#	2	2	0	1	1	0	0	0		
3 Employees	%	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00		
30000403 - Remittance Technician	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003002 - Administrative Specialist I	#	5	11	4	0	1	0	0	0		
13 Employees	%	38.46	84.62	30.77	0.00	7.69	0.00	0.00	0.00		
136 Employees	Totals #	46	114	13	18	8	2	0	5		
	%	33.82	83.82	9.56	13.24	5.88	1.47	0.00	3.68		

Job Group Analysis

6HR

Administrative Support - Human Resources

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003063 - Human Resources Analyst I	#	6	11	2	2	0	0	0	2		
13 Employees	%	46.15	84.62	15.38	15.38	0.00	0.00	0.00	15.38		
13 Employees	Totals	#	6	11	2	2	0	0	0	2	
		%	46.15	84.62	15.38	15.38	0.00	0.00	0.00	15.38	

Job Group Analysis

6LL

Administrative Support - Legal

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003088 - 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		
30003087 - Paralegal	#	4	11	0	1	3	0	0	0		
12 Employees	%	33.33	91.67	0.00	8.33	25.00	0.00	0.00	0.00		
30003078 - Legal Assistant 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		
30003077 - Legal Assistant	#	7	12	2	0	4	0	0	1		
12 Employees	%	58.33	100.00	16.67	0.00	33.33	0.00	0.00	8.33		
26 Employees	Totals	#	11	25	2	1	7	0	1		
		%	42.31	96.15	7.69	3.85	26.92	0.00	3.85		

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	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000025 - Police Administrative Support Spec, Sr	#	1	11	0	0	1	0	0	0		
13 Employees	%	7.69	84.62	0.00	0.00	7.69	0.00	0.00	0.00		
30000018 - Customer Accounts Specialist II	#	3	6	0	0	3	0	0	0		
9 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000013 - Office Support Specialist III	#	10	21	0	4	3	1	0	2		
26 Employees	%	38.46	80.77	0.00	15.38	11.54	3.85	0.00	7.69		
30003401 - 311 Customer Service Rep 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		
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		
30001558 - Timekeeping Specialist	#	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		
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		
30000014 - Office Support Specialist, Lead	#	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		
30003400 - 311 Customer Service Rep I	#	3	3	0	0	3	0	0	0		
4 Employees	%	75.00	75.00	0.00	0.00	75.00	0.00	0.00	0.00		
30000017 - Customer Accounts Specialist I	#	11	19	2	3	5	1	0	0		
34 Employees	%	32.35	55.88	5.88	8.82	14.71	2.94	0.00	0.00		
30000029 - Service Dispatcher	#	1	5	1	0	0	0	0	0		
9 Employees	%	11.11	55.56	11.11	0.00	0.00	0.00	0.00	0.00		
30000024 - Police Administrative Support Specialist	#	3	14	1	0	1	0	0	1		
19 Employees	%	15.79	73.68	5.26	0.00	5.26	0.00	0.00	5.26		
30000020 - Police Records Specialist	#	6	17	1	1	1	1	1	1		
30 Employees	%	20.00	56.67	3.33	3.33	3.33	3.33	3.33	3.33		
30000012 - Office Support Specialist II	#	17	28	1	5	8	0	1	2		
36 Employees	%	47.22	77.78	2.78	13.89	22.22	0.00	2.78	5.56		
30000011 - Office Support Specialist I	#	1	3	0	1	0	0	0	0		
4 Employees	%	25.00	75.00	0.00	25.00	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		
30000022 - Police Desk Clerk	#	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		
30003350 - Office Support Specialist Assistant	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
205 Employees	Totals #	60	142	6	16	27	3	2	6		
	%	29.27	69.27	2.93	7.80	13.17	1.46	0.98	2.93		

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	6	7	1	4	1	0	0	0		
8 Employees	%	75.00	87.50	12.50	50.00	12.50	0.00	0.00	0.00		
30001593 - Housing Program Specialist	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
30003203 - Auditor - Coordinator 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		
30003027 - Coordinator I - NE	#	15	36	3	4	4	1	0	3		
54 Employees	%	27.78	66.67	5.56	7.41	7.41	1.85	0.00	5.56		
30003235 - Coordinator I - E	#	12	13	2	5	5	0	0	0		
21 Employees	%	57.14	61.90	9.52	23.81	23.81	0.00	0.00	0.00		
30001369 - Housing Loan Compliance 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		
91 Employees											
Totals		#	34	61	7	13	10	1	0	3	
		%	37.36	67.03	7.69	14.29	10.99	1.10	0.00	3.30	

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		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
5 Employees Totals	#	2	4	0	0	1	1	0	0		
	%	40.00	80.00	0.00	0.00	20.00	20.00	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		
2 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 - Storekeeper/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		
30000055 - Storekeeper/Acquisition II:Auto Part Spec	#	2	1	1	0	1	0	0	0		
4 Employees	%	50.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	1	3	0	0	0	0	0	1		
8 Employees	%	12.50	37.50	0.00	0.00	0.00	0.00	0.00	12.50		
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		
30000050 - Evidence Control Specialist	#	1	4	0	0	1	0	0	0		
6 Employees	%	16.67	66.67	0.00	0.00	16.67	0.00	0.00	0.00		
30000053 - Storekeeper/Acquisition Specialist I	#	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		
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		
30000058 - Procurement Specialist, Assistant	#	2	2	0	1	1	0	0	0		
2 Employees	%	100.00	100.00	0.00	50.00	50.00	0.00	0.00	0.00		
37 Employees	#	9	12	2	1	3	1	0	2		
Totals	%	24.32	32.43	5.41	2.70	8.11	2.70	0.00	5.41		

Job Group Analysis

6WA

Administrative Support - Water

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000134 - Water Meter Reader II	#	0	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		
30000133 - Water Meter Reader I	#	1	1	0	1	0	0	0	0		
10 Employees	%	10.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00		
11 Employees Totals	#	1	1	0	1	0	0	0	0		
	%	9.09	9.09	0.00	9.09	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		
30000132 - Vehicle & Equipment Mechanic, 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		
30000131 - Vehicle & Equipment Mechanic	#	14	0	5	3	4	0	2	0		
47 Employees	%	29.79	0.00	10.64	6.38	8.51	0.00	4.26	0.00		
51 Employees Totals	#	15	0	5	3	5	0	2	0		
	%	29.41	0.00	9.80	5.88	9.80	0.00	3.92	0.00		

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003500 - Facilities Maint Spec	#	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	1	1	0	1	0	0	0		
17 Employees	%	11.76	5.88	5.88	0.00	5.88	0.00	0.00	0.00		
30002487 - Facilities Maintenance Technician-CL	#	2	0	0	0	0	0	1	1		
4 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	25.00	25.00		
30000070 - Facilities Maintenance Tech Apprentice	#	1	0	0	0	0	0	1	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00		
30002508 - Facilities Maint Tech Apprentice-CL	#	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		
26 Employees	#	7	1	1	0	3	0	2	1		
	%	26.92	3.85	3.85	0.00	11.54	0.00	7.69	3.85		

Job Group Analysis

7EN

Skilled Craft - Environmental

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000157 - Industrial Maintenance Millwright	#	3	1	0	1	0	1	0	1		
30 Employees	%	10.00	3.33	0.00	3.33	0.00	3.33	0.00	3.33		
30000161 - Wastewater Operator II	#	8	7	2	2	0	0	1	3		
39 Employees	%	20.51	17.95	5.13	5.13	0.00	0.00	2.56	7.69		
30000155 - Industrial Maintenance Millwright, Appr	#	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		
70 Employees	#	11	8	2	3	0	1	1	4		
	%	15.71	11.43	2.86	4.29	0.00	1.43	1.43	5.71		

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

Job Group Analysis

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

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003080 - Maintenance Supervisor II	#	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		
30003275 - Supervisor I - NE	#	1	3	0	1	0	0	0	0		
6 Employees	%	16.67	50.00	0.00	16.67	0.00	0.00	0.00	0.00		
30003234 - Maintenance Supervisor I - NE	#	7	4	2	2	1	2	0	0		
26 Employees	%	26.92	15.38	7.69	7.69	3.85	7.69	0.00	0.00		
30003079 - Maintenance Supervisor I - E	#	4	5	1	1	2	0	0	0		
20 Employees	%	20.00	25.00	5.00	5.00	10.00	0.00	0.00	0.00		
30000117 - Electrician, Lead	#	2	1	0	0	2	0	0	0		
5 Employees	%	40.00	20.00	0.00	0.00	40.00	0.00	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	5	3	0	2	1	0	0	2		
35 Employees	%	14.29	8.57	0.00	5.71	2.86	0.00	0.00	5.71		
30001159 - Plumber	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
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		
30000114 - Industrial Painter	#	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		
30000100 - Parking Pay Station Technician, Lead	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002500 - Carpenter, Lead-CL	#	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		
30000127 - General Mechanic	#	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		
30000107 - Concrete Finisher	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000110 - Carpenter	#	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

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002499 - Carpenter-CL	#	2	2	0	0	0	2	0	0		
12 Employees	%	16.67	16.67	0.00	0.00	0.00	16.67	0.00	0.00		
30002497 - Concrete Finisher-CL	#	0	0	0	0	0	0	0	0		
14 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000092 - Sign and Marking Technician	#	2	0	1	1	0	0	0	0		
8 Employees	%	25.00	0.00	12.50	12.50	0.00	0.00	0.00	0.00		
30000091 - Street Maintenance Crew Leader	#	0	0	0	0	0	0	0	0		
9 Employees	%	0.00	0.00	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		
6 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		
30000105 - Construction Equipment Operator	#	4	1	0	1	2	1	0	0		
19 Employees	%	21.05	5.26	0.00	5.26	10.53	5.26	0.00	0.00		
30002495 - Construction Equipment Operator-CL	#	2	1	0	1	0	1	0	0		
18 Employees	%	11.11	5.56	0.00	5.56	0.00	5.56	0.00	0.00		
30000094 - Environmental Systems Maintenance Tech	#	0	1	0	0	0	0	0	0		
9 Employees	%	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00		
30000099 - Parking Pay Station Technician	#	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		
30000098 - Maintenance Mechanic	#	3	2	0	0	2	1	0	0		
13 Employees	%	23.08	15.38	0.00	0.00	15.38	7.69	0.00	0.00		
30000090 - Asphalt Raker	#	5	0	1	0	2	1	0	1		
9 Employees	%	55.56	0.00	11.11	0.00	22.22	11.11	0.00	11.11		
30003377 - Facilities Worker	#	3	0	0	0	2	0	1	0		
4 Employees	%	75.00	0.00	0.00	0.00	50.00	0.00	25.00	0.00		
256 Employees	#	48	26	7	11	17	8	1	4		
Totals	%	18.75	10.16	2.73	4.30	6.64	3.13	0.39	1.56		

Job Group Analysis

7WA

Skilled Craft - Water

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000148 - Water Treatment Operator, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000154 - Operating Engineer III	#	4	2	0	0	1	2	0	1		
12 Employees	%	33.33	16.67	0.00	0.00	8.33	16.67	0.00	8.33		
30000147 - Water Treatment Operator II	#	1	2	1	0	0	0	0	0		
9 Employees	%	11.11	22.22	11.11	0.00	0.00	0.00	0.00	0.00		
30003402 - Water Meter Technician IV	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000145 - Water Operations Mechanic	#	6	1	2	3	1	0	0	0		
32 Employees	%	18.75	3.13	6.25	9.38	3.13	0.00	0.00	0.00		
30000153 - Operating Engineer 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		
30000143 - Water Meter Technician III	#	3	0	1	0	0	1	1	0		
4 Employees	%	75.00	0.00	25.00	0.00	0.00	25.00	25.00	0.00		
30001308 - Watershed Specialist III	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000142 - Water Meter Technician II	#	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		
30000144 - Water Operations Mechanic, Apprentice	#	2	2	0	0	1	0	0	1		
3 Employees	%	66.67	66.67	0.00	0.00	33.33	0.00	0.00	33.33		
30000152 - Operating Engineer I	#	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		
30000146 - Water Treatment Operator I	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	#	3	1	0	2	0	1	0	0		
5 Employees	%	60.00	20.00	0.00	40.00	0.00	20.00	0.00	0.00		
30000149 - Watershed Specialist 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		

Job Group Analysis

7WA

Skilled Craft - Water

EEO Code: 7

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
84 Employees	Totals	#	22	9	5	5	5	4	1	2		
		%	26.19	10.71	5.95	5.95	5.95	4.76	1.19	2.38		

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	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

8BO

Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30001739 - Arborist IV	#	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		
30002504 - Horticulturist, Lead-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		
30000248 - Arborist III	#	2	1	0	0	1	0	0	1		
6 Employees	%	33.33	16.67	0.00	0.00	16.67	0.00	0.00	16.67		
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	6	0	1	2	0	0	1		
21 Employees	%	19.05	28.57	0.00	4.76	9.52	0.00	0.00	4.76		
30001738 - Arborist II	#	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		
46 Employees	#	9	7	1	1	5	0	0	2		
Totals	%	19.57	15.22	2.17	2.17	10.87	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	#	3	4	1	0	1	0	0	1		
5 Employees	%	60.00	80.00	20.00	0.00	20.00	0.00	0.00	20.00		
30000351 - Transportation Demand Mgmt Spec I	#	5	6	2	1	1	0	0	1		
12 Employees	%	41.67	50.00	16.67	8.33	8.33	0.00	0.00	8.33		
17 Employees Totals	#	8	10	3	1	2	0	0	2		
	%	47.06	58.82	17.65	5.88	11.76	0.00	0.00	11.76		

Job Group Analysis

8EO

Skilled Craft - General Maintenance/Trades

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		
2 Employees	%	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		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000041 - Distribution 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		
30000047 - Reprographic Operator I	#	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		
9 Employees	Totals	#	1	2	0	0	1	0	0		
		%	11.11	22.22	0.00	0.00	11.11	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		
30000166 - Signals and Street Lighting Inspector	#	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		
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		
7 Employees	Totals	#	1	1	0	0	1	0	0		
		%	14.29	14.29	0.00	0.00	14.29	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		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000084 - Parks Maintenance Crew Leader	#	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		
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		
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		
30002494 - Auto Equip Oper II: Tractr-Trailr-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		
30002583 - Automotive Equip Oper II:Sewer Vacuum-CL	#	1	0	1	0	0	0	0	0		
7 Employees	%	14.29	0.00	14.29	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		
9 Employees	%	11.11	11.11	0.00	11.11	0.00	0.00	0.00	0.00		
30002492 - Parks Technician, Lead-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		
30000101 - Automotive Equipment Oper I	#	6	2	1	2	3	0	0	0		
12 Employees	%	50.00	16.67	8.33	16.67	25.00	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		
30002493 - Automotive Equipment Oper I-CL	#	7	2	0	4	3	0	0	0		
46 Employees	%	15.22	4.35	0.00	8.70	6.52	0.00	0.00	0.00		
30000086 - Greenskeeper II	#	1	0	0	0	1	0	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00		
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		
30002491 - Parks Technician-CL	#	6	6	1	1	2	0	0	2		
31 Employees	%	19.35	19.35	3.23	3.23	6.45	0.00	0.00	6.45		
30000080 - Turf Maintenance Technician	#	3	2	2	0	1	0	0	0		
12 Employees	%	25.00	16.67	16.67	0.00	8.33	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		
30000085 - Greenskeeper I	#	1	1	0	0	0	0	0	1		
9 Employees	%	11.11	11.11	0.00	0.00	0.00	0.00	0.00	11.11		
30002490 - Utility Worker II-CL	#	37	10	6	12	12	1	4	2		
118 Employees	%	31.36	8.47	5.08	10.17	10.17	0.85	3.39	1.69		
30000077 - Utility Worker II	#	15	3	2	5	7	0	0	1		
26 Employees	%	57.69	11.54	7.69	19.23	26.92	0.00	0.00	3.85		
30000076 - Utility Worker 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		
30000075 - Utility Worker II, Apprentice	#	4	3	1	0	1	0	0	2		
10 Employees	%	40.00	30.00	10.00	0.00	10.00	0.00	0.00	20.00		
30002489 - Utility Worker I-CL	#	8	6	1	2	4	0	0	1		
22 Employees	%	36.36	27.27	4.55	9.09	18.18	0.00	0.00	4.55		
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		
30000074 - Seasonal Maintenance Worker	#	11	9	2	0	8	0	0	1		
40 Employees	%	27.50	22.50	5.00	0.00	20.00	0.00	0.00	2.50		
373 Employees	Totals #	105	48	17	29	44	1	4	10		
	%	28.15	12.87	4.56	7.77	11.80	0.27	1.07	2.68		

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		
		%	0.00	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		
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		
30002034 - Recreation Coord II-Educ & Enrichment	#	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	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		
30002036 - Recreation Coord II-Special Events&Mktg	#	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		
30000289 - Recreation Coord II-Generalist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
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		
30000278 - Recreation Coord I-Arts	#	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		
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		
30000269 - Recreation Coord I-Teen	#	4	1	0	3	1	0	0	0		
5 Employees	%	80.00	20.00	0.00	60.00	20.00	0.00	0.00	0.00		
30000282 - Recreation Coord I-Tennis	#	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		
30000268 - Recreation Coord I-Aquatics	#	2	8	1	1	0	0	0	0		
9 Employees	%	22.22	88.89	11.11	11.11	0.00	0.00	0.00	0.00		
30000276 - Recreation Coord I-Generalist	#	14	14	1	7	4	1	0	1		
26 Employees	%	53.85	53.85	3.85	26.92	15.38	3.85	0.00	3.85		
30000272 - Recreation Coord I-Music	#	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		
30000275 - Recreation Coord I-Public Events Permit	#	6	4	3	1	1	0	0	1		
8 Employees	%	75.00	50.00	37.50	12.50	12.50	0.00	0.00	12.50		
30000255 - Parks Activities Specialist	#	49	100	14	12	9	2	2	10		
181 Employees	%	27.07	55.25	7.73	6.63	4.97	1.10	1.10	5.52		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000267 - Recreation Leader-FT-Tennis	#	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		
30002408 - Recreation Leader-FT-Instructor	#	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		
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		
30000257 - Recreation Leader-FT-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		
30000261 - Recreation Leader-FT-Generalist	#	6	10	1	1	2	0	0	2		
18 Employees	%	33.33	55.56	5.56	5.56	11.11	0.00	0.00	11.11		
30000262 - Recreation Leader-FT-Pre-School	#	6	13	0	3	2	0	0	1		
15 Employees	%	40.00	86.67	0.00	20.00	13.33	0.00	0.00	6.67		
30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep	#	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		
30002411 - Recreation Leader-FT-Teen	#	5	2	0	2	1	0	0	2		
5 Employees	%	100.00	40.00	0.00	40.00	20.00	0.00	0.00	40.00		
30000256 - Recreation Leader-FT-Aquatics	#	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		
30003428 - Recreation Associate-Counselor III	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002258 - Recreation Facility Technician	#	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		
30002559 - Recreation Associate-Customer Service	#	25	52	2	8	13	0	1	1		
72 Employees	%	34.72	72.22	2.78	11.11	18.06	0.00	1.39	1.39		
30003426 - Recreation Associate-Attendant II	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30003427 - Recreation Associate-Counselor II	#	25	31	5	6	6	0	1	7		
51 Employees	%	49.02	60.78	9.80	11.76	11.76	0.00	1.96	13.73		
30002561 - Recr Asc - Lifeguard/Cashier	#	20	46	8	0	4	2	0	6		
67 Employees	%	29.85	68.66	11.94	0.00	5.97	2.99	0.00	8.96		
30003425 - Recreation Associate-Swim Instructor	#	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

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002562 - Recreation Associate - Counselor I	#	45	64	11	11	8	0	2	13		
110 Employees	%	40.91	58.18	10.00	10.00	7.27	0.00	1.82	11.82		
30002560 - Recreation Associate-Attendant I	#	12	3	1	7	1	1	0	2		
18 Employees	%	66.67	16.67	5.56	38.89	5.56	5.56	0.00	11.11		
30000254 - Recreation Leader-PT/Seas	#	69	136	21	19	8	1	2	18		
240 Employees	%	28.75	56.67	8.75	7.92	3.33	0.42	0.83	7.50		
867 Employees	Totals	#	299	513	71	83	64	7	8	66	
		%	34.49	59.17	8.19	9.57	7.38	0.81	0.92	7.61	

Incumbency vs. Estimated Availability Report

The Incumbency vs. Estimated Availability Report shows potential areas of underutilization of people of color and women by job group. It compares the percentage of people of color and women employed on 1/1/2022 to the estimated percentage of people of color and women available for each job group. If Employment is less than Availability, the Availability percentage becomes the Placement Goal for next year.

Incumbency vs. Estimated Availability

1AC		Officials/Admin - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
	Availability %	13.54	61.70	3.54	0.77	5.25	2.09	0.34	1.54
	Statistical Value		0.383E	1.000E	1.000E	1.000E	1.000E	1.000E	
1CI		Officials/Admin - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
35	Employment %	34.29	54.29	11.43	5.71	11.43	2.86	0.00	2.86
	Availability %	44.38	55.15	15.93	6.33	9.50	0.02	0.02	12.57
	Statistical Value	1.202	0.103	0.728	0.150			0.084	1.733
1CR		Officials/Admin - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	75.00	0.00	12.50	0.00	0.00	0.00	0.00
	Availability %	17.32	43.94	6.04	1.47	7.25	0.17	0.17	2.22
	Statistical Value	1.000E		1.000E		1.000E	1.000E	1.000E	1.000E
1DR		Officials/Admin - Directors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	26.09	47.83	0.00	8.70	4.35	4.35	0.00	8.70
	Availability %	29.21	50.21	6.18	9.89	9.63	0.83	0.05	2.64
	Statistical Value	0.823E	0.838E	0.398E	1.000E	0.720E		1.000E	
1EC		Officials/Admin - Emergency Communication							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	12.50	37.50	0.00	0.00	6.25	6.25	0.00	0.00
	Availability %	13.52	66.00	2.39	0.80	6.36	0.00	1.59	2.39
	Statistical Value	1.000E	0.030E	1.000E	1.000E	1.000E		1.000E	1.000E
1EN		Officials/Admin - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.59	29.30	13.03	0.00	0.86	9.13	0.00	2.56
	Statistical Value	0.578E		1.000E		1.000E	1.000E		1.000E

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Incumbency vs. Estimated Availability

1ER		Officials/Admin - Engineering & Related							
Total Emp 77		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.78	40.26	6.49	1.30	6.49	0.00	0.00	6.49
	Availability %	22.71	25.74	9.89	3.88	4.69	0.49	0.78	2.98
	Statistical Value	0.404		0.998	1.173		0.616	0.778	
1ES		Officials/Admin - Exempt							
Total Emp 52		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	53.85	53.85	3.85	21.15	21.15	0.00	3.85	3.85
	Availability %	33.98	40.64	2.52	7.37	16.85	0.04	0.01	7.21
	Statistical Value						0.144		0.938
1FI		Officials/Admin - Fire							
Total Emp 12		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	25.00	16.67	0.00	16.67	0.00	0.00	0.00
	Availability %	12.43	6.61	5.85	0.00	0.76	0.00	0.00	5.85
	Statistical Value								1.000E
1FL		Officials/Admin - Financial							
Total Emp 77		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.77	44.16	18.18	9.09	5.19	0.00	0.00	1.30
	Availability %	33.65	55.01	21.56	1.76	5.00	0.00	2.00	3.35
	Statistical Value		1.915	0.721				1.254	1.000
1GA		Officials/Admin - General Administrative							
Total Emp 417		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	31.89	58.03	7.91	10.55	9.35	0.96	0.00	3.12
	Availability %	25.43	49.59	6.67	7.28	6.52	0.44	0.58	3.95
	Statistical Value							1.560	0.873
1IT		Officials/Admin - Information Technology							
Total Emp 23		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	13.04	30.43	4.35	0.00	4.35	0.00	0.00	4.35
	Availability %	24.92	28.75	15.63	1.66	4.74	0.13	0.18	2.59
	Statistical Value	0.234E		0.243E	1.000E	1.000E	1.000E	1.000E	
1LE		Officials/Admin - Law Enforcement							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00
	Availability %	8.00	16.00	0.00	4.00	4.00	0.00	0.00	0.00
	Statistical Value				1.000E	1.000E			

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Incumbency vs. Estimated Availability

1PM		Officials/Admin - Program Management							
Total Emp 52		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	28.85	76.92	9.62	3.85	5.77	1.92	0.00	7.69
	Availability %	24.90	43.99	4.60	7.68	7.51	0.49	0.19	4.45
	Statistical Value				1.038	0.476		0.315	
1RM		Officials/Admin - Risk Management							
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 %	14.07	55.34	6.08	1.21	4.16	0.38	0.04	2.19
	Statistical Value	1.000E	0.447E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
1SP		Officials/Admin - Store & Purchases							
Total Emp 16		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	43.75	56.25	12.50	25.00	6.25	0.00	0.00	0.00
	Availability %	12.75	41.84	7.15	1.07	1.87	0.00	0.00	2.67
	Statistical Value								1.000E
1SU		Officials/Admin - Supervisors							
Total Emp 169		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	24.85	43.79	5.33	7.69	7.10	0.00	1.78	2.96
	Availability %	29.21	55.36	7.31	9.27	7.53	0.98	0.40	3.72
	Statistical Value	1.246	3.026	0.991	0.707	0.212	1.293		0.523
2AC		Professionals - Accounting							
Total Emp 66		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	69.70	33.33	3.03	7.58	0.00	3.03	3.03
	Availability %	25.43	66.50	5.81	1.53	16.25	0.29	0.42	1.13
	Statistical Value					1.910	0.438		
2BO		Professionals - Botanic							
Total Emp 36		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	36.11	61.11	11.11	2.78	11.11	2.78	0.00	8.33
	Availability %	10.77	59.49	5.64	0.00	4.10	0.00	0.00	1.03
	Statistical Value								
2CR		Professionals - Community Relations							
Total Emp 16		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	37.50	50.00	0.00	6.25	12.50	12.50	0.00	6.25
	Availability %	37.12	48.13	7.71	9.73	14.59	0.16	1.63	3.33
	Statistical Value			0.630E	1.000E	1.000E		1.000E	

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Incumbency vs. Estimated Availability

2EN		Professionals - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
77	Employment %	11.69	42.86	0.00	1.30	6.49	0.00	0.00	3.90
	Availability %	25.35	52.50	7.56	4.63	4.90	2.44	0.00	5.80
	Statistical Value	2.756	1.694	2.509	1.391		1.388		0.715
2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
276	Employment %	22.46	30.43	13.77	1.45	4.35	0.36	0.36	2.17
	Availability %	21.41	26.33	7.32	4.99	3.85	0.56	1.25	3.44
	Statistical Value				2.702		0.440	1.327	1.154
2FI		Professionals - Fire							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	50.00	33.33	0.00	0.00	33.33	0.00	0.00	16.67
	Availability %	21.02	40.56	3.43	3.17	8.40	0.99	0.27	4.78
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	
2FL		Professionals - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.00	28.24	20.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	1.000E	1.000E	1.000E					
2GA		Professionals - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	29.17	45.83	20.83	4.17	4.17	0.00	0.00	0.00
	Availability %	20.21	57.42	10.99	2.11	3.14	0.40	0.58	2.97
	Statistical Value		0.303E				1.000E	1.000E	1.000E
2GM		Professionals - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00
	Availability %	30.86	3.64	1.33	1.47	25.60	0.14	0.09	2.22
	Statistical Value			1.000E	1.000E	1.000E		1.000E	1.000E
2HR		Professionals - Human Resources							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
43	Employment %	60.47	72.09	16.28	25.58	9.30	2.33	0.00	6.98
	Availability %	33.31	76.50	10.73	9.45	3.61	0.07	0.14	9.31
	Statistical Value		0.682					0.246	0.527

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Incumbency vs. Estimated Availability

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
262	Employment %	33.21	40.08	18.70	5.34	5.73	0.00	0.38	3.05
	Availability %	24.86	33.94	9.08	5.46	5.81	0.30	0.63	3.58
	Statistical Value				0.083	0.059	0.888	0.508	0.459
2LE		Professionals - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	25.00	43.75	6.25	12.50	6.25	0.00	0.00	0.00
	Availability %	14.72	30.41	2.82	2.38	4.94	0.36	0.05	4.19
	Statistical Value						1.000E	1.000E	1.000E
2LL		Professionals - Legal							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
48	Employment %	27.08	60.42	8.33	10.42	4.17	0.00	0.00	4.17
	Availability %	12.12	39.78	2.99	1.55	3.90	0.27	0.00	3.42
	Statistical Value						0.360		
2OS		Professionals - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	29.27	69.27	2.93	7.80	13.17	1.46	0.98	2.93
	Statistical Value	0.114E		1.000E	1.000E	0.605E	1.000E	1.000E	1.000E
2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
105	Employment %	20.95	53.33	1.90	1.90	7.62	1.90	0.00	7.62
	Availability %	12.76	45.10	5.50	0.61	1.70	1.70	0.05	3.19
	Statistical Value			1.616				0.229	
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
197	Employment %	29.44	58.38	6.09	10.15	6.60	1.02	0.51	5.08
	Availability %	24.95	67.44	6.34	7.66	5.82	0.73	0.63	3.79
	Statistical Value		2.715	0.143				0.217	
2PR		Professionals - Parks/Recreation							
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 %	0.00	19.44	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value								

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Incumbency vs. Estimated Availability

2RM		Professionals - Risk Management							
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 %	27.42	43.55	4.84	11.29	11.29	0.00	0.00	0.00
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E			
3BI		Technicians - Building Inspections							
Total Emp 116		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	19.83	21.55	2.59	4.31	7.76	0.86	0.86	3.45
	Availability %	22.40	9.29	3.83	2.73	11.48	1.64	0.00	2.73
	Statistical Value	0.665		0.698		1.257	0.660		
3BO		Technicians - Botanic							
Total Emp 12		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.67	33.33	0.00	0.00	8.33	0.00	0.00	8.33
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Statistical Value	1.000E	0.395E	0.625E	1.000E		1.000E	1.000E	
3CI		Technicians - Code Inspections							
Total Emp 8		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	12.50	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.40	9.29	3.83	2.73	11.48	1.64	0.00	2.73
	Statistical Value				1.000E	0.609E	1.000E		1.000E
3EL		Technicians - Electronics							
Total Emp 31		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.13	3.23	0.00	3.23	6.45	0.00	3.23	3.23
	Availability %	21.54	15.82	8.06	1.11	6.03	0.86	0.31	5.17
	Statistical Value	0.733	1.922	1.649			0.519		0.489
3EN		Technicians - Environmental							
Total Emp 43		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	18.60	48.84	4.65	6.98	0.00	2.33	0.00	4.65
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Statistical Value	0.546		1.207		1.909		0.254	
3ER		Technicians - Engineering & Related							
Total Emp 272		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	24.63	29.04	6.99	7.72	3.68	0.74	1.47	4.04
	Availability %	23.69	15.40	6.21	3.82	8.27	0.65	0.64	4.10
	Statistical Value					2.751			0.046

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Incumbency vs. Estimated Availability

3LB		Technicians - Laboratory							
Total Emp 24		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.83	50.00	4.17	0.00	12.50	0.00	0.00	4.17
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Statistical Value	1.000E		0.506E	1.000E		1.000E	1.000E	
3LE		Technicians - Law Enforcement							
Total Emp 18		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	27.78	50.00	16.67	0.00	0.00	0.00	0.00	11.11
	Availability %	22.60	23.29	14.38	0.00	1.37	0.00	0.00	6.85
	Statistical Value					1.000E			
3RM		Technicians - Risk Management							
Total Emp 23		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	30.43	47.83	4.35	4.35	8.70	0.00	0.00	13.04
	Availability %	19.74	88.93	6.26	0.86	8.67	1.04	0.62	2.28
	Statistical Value		0.000E	1.000E			1.000E	1.000E	
3WA		Technicians - Water							
Total Emp 11		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Statistical Value	0.137E	0.233E	0.618E	1.000E	1.000E	1.000E	1.000E	1.000E
4FI-1		Protective Service-Sworn-Fire-Entry							
Total Emp 419		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	21.00	5.73	5.25	3.10	7.64	2.86	0.24	1.91
	Availability %	22.43	5.05	1.00	7.33	10.57	0.98	0.19	2.35
	Statistical Value	0.701			3.320	1.953			0.595
4FI-2		Protective Service-Sworn-Fire-Mid Level							
Total Emp 173		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.54	10.40	6.94	6.36	4.05	3.47	0.00	1.73
	Availability %	21.00	5.73	5.25	3.10	7.64	2.86	0.24	1.91
	Statistical Value					1.779		0.645	0.169
4FI-3		Protective Service-Sworn-Fire-Senior Level							
Total Emp 44		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	18.18	9.09	9.09	2.27	2.27	2.27	0.00	2.27
	Availability %	22.54	10.40	6.94	6.36	4.05	3.47	0.00	1.73
	Statistical Value	0.692	0.284		1.111	0.598	0.434		

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Incumbency vs. Estimated Availability

4FI-4		Portective Service-Sworn-Fire-Executive							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	13.33	6.67	6.67	0.00	0.00	0.00	0.00	6.67
	Availability %	18.18	9.09	9.09	2.27	2.27	2.27	0.00	2.27
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		
4LE-1		Protective Service-Sworn-Law Enfr-Entry							
Total Emp 531		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	21.85	18.08	6.03	3.77	7.16	0.19	0.56	4.14
	Availability %	32.01	15.37	2.25	12.48	14.59	0.62	0.14	1.93
	Statistical Value	5.021			6.075	4.853	1.267		
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level							
Total Emp 220		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	14.09	15.45	6.36	3.64	3.64	0.45	0.00	0.00
	Availability %	21.85	18.08	6.03	3.77	7.16	0.19	0.56	4.14
	Statistical Value	2.785	1.012		0.104	2.027		1.113	3.082
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level							
Total Emp 25		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	8.00	16.00	0.00	4.00	4.00	0.00	0.00	0.00
	Availability %	14.09	15.45	6.36	3.64	3.64	0.45	0.00	0.00
	Statistical Value	0.567E		0.404E			1.000E		
4LE-4		Protective Service-Sworn-Law Enfr-Executive							
Total Emp 6		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	33.33	16.67	16.67	0.00	0.00	0.00	0.00
	Availability %	8.00	16.00	0.00	4.00	4.00	0.00	0.00	0.00
	Statistical Value					1.000E			
5CI		Protective Service - Non-Sworn - Code Inspections							
Total Emp 61		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	34.43	40.98	1.64	16.39	6.56	1.64	0.00	8.20
	Availability %	53.85	46.15	0.00	0.00	53.85	0.00	0.00	0.00
	Statistical Value	3.043	0.809			7.409			
5EC		Protective Service - Non-Sworn - Emergency Communi							
Total Emp 110		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	15.45	67.27	2.73	0.91	7.27	0.00	1.82	2.73
	Availability %	27.35	39.69	4.77	5.24	12.14	1.01	0.34	3.85
	Statistical Value	2.799		1.005	2.038	1.563	1.059		0.612

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Incumbency vs. Estimated Availability

5LE		Protective Service - Non-Sworn - Law Enforcement							
Total Emp 27		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.93	37.04	3.70	11.11	11.11	0.00	0.00	0.00
	Availability %	30.09	42.69	2.58	11.46	9.74	1.15	0.00	5.16
	Statistical Value	0.834E	0.698E		1.000E		1.000E		0.400E
5PR		Protective Service - Non-Sworn - Parks/Recreation							
Total Emp 36		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	38.89	30.56	2.78	11.11	8.33	5.56	2.78	8.33
	Availability %	30.09	42.69	2.58	11.46	9.74	1.15	0.00	5.16
	Statistical Value		1.472		0.066	0.285			
5WA		Protective Service - Non-Sworn - Water							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	44.44	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	30.09	42.69	2.58	11.46	9.74	1.15	0.00	5.16
	Statistical Value	0.066E		1.000E	0.610E	1.000E	1.000E		1.000E
6AC		Administrative Support - Accounting							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00
	Availability %	19.74	88.93	6.26	0.86	8.67	1.04	0.62	2.28
	Statistical Value		0.297E	1.000E	1.000E		1.000E	1.000E	1.000E
6BT		Administrative Support - Building Trades							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.35	39.69	4.77	5.24	12.14	1.01	0.34	3.85
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
6CI		Administrative Support - Code Inspections							
Total Emp 31		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	45.16	54.84	16.13	6.45	9.68	0.00	0.00	12.90
	Availability %	20.65	75.51	5.09	2.64	8.33	0.25	1.20	3.14
	Statistical Value		2.676				0.279	0.614	
6CR		Administrative Support - Community Relations							
Total Emp 145		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	39.31	51.03	9.66	9.66	13.79	0.00	0.00	6.21
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Statistical Value		7.085				1.186	0.753	

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Incumbency vs. Estimated Availability

6EN		Administrative Support - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Statistical Value		0.045E	1.000E	1.000E	1.000E	1.000E	1.000E	
6EO		Administrative Support - Office Equipment Operatio							
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 %	25.99	80.70	4.90	4.24	11.38	0.14	1.10	4.24
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
6ER		Administrative Support - Engineering Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	38.46	61.54	0.00	7.69	30.77	0.00	0.00	0.00
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Statistical Value		0.208E	1.000E			1.000E	1.000E	1.000E
6ES		Administrative Support - Exempt							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	83.33	66.67	0.00	16.67	50.00	0.00	0.00	16.67
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Statistical Value		0.634E	1.000E			1.000E	1.000E	
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
136	Employment %	33.82	83.82	9.56	13.24	5.88	1.47	0.00	3.68
	Availability %	27.00	71.31	6.49	4.52	10.18	0.93	0.46	4.42
	Statistical Value					1.657		0.793	0.422
6HR		Administrative Support - Human Resources							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	46.15	84.62	15.38	15.38	0.00	0.00	0.00	15.38
	Availability %	29.91	82.26	7.23	8.74	8.63	0.81	0.55	3.96
	Statistical Value					0.620E	1.000E	1.000E	
6LL		Administrative Support - Legal							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	42.31	96.15	7.69	3.85	26.92	0.00	0.00	3.85
	Availability %	20.20	77.80	2.82	1.54	10.35	0.61	1.13	3.74
	Statistical Value						1.000E	1.000E	

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Incumbency vs. Estimated Availability

6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
205	Employment %	29.27	69.27	2.93	7.80	13.17	1.46	0.98	2.93
	Availability %	29.29	68.52	6.80	6.07	9.40	0.58	0.79	5.65
	Statistical Value	0.007		2.203					1.689
6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
91	Employment %	37.36	67.03	7.69	14.29	10.99	1.10	0.00	3.30
	Availability %	27.58	70.96	7.22	5.12	8.54	0.94	0.53	5.25
	Statistical Value		0.825					0.696	0.835
6RM		Administrative Support - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	80.00	0.00	0.00	20.00	20.00	0.00	0.00
	Availability %	25.99	80.70	4.90	4.24	11.38	0.14	1.10	4.24
	Statistical Value		1.000E	1.000E	1.000E			1.000E	1.000E
6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
37	Employment %	24.32	32.43	5.41	2.70	8.11	2.70	0.00	5.41
	Availability %	28.03	54.21	3.94	6.33	12.49	1.19	0.66	3.41
	Statistical Value	0.502	2.659		0.906	0.806		0.496	
6WA		Administrative Support - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	9.09	9.09	0.00	9.09	0.00	0.00	0.00	0.00
	Availability %	38.46	38.46	0.00	0.00	23.08	0.00	0.00	15.38
	Statistical Value	0.061E	0.061E			0.079E			0.392E
7AM		Skilled Craft - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
51	Employment %	29.41	0.00	9.80	5.88	9.80	0.00	3.92	0.00
	Availability %	21.86	2.50	5.62	1.74	11.18	1.09	0.30	1.93
	Statistical Value		1.144			0.312	0.750		1.002
7BT		Skilled Craft - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	26.92	3.85	3.85	0.00	11.54	0.00	7.69	3.85
	Availability %	19.99	6.03	4.05	1.40	9.72	0.63	0.25	3.94
	Statistical Value		1.000E	1.000E	1.000E		1.000E		1.000E

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Incumbency vs. Estimated Availability

7EN		Skilled Craft - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
70	Employment %	15.71	11.43	2.86	4.29	0.00	1.43	1.43	5.71
	Availability %	14.79	7.64	2.75	0.62	7.95	0.28	0.49	2.71
	Statistical Value					2.459			
7EO		Skilled Craft - Office Equipment Operation							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	38.62	6.44	2.43	4.85	21.55	0.47	4.85	4.48
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
7ER		Skilled Craft - Engineering Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	31.31	0.00	0.00	0.00	31.31	0.00	0.00	0.00
	Statistical Value	1.000E				1.000E			
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
256	Employment %	18.75	10.16	2.73	4.30	6.64	3.13	0.39	1.56
	Availability %	24.74	10.34	3.32	5.08	11.60	0.63	0.96	3.17
	Statistical Value	2.221	0.097	0.523	0.571	2.478		0.934	1.468
7WA		Skilled Craft - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
84	Employment %	26.19	10.71	5.95	5.95	5.95	4.76	1.19	2.38
	Availability %	26.40	12.19	4.28	7.08	11.15	0.27	0.98	2.65
	Statistical Value	0.044	0.413		0.403	1.513			0.154
8AM		Service Maintenance - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.64	10.17	1.00	4.01	11.03	1.00	0.00	5.59
	Statistical Value	0.581E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
8BO		Service Maintenance - Botanic							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
46	Employment %	19.57	15.22	2.17	2.17	10.87	0.00	0.00	4.35
	Availability %	41.62	11.55	2.66	5.34	30.50	0.24	0.53	2.35
	Statistical Value	3.035		0.205	0.955	2.892	0.333	0.495	

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Incumbency vs. Estimated Availability

8CR		Service Maintenance - Community Relations							
Total Emp 17		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	47.06	58.82	17.65	5.88	11.76	0.00	0.00	11.76
	Availability %	22.64	10.17	1.00	4.01	11.03	1.00	0.00	5.59
	Statistical Value						1.000E		
8EO		Skilled Craft - General Maintenance/Trades							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	11.11	22.22	0.00	0.00	0.00	11.11	0.00	0.00
	Availability %	18.23	28.41	3.36	1.17	10.25	0.47	1.26	1.70
	Statistical Value	1.000E	1.000E	1.000E	1.000E	0.612E		1.000E	1.000E
8ER		Service Maintenance - Engineering and Related							
Total Emp 7		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	14.29	14.29	0.00	0.00	14.29	0.00	0.00	0.00
	Availability %	30.36	8.04	12.03	2.38	11.50	0.45	0.00	4.01
	Statistical Value	0.683E		1.000E	1.000E		1.000E		1.000E
8GM		Service Maintenance - General Maintenance/Trades							
Total Emp 373		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	28.15	12.87	4.56	7.77	11.80	0.27	1.07	2.68
	Availability %	27.24	9.51	3.55	3.96	15.63	0.52	0.17	3.39
	Statistical Value					2.039	0.676		0.757
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 %	7.91	9.79	0.27	2.15	2.15	0.65	0.00	2.69
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
8PR		Service Maintenance - Parks/Recreation							
Total Emp 867		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	34.49	59.17	8.19	9.57	7.38	0.81	0.92	7.61
	Availability %	17.25	65.55	2.96	3.40	5.82	0.22	0.49	4.37
	Statistical Value		3.953						

Total Employment: 6947

S - Significant Difference Rule

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

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Shortfall Report

While the Incumbency vs. Estimated Availability Report compares the employment and the estimated availability in percentages, the Shortfall Report shows the number of persons required to meet the Placement Goal.

Shortfall

1AC		Officials/Admin - Accounting									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0.1	0.6	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1CI		Officials/Admin - Code Inspections									
Total Emp 35	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	15.5	19.3	5.6	2.2	3.3	0.0	0.0	4.4		
	Persons Required	0	0	0	0	0	0	0	0		
1CR		Officials/Admin - Community Relations									
Total Emp 8	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1.4	3.5	0.5	0.1	0.6	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
1DR		Officials/Admin - Directors									
Total Emp 23	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	6.7	11.5	1.4	2.3	2.2	0.2	0.0	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
1EC		Officials/Admin - Emergency Communication									
Total Emp 16	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	2.2	10.6	0.4	0.1	1.0	0.0	0.3	0.4		
	Persons Required	0	1	0	0	0	0	0	0		
1EN		Officials/Admin - Environmental									
Total Emp 4	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1.0	1.2	0.5	0.0	0.0	0.4	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1ER		Officials/Admin - Engineering & Related									
Total Emp 77	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	17.5	19.8	7.6	3.0	3.6	0.4	0.6	2.3		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1ES		Officials/Admin - Exempt									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
52	# Employed	28	28	2	11	11	0	2	2		
	# Available	17.7	21.1	1.3	3.8	8.8	0.0	0.0	3.7		
	Persons Required	0	0	0	0	0	0	0	0		
1FI		Officials/Admin - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	4	3	2	0	2	0	0	0		
	# Available	1.5	0.8	0.7	0.0	0.1	0.0	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
77	# Employed	26	34	14	7	4	0	0	1		
	# Available	25.9	42.4	16.6	1.4	3.9	0.0	1.5	2.6		
	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		
417	# Employed	133	242	33	44	39	4	0	13		
	# Available	106.0	206.8	27.8	30.4	27.2	1.8	2.4	16.5		
	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		
23	# Employed	3	7	1	0	1	0	0	1		
	# Available	5.7	6.6	3.6	0.4	1.1	0.0	0.0	0.6		
	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		
4	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.3	0.6	0.0	0.2	0.2	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		
52	# Employed	15	40	5	2	3	1	0	4		
	# Available	12.9	22.9	2.4	4.0	3.9	0.3	0.1	2.3		
	Persons Required	0	0	0	0	0	0	0	0		
1RM		Officials/Admin - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.6	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1SP											
Officials/Admin - Store & Purchases											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	7	9	2	4	1	0	0	0		
	# Available	2.0	6.7	1.1	0.2	0.3	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
1SU											
Officials/Admin - Supervisors											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
169	# Employed	42	74	9	13	12	0	3	5		
	# Available	49.4	93.6	12.4	15.7	12.7	1.7	0.7	6.3		
	Persons Required	0	7	0	0	0	0	0	0		
2AC											
Professionals - Accounting											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
66	# Employed	33	46	22	2	5	0	2	2		
	# Available	16.8	43.9	3.8	1.0	10.7	0.2	0.3	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
2BO											
Professionals - Botanic											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
36	# Employed	13	22	4	1	4	1	0	3		
	# Available	3.9	21.4	2.0	0.0	1.5	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2CR											
Professionals - Community Relations											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	6	8	0	1	2	2	0	1		
	# Available	5.9	7.7	1.2	1.6	2.3	0.0	0.3	0.5		
	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	9	33	0	1	5	0	0	3		
	# Available	19.5	40.4	5.8	3.6	3.8	1.9	0.0	4.5		
	Persons Required	4	0	2	0	0	0	0	0		
2ER											
Professionals - Engineering & Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
276	# Employed	62	84	38	4	12	1	1	6		
	# Available	59.1	72.7	20.2	13.8	10.6	1.5	3.5	9.5		
	Persons Required	0	0	0	3	0	0	0	0		
2FI											
Professionals - Fire											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	3	2	0	0	2	0	0	1		
	# Available	1.3	2.4	0.2	0.2	0.5	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2FL											
Professionals - Financial											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.3	0.2	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	7	11	5	1	1	0	0	0		
	# Available	4.9	13.8	2.6	0.5	0.8	0.1	0.1	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
2GM											
Professionals - General Maintenance/Trades											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	0	1	0	0		
	# Available	0.3	0.0	0.0	0.0	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2HR											
Professionals - Human Resources											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
43	# Employed	26	31	7	11	4	1	0	3		
	# Available	14.3	32.9	4.6	4.1	1.6	0.0	0.1	4.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT											
Professionals - Information Technology											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
262	# Employed	87	105	49	14	15	0	1	8		
	# Available	65.1	88.9	23.8	14.3	15.2	0.8	1.7	9.4		
	Persons Required	0	0	0	0	0	0	0	0		
2LE											
Professionals - Law Enforcement											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	4	7	1	2	1	0	0	0		
	# Available	2.4	4.9	0.5	0.4	0.8	0.1	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
2LL											
Professionals - Legal											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
48	# Employed	13	29	4	5	2	0	0	2		
	# Available	5.8	19.1	1.4	0.7	1.9	0.1	0.0	1.6		
	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	0	6	0	0	0	0	0	0		
	# Available	2.0	4.8	0.2	0.5	0.9	0.1	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2PL											
Professionals - Planning											
Total Emp	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
105		22	56	2	2	8	2	0	8		
		13.4	47.4	5.8	0.6	1.8	1.8	0.1	3.3		
		0	0	0	0	0	0	0	0		
2PM											
Professionals - Program Management											
Total Emp	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
197		58	115	12	20	13	2	1	10		
		49.2	132.9	12.5	15.1	11.5	1.4	1.2	7.5		
		0	5	0	0	0	0	0	0		
2PR											
Professionals - Parks/Recreation											
Total Emp	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1		0	1	0	0	0	0	0	0		
		0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0		
		0	0	0	0	0	0	0	0		
2RM											
Professionals - Risk Management											
Total Emp	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1		0	0	0	0	0	0	0	0		
		0.3	0.4	0.0	0.1	0.1	0.0	0.0	0.0		
		0	0	0	0	0	0	0	0		
3BI											
Technicians - Building Inspections											
Total Emp	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
116		23	25	3	5	9	1	1	4		
		26.0	10.8	4.4	3.2	13.3	1.9	0.0	3.2		
		0	0	0	0	0	0	0	0		
3BO											
Technicians - Botanic											
Total Emp	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12		2	4	0	0	1	0	0	1		
		2.6	5.7	1.2	0.1	0.9	0.0	0.0	0.4		
		0	0	0	0	0	0	0	0		
3CI											
Technicians - Code Inspections											
Total Emp	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8		2	1	2	0	0	0	0	0		
		1.8	0.7	0.3	0.2	0.9	0.1	0.0	0.2		
		0	0	0	0	0	0	0	0		
3EL											
Technicians - Electronics											
Total Emp	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
31		5	1	0	1	2	0	1	1		
		6.7	4.9	2.5	0.3	1.9	0.3	0.1	1.6		
		0	0	0	0	0	0	0	0		

Shortfall

3EN		Technicians - Environmental									
Total Emp 43		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Employed	8	21	2	3	0	1	0	2		
	# Available	9.5	20.4	4.4	0.3	3.4	0.1	0.1	1.3		
	Persons Required	0	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp 272		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Employed	67	79	19	21	10	2	4	11		
	# Available	64.4	41.9	16.9	10.4	22.5	1.8	1.7	11.2		
	Persons Required	0	0	0	0	4	0	0	0		
3LB		Technicians - Laboratory									
Total Emp 24		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Employed	5	12	1	0	3	0	0	1		
	# Available	5.3	11.4	2.5	0.2	1.9	0.0	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
3LE		Technicians - Law Enforcement									
Total Emp 18		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Employed	5	9	3	0	0	0	0	2		
	# Available	4.1	4.2	2.6	0.0	0.2	0.0	0.0	1.2		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp 23		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Employed	7	11	1	1	2	0	0	3		
	# Available	4.5	20.5	1.4	0.2	2.0	0.2	0.1	0.5		
	Persons Required	0	7	0	0	0	0	0	0		
3WA		Technicians - Water									
Total Emp 11		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Employed	0	3	0	0	0	0	0	0		
	# Available	2.4	5.2	1.1	0.1	0.9	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-1		Protective Service-Sworn-Fire-Entry									
Total Emp 419		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Employed	88	24	22	13	32	12	1	8		
	# Available	94.0	21.2	4.2	30.7	44.3	4.1	0.8	9.8		
	Persons Required	0	0	0	8	0	0	0	0		
4FI-2		Protective Service-Sworn-Fire-Mid Level									
Total Emp 173		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Employed	39	18	12	11	7	6	0	3		
	# Available	36.3	9.9	9.1	5.4	13.2	4.9	0.4	3.3		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

4FI-3		Protective Service-Sworn-Fire-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
44	# Employed	8	4	4	1	1	1	0	1		
	# Available	9.9	4.6	3.1	2.8	1.8	1.5	0.0	0.8		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-4		Protective Service-Sworn-Fire-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	2	1	1	0	0	0	0	1		
	# Available	2.7	1.4	1.4	0.3	0.3	0.3	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-1		Protective Service-Sworn-Law Enfr-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
531	# Employed	116	96	32	20	38	1	3	22		
	# Available	170.0	81.6	11.9	66.3	77.5	3.3	0.7	10.2		
	Persons Required	33	0	0	32	24	0	0	0		
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
220	# Employed	31	34	14	8	8	1	0	0		
	# Available	48.1	39.8	13.3	8.3	15.8	0.4	1.2	9.1		
	Persons Required	6	0	0	0	1	0	0	4		
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25	# Employed	2	4	0	1	1	0	0	0		
	# Available	3.5	3.9	1.6	0.9	0.9	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-4		Protective Service-Sworn-Law Enfr-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	2	1	1	0	0	0	0		
	# Available	0.5	1.0	0.0	0.2	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
5CI		Protective Service - Non-Sworn - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
61	# Employed	21	25	1	10	4	1	0	5		
	# Available	32.8	28.2	0.0	0.0	32.8	0.0	0.0	0.0		
	Persons Required	5	0	0	0	22	0	0	0		
5EC		Protective Service - Non-Sworn - Emergency Communi									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
110	# Employed	17	74	3	1	8	0	2	3		
	# Available	30.1	43.7	5.2	5.8	13.4	1.1	0.4	4.2		
	Persons Required	4	0	0	1	0	0	0	0		

Shortfall

5LE		Protective Service - Non-Sworn - Law Enforcement									
Total Emp 27	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
		7	10	1	3	3	0	0	0		
		8.1	11.5	0.7	3.1	2.6	0.3	0.0	1.4		
		0	0	0	0	0	0	0	0		
5PR		Protective Service - Non-Sworn - Parks/Recreation									
Total Emp 36	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
		14	11	1	4	3	2	1	3		
		10.8	15.4	0.9	4.1	3.5	0.4	0.0	1.9		
		0	0	0	0	0	0	0	0		
5WA		Protective Service - Non-Sworn - Water									
Total Emp 9	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
		0	4	0	0	0	0	0	0		
		2.7	3.8	0.2	1.0	0.9	0.1	0.0	0.5		
		0	0	0	0	0	0	0	0		
6AC		Administrative Support - Accounting									
Total Emp 3	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
		1	2	0	0	1	0	0	0		
		0.6	2.7	0.2	0.0	0.3	0.0	0.0	0.1		
		0	0	0	0	0	0	0	0		
6BT		Administrative Support - Building Trades									
Total Emp 2	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
		0	1	0	0	0	0	0	0		
		0.5	0.8	0.1	0.1	0.2	0.0	0.0	0.1		
		0	0	0	0	0	0	0	0		
6CI		Administrative Support - Code Inspections									
Total Emp 31	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
		14	17	5	2	3	0	0	4		
		6.4	23.4	1.6	0.8	2.6	0.1	0.4	1.0		
		0	2	0	0	0	0	0	0		
6CR		Administrative Support - Community Relations									
Total Emp 145	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
		57	74	14	14	20	0	0	9		
		34.2	110.4	10.1	3.4	12.1	1.4	0.6	6.7		
		0	27	0	0	0	0	0	0		
6EN		Administrative Support - Environmental									
Total Emp 4	# Employed # Available Persons Required	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
		1	1	0	0	0	0	0	1		
		0.9	3.0	0.3	0.1	0.3	0.0	0.0	0.2		
		0	1	0	0	0	0	0	0		

Shortfall

6EO											
Administrative Support - Office Equipment Operatio											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.8	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6ER											
Administrative Support - Engineering Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	5	8	0	1	4	0	0	0		
	# Available	3.1	9.9	0.9	0.3	1.1	0.1	0.1	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
6ES											
Administrative Support - Exempt											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	5	4	0	1	3	0	0	1		
	# Available	1.4	4.6	0.4	0.1	0.5	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
6GA											
Administrative Support - General Administrative											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
136	# Employed	46	114	13	18	8	2	0	5		
	# Available	36.7	97.0	8.8	6.1	13.8	1.3	0.6	6.0		
	Persons Required	0	0	0	0	0	0	0	0		
6HR											
Administrative Support - Human Resources											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	6	11	2	2	0	0	0	2		
	# Available	3.9	10.7	0.9	1.1	1.1	0.1	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
6LL											
Administrative Support - Legal											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
26	# Employed	11	25	2	1	7	0	0	1		
	# Available	5.3	20.2	0.7	0.4	2.7	0.2	0.3	1.0		
	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		
205	# Employed	60	142	6	16	27	3	2	6		
	# Available	60.0	140.5	13.9	12.4	19.3	1.2	1.6	11.6		
	Persons Required	0	0	1	0	0	0	0	0		
6PM											
Administrative Support - Program Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
91	# Employed	34	61	7	13	10	1	0	3		
	# Available	25.1	64.6	6.6	4.7	7.8	0.9	0.5	4.8		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6RM											
Administrative Support - Risk Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	4	0	0	1	1	0	0		
	# Available	1.3	4.0	0.2	0.2	0.6	0.0	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
6SP											
Administrative Support - Store & Purchases											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
37	# Employed	9	12	2	1	3	1	0	2		
	# Available	10.4	20.1	1.5	2.3	4.6	0.4	0.2	1.3		
	Persons Required	0	3	0	0	0	0	0	0		
6WA											
Administrative Support - Water											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	1	1	0	1	0	0	0	0		
	# Available	4.2	4.2	0.0	0.0	2.5	0.0	0.0	1.7		
	Persons Required	0	0	0	0	0	0	0	0		
7AM											
Skilled Craft - Auto Maintenance											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
51	# Employed	15	0	5	3	5	0	2	0		
	# Available	11.1	1.3	2.9	0.9	5.7	0.6	0.2	1.0		
	Persons Required	0	0	0	0	0	0	0	0		
7BT											
Skilled Craft - Building Trades											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
26	# Employed	7	1	1	0	3	0	2	1		
	# Available	5.2	1.6	1.1	0.4	2.5	0.2	0.1	1.0		
	Persons Required	0	0	0	0	0	0	0	0		
7EN											
Skilled Craft - Environmental											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
70	# Employed	11	8	2	3	0	1	1	4		
	# Available	10.4	5.3	1.9	0.4	5.6	0.2	0.3	1.9		
	Persons Required	0	0	0	0	2	0	0	0		
7EO											
Skilled Craft - Office Equipment Operation											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.1	0.0	0.0	0.2	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	0	0	0	0	0	0	0		
	# Available	0.3	0.0	0.0	0.0	0.3	0.0	0.0	0.0		
	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		
256	# Employed	48	26	7	11	17	8	1	4		
	# Available	63.3	26.5	8.5	13.0	29.7	1.6	2.5	8.1		
	Persons Required	2	0	0	0	3	0	0	0		
7WA		Skilled Craft - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
84	# Employed	22	9	5	5	5	4	1	2		
	# Available	22.2	10.2	3.6	5.9	9.4	0.2	0.8	2.2		
	Persons Required	0	0	0	0	0	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	0.4	0.0	0.2	0.4	0.0	0.0	0.2		
	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	7	1	1	5	0	0	2		
	# Available	19.1	5.3	1.2	2.5	14.0	0.1	0.2	1.1		
	Persons Required	4	0	0	0	3	0	0	0		
8CR		Service Maintenance - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	8	10	3	1	2	0	0	2		
	# Available	3.8	1.7	0.2	0.7	1.9	0.2	0.0	1.0		
	Persons Required	0	0	0	0	0	0	0	0		
8EO		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	1	2	0	0	0	1	0	0		
	# Available	1.6	2.6	0.3	0.1	0.9	0.0	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
8ER		Service Maintenance - Engineering and Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	1	0	0	1	0	0	0		
	# Available	2.1	0.6	0.8	0.2	0.8	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
373	# Employed	105	48	17	29	44	1	4	10		
	# Available	101.6	35.5	13.2	14.8	58.3	1.9	0.6	12.6		
	Persons Required	0	0	0	0	1	0	0	0		

Shortfall

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

8PR		Service Maintenance - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
867	# Employed	299	513	71	83	64	7	8	66		
	# Available	149.6	568.3	25.7	29.5	50.5	1.9	4.2	37.9		
	Persons Required	0	28	0	0	0	0	0	0		

S - Significant Difference Rule

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

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

Adverse Impact Report for Applicants

The Adverse Impact Report for Applicants helps to identify potential problem areas in the selection rates of applicants. Using the four-fifths rule (also called the 80% rule), the selection rate of applicants from each non-favored group is compared with the selection rate from the favored group. A selection rate for any group that is less than four-fifths (or 80%) of the rate for the group with the highest selection rate is an indication that hiring practices had an adverse impact on that group.

Differences in selection rates that are not statistically significant are highlighted in yellow and those that are statistically significant are highlighted in red.

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

1CI		Officials/Admin - Code Inspections						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		NO			--			
Selection Ratio		0.85			Infin			
Statistical Value								
Significant?		NO			--			
Shortfall		0						

1DR		Officials/Admin - Directors						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--		--	--	--	
Selection Ratio	Infin	Infin	Infin		Infin	Infin	Infin	
Statistical Value								
Significant?	--	--	--		--	--	--	
Shortfall								

1ER		Officials/Admin - Engineering & Related						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	--	--		
Selection Ratio	0.00	0.00		Infin	Infin	Infin		
Statistical Value	0.272	0.966F						
Significant?	NO	NO		--	--	--		
Shortfall	0	0						

1ES		Officials/Admin - Exempt						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	--	YES	YES	
Selection Ratio	0.50	0.78		Infin	Infin	0.33	0.52	
Statistical Value	0.200F	0.265F				0.055F	0.018F	
Significant?	NO	NO		--	--	NO	YES	
Shortfall	0	0				0	2	

1FL		Officials/Admin - Financial						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	--	YES		
Selection Ratio	0.00	0.76		Infin	Infin	0.00		
Statistical Value	1.146	0.256				0.885F		
Significant?	NO	NO		--	--	NO		
Shortfall	1	0				0		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

1GA		Officials/Admin - General Administrative						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		NO	YES	YES	YES	YES	YES	
Selection Ratio		0.98	0.54	0.00	0.00	0.26	0.52	
Statistical Value			0.995	0.653	0.462	1.400	1.494	
Significant?		NO	NO	NO	NO	NO	NO	
Shortfall		0	0	0	0	1	2	
1IT		Officials/Admin - Information Technology						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--		--	--	--	--	
Selection Ratio	Infin	Infin		Infin	Infin	Infin	Infin	
Statistical Value								
Significant?	--	--		--	--	--	--	
Shortfall								
1PM		Officials/Admin - Program Management						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	--	--		
Selection Ratio	0.00	0.00		Infin	Infin	Infin		
Statistical Value	0.778F	0.491F						
Significant?	NO	NO		--	--	--		
Shortfall	0	0						
1SP		Officials/Admin - Store & Purchases						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	--	YES	YES	
Selection Ratio	0.00		0.36	Infin	Infin	0.00	0.11	
Statistical Value	0.128F		0.364F			0.667F	0.073F	
Significant?	NO		NO	--	--	NO	NO	
Shortfall	0		0			0	1	
1SU		Officials/Admin - Supervisors						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	YES	--	YES	YES		
Selection Ratio	Infin	0.00	0.00	Infin	0.00	0.00		
Statistical Value		0.878	1.422		0.718	1.012		
Significant?	--	NO	NO	--	NO	NO		
Shortfall		0	1		0	0		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

2AC		Professionals - Accounting						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	YES	YES	YES	
Selection Ratio	0.61	0.23		Infin	0.00	0.46	0.35	
Statistical Value	0.971	0.131F			0.462F	0.395F	2.002	
Significant?	NO	NO		--	NO	NO	YES	
Shortfall	0	1			0	0	3	

2BO		Professionals - Botanic						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	YES	YES	YES	YES	
Selection Ratio		0.00	0.26	0.00	0.00	0.50	0.02	
Statistical Value		0.240F	1.235	0.743F	0.857F	0.746	5.339	
Significant?		NO	NO	NO	NO	NO	YES	
Shortfall		0	0	0	0	0	3	

2CR		Professionals - Community Relations						Favored Group: Ind
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	YES		YES	YES	YES	
Selection Ratio	0.00	Infin	0.00		0.00	0.71	0.14	
Statistical Value	0.833F		0.556F		0.833F	0.682F	1.645	
Significant?	NO	--	NO		NO	NO	NO	
Shortfall	0		0		0	0	0	

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

2ER		Professionals - Engineering & Related						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		YES	--	YES	YES	
Selection Ratio	0.50	0.00		0.00	Infin	0.00	0.38	
Statistical Value	0.820	1.452		1.006		1.912	1.601	
Significant?	NO	NO		NO	--	NO	NO	
Shortfall	0	0		0		1	0	

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

2FI		Professionals - Fire						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES		--	--			
Selection Ratio	Infin	0.00		Infin	Infin			
Statistical Value		0.875F						
Significant?	--	NO		--	--			
Shortfall		0						

2FL		Professionals - Financial						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--	--	--		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	Infin		
Statistical Value	0.700F	0.700F	0.875F					
Significant?	NO	NO	NO	--	--	--		
Shortfall	0	0	0					

2GA		Professionals - General Administrative						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	YES	YES	YES	
Selection Ratio	0.00	0.00		Infin	0.00	0.00	0.19	
Statistical Value	0.800F	0.571F			0.889F	0.421F	1.527	
Significant?	NO	NO		--	NO	NO	NO	
Shortfall	0	0			0	0	0	

2HR		Professionals - Human Resources						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES		--	--	YES		
Selection Ratio		0.00		Infin	Infin	0.00		
Statistical Value		0.750F				0.900F		
Significant?		NO		--	--	NO		
Shortfall		0				0		

2IT		Professionals - Information Technology						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	NO	YES	YES	YES	NO		
Selection Ratio	0.64	0.99	0.68	0.00	0.00	0.99		
Statistical Value	1.039		0.558	0.503	0.291			
Significant?	NO	NO	NO	NO	NO	NO		
Shortfall	2	0	0	0	0	0		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

2LL		Professionals - Legal						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	--	YES	YES	
Selection Ratio	0.41		0.00	Infin	Infin	0.00	0.07	
Statistical Value	0.217F		0.092F			0.092F	4.752	
Significant?	NO		NO	--	--	NO	YES	
Shortfall	0		0			0	3	

2PL		Professionals - Planning						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	--	YES	YES	
Selection Ratio	0.00		0.00	Infin	Infin	0.00	0.17	
Statistical Value	0.636F		0.467F			0.538F	1.450	
Significant?	NO		NO	--	--	NO	NO	
Shortfall	0		0			0	0	

2PM		Professionals - Program Management						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	YES	YES	YES	YES	
Selection Ratio	0.73		0.53	0.00	0.00	0.24	0.42	
Statistical Value	0.386		0.951	0.797	0.797	1.424	1.688	
Significant?	NO		NO	NO	NO	NO	NO	
Shortfall	0		0	0	0	0	1	

3BI		Technicians - Building Inspections						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?	--	--	--	--	--	--		
Shortfall								

3BO		Technicians - Botanic						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--		--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin		Infin	
Statistical Value								
Significant?	--	--	--	--	--		--	
Shortfall								

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

3EL		Technicians - Electronics						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		NO	--				
Selection Ratio	0.00		1.00	Infin				
Statistical Value	0.571F							
Significant?	NO		NO	--				
Shortfall	0		0					

3EN		Technicians - Environmental						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	YES	YES			
Selection Ratio	0.00	0.00	0.00	0.00	0.00			
Statistical Value	0.585	0.338	0.736	0.338	0.239			
Significant?	NO	NO	NO	NO	NO			
Shortfall	0	0	0	0	0			

3ER		Technicians - Engineering & Related						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	YES	YES			
Selection Ratio	0.00	0.00	0.55	0.00	0.00			
Statistical Value	1.176	1.066	0.602	0.327	0.653			
Significant?	NO	NO	NO	NO	NO			
Shortfall	1	1	0	0	0			

3LB		Technicians - Laboratory						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES			--	--	YES		
Selection Ratio	0.00			Infin	Infin	0.00		
Statistical Value	0.683					0.592		
Significant?	NO			--	--	NO		
Shortfall	0					0		

3LE		Technicians - Law Enforcement						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		YES	--	--	YES		
Selection Ratio	Infin		0.00	Infin	Infin	0.00		
Statistical Value			0.511F			0.789F		
Significant?	--		NO	--	--	NO		
Shortfall			0			0		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

3RM		Technicians - Risk Management						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		YES	YES	YES	YES	
Selection Ratio	0.00	0.00		0.00	0.00	0.00	0.62	
Statistical Value	0.667F	0.429F		0.857F	0.857F	0.462F	0.465	
Significant?	NO	NO		NO	NO	NO	NO	
Shortfall	0	0		0	0	0	0	

4FI-1		Protective Service-Sworn-Fire-Entry						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	NO	YES	YES	YES	NO	
Selection Ratio		0.00	0.84	0.00	0.00	0.47	0.85	
Statistical Value		0.791		0.538	0.658	0.544		
Significant?		NO	NO	NO	NO	NO	NO	
Shortfall		0	0	0	0	0	0	

4LE-1		Protective Service-Sworn-Law Enfr-Entry						Favored Group: Asi**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	--	NO		YES	
Selection Ratio		0.21	0.50	Infin	0.83		0.70	
Statistical Value		0.191F	0.986				0.573	
Significant?		NO	NO	--	NO		NO	
Shortfall		2	1		0		0	

5CI		Protective Service - Non-Sworn - Code Inspections						Favored Group: Blk**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	YES		YES	
Selection Ratio	0.00		0.00	Infin	0.00		0.12	
Statistical Value	0.464		1.296		0.731		2.362	
Significant?	NO		NO	--	NO		YES	
Shortfall	0		0		0		3	

5EC		Protective Service - Non-Sworn - Emergency Communi						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		--			NO			
Selection Ratio		Infin			0.90			
Statistical Value								
Significant?		--			NO			
Shortfall					0			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

5LE		Protective Service - Non-Sworn - Law Enforcement						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	NO	YES	YES	--	--	--		
Selection Ratio	0.81	0.00	0.61	Infin	Infin	Infin		
Statistical Value		0.611F	0.502F					
Significant?	NO	NO	NO	--	--	--		
Shortfall	0	0	0					
5PR		Protective Service - Non-Sworn - Parks/Recreation						Favored Group: Asi**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?			NO		--		NO	
Selection Ratio			0.85		Infin		0.85	
Statistical Value								
Significant?			NO		--		NO	
Shortfall			0				2	
6BT		Administrative Support - Building Trades						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		--	--	--	--	--	
Selection Ratio	Infin		Infin	Infin	Infin	Infin	Infin	
Statistical Value								
Significant?	--		--	--	--	--	--	
Shortfall								
6CI		Administrative Support - Code Inspections						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	NO	YES		YES	YES	YES	YES	
Selection Ratio	0.84	0.43		0.00	0.00	0.57	0.44	
Statistical Value		1.461		0.316F	0.455F	0.972	2.036	
Significant?	NO	NO		NO	NO	NO	YES	
Shortfall	0	0		0	0	0	3	
6CR		Administrative Support - Community Relations						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	YES	YES	YES	YES	
Selection Ratio	0.59		0.52	0.28	0.56	0.52	0.39	
Statistical Value	1.802		2.331	1.516	0.669	2.192	4.067	
Significant?	NO		YES	NO	NO	YES	YES	
Shortfall	0		0	0	0	0	18	

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

6EN		Administrative Support - Environmental						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--		--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin		Infin	
Statistical Value								
Significant?	--	--	--	--	--		--	
Shortfall								
6ER		Administrative Support - Engineering Related						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	YES	YES	YES	
Selection Ratio	0.00	0.34		Infin	0.40	0.00	0.20	
Statistical Value	0.000F	0.078F			0.226F	0.024F	3.715	
Significant?	YES	NO		--	NO	YES	YES	
Shortfall	3	0			0	0	1	
6ES		Administrative Support - Exempt						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	NO		YES	--	NO	YES	
Selection Ratio	0.00	0.84		0.00	Infin	0.96	0.10	
Statistical Value	0.920			0.739F			2.627	
Significant?	NO	NO		NO	--	NO	YES	
Shortfall	0	0		0		0	3	
6GA		Administrative Support - General Administrative						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		NO	YES	YES	YES	YES	YES	
Selection Ratio		0.89	0.54	0.00	0.00	0.71	0.44	
Statistical Value			0.638	0.780	0.553	0.356	1.088	
Significant?		NO	NO	NO	NO	NO	NO	
Shortfall		0	0	0	0	0	1	
6HR		Administrative Support - Human Resources						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	--	--	NO	YES	
Selection Ratio		0.00	0.00	Infin	Infin	1.00	0.00	
Statistical Value		0.714F	0.556F				0.385F	
Significant?		NO	NO	--	--	NO	NO	
Shortfall		0	0			0	0	

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

6LL		Administrative Support - Legal						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		YES	--	YES	NO	
Selection Ratio	0.00	0.00		0.00	Infin	0.00	0.93	
Statistical Value	0.680F	0.810F		0.810F		0.680F		
Significant?	NO	NO		NO	--	NO	NO	
Shortfall	0	0		0		0	0	

6OS		Administrative Support - Office Support						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		YES	NO	YES	YES	
Selection Ratio	0.00	0.26		0.00	0.89	0.30	0.38	
Statistical Value	2.047	1.430		0.570		1.290	2.386	
Significant?	YES	NO		NO	NO	NO	YES	
Shortfall	1	0		0	0	0	2	

6PM		Administrative Support - Program Management						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	YES	YES	YES	YES	
Selection Ratio	0.48		0.58	0.00	0.00	0.40	0.12	
Statistical Value	0.698		0.759	0.533	0.687	0.887	3.314	
Significant?	NO		NO	NO	NO	NO	YES	
Shortfall	0		0	0	0	0	4	

6SP		Administrative Support - Store & Purchases						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	--	--	--	YES		
Selection Ratio	Infin	0.00	Infin	Infin	Infin	0.00		
Statistical Value		0.681F				0.541F		
Significant?	--	NO	--	--	--	NO		
Shortfall		0				0		

7AM		Skilled Craft - Auto Maintenance						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--		--	--	--	NO	
Selection Ratio	Infin	Infin		Infin	Infin	Infin	0.96	
Statistical Value								
Significant?	--	--		--	--	--	NO	
Shortfall							0	

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

7BT		Skilled Craft - Building Trades						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?	--	--	--	--	--	--		
Shortfall								

7EN		Skilled Craft - Environmental						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES		YES			
Selection Ratio	0.00	0.00	0.00		0.00			
Statistical Value	0.602	0.795	0.850		0.602			
Significant?	NO	NO	NO		NO			
Shortfall	0	0	0		0			

7GM		Skilled Craft - General Maintenance/Trades						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		NO	YES	YES	YES	YES	
Selection Ratio	0.00		0.91	0.00	0.00	0.00	0.35	
Statistical Value	0.500F			0.750F	0.667F	0.375F	1.053	
Significant?	NO		NO	NO	NO	NO	NO	
Shortfall	0		0	0	0	0	1	

8BO		Service Maintenance - Botanic						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		--	YES	--	YES		
Selection Ratio	0.00		Infin	0.00	Infin	0.00		
Statistical Value	0.356			0.356		0.356		
Significant?	NO		--	NO	--	NO		
Shortfall	0			0		0		

8CR		Service Maintenance - Community Relations						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	--	YES	YES	
Selection Ratio	0.45		0.00	Infin	Infin	0.00	0.00	
Statistical Value	0.542F		0.172F			0.294F	5.347	
Significant?	NO		NO	--	--	NO	YES	
Shortfall	0		0			0	1	

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

8ER		Service Maintenance - Engineering and Related						Favored Group: Wht**
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--		--	--	YES		
Selection Ratio	0.00	Infin		Infin	Infin	0.00		
Statistical Value	0.583F					0.750F		
Significant?	NO	--		--	--	NO		
Shortfall	0					0		
8GM		Service Maintenance - General Maintenance/Trades						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	YES	YES	YES	YES	
Selection Ratio		0.15	0.19	0.00	0.00	0.29	0.19	
Statistical Value		4.170	3.865	0.001F	0.001F	2.882	4.340	
Significant?		YES	YES	YES	YES	YES	YES	
Shortfall		2	0	2	2	0	2	
8PR		Service Maintenance - Parks/Recreation						Favored Group: Pac
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	NO	YES	YES	YES		YES	YES	
Selection Ratio	0.84	0.65	0.57	0.40		0.73	0.72	
Statistical Value		1.646	2.070	2.111		1.174	1.333	
Significant?	NO	NO	YES	YES		NO	NO	
Shortfall	0	10	18	4		0	0	

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

1CI			Officials/Admin - Code Inspections	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.67		
Statistical Value		0.166F		
Significant?		NO		
Shortfall		1		

1DR			Officials/Admin - Directors	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.217F		
Significant?		NO		
Shortfall		0		

1ER			Officials/Admin - Engineering & Related	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.18		
Statistical Value		1.418		
Significant?		NO		
Shortfall		0		

1ES			Officials/Admin - Exempt	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.68		
Statistical Value		1.712		
Significant?		NO		
Shortfall		2		

1FL			Officials/Admin - Financial	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.69			
Statistical Value	0.424			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

1GA			Officials/Admin - General Administrative	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.73		
Statistical Value		1.012		
Significant?		NO		
Shortfall		2		
1IT			Officials/Admin - Information Technology	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.462F		
Significant?		NO		
Shortfall		0		
1PM			Officials/Admin - Program Management	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.53			
Statistical Value	0.475F			
Significant?	NO			
Shortfall	0			
1SP			Officials/Admin - Store & Purchases	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.30		
Statistical Value		1.145		
Significant?		NO		
Shortfall		1		
1SU			Officials/Admin - Supervisors	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	2.047			
Significant?	YES			
Shortfall	2			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

2AC			Professionals - Accounting	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.60		
Statistical Value		1.351		
Significant?		NO		
Shortfall		3		
2BO			Professionals - Botanic	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.06		
Statistical Value		3.688		
Significant?		YES		
Shortfall		3		
2CR			Professionals - Community Relations	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.26		
Statistical Value		1.231		
Significant?		NO		
Shortfall		0		
2EN			Professionals - Environmental	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.765F			
Significant?	NO			
Shortfall	0			
2ER			Professionals - Engineering & Related	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.98			
Statistical Value				
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

2FI		Professionals - Fire	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.21	
Statistical Value		0.202F	
Significant?		NO	
Shortfall		1	

2FL		Professionals - Financial	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.500F		
Significant?	NO		
Shortfall	0		

2GA		Professionals - General Administrative	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.67	
Statistical Value		0.328	
Significant?		NO	
Shortfall		0	

2HR		Professionals - Human Resources	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.39	
Statistical Value		0.400F	
Significant?		NO	
Shortfall		0	

2IT		Professionals - Information Technology	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.72		
Statistical Value	0.988		
Significant?	NO		
Shortfall	2		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

2LL		Professionals - Legal		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.17		
Statistical Value		2.994		
Significant?		YES		
Shortfall		3		
2PL		Professionals - Planning		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.61		
Statistical Value		0.359		
Significant?		NO		
Shortfall		0		
2PM		Professionals - Program Management		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.74		
Statistical Value		0.819		
Significant?		NO		
Shortfall		1		
3BI		Technicians - Building Inspections		Favored Group: Wht
	Min	Wht		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				
3BO		Technicians - Botanic		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.685		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

3EL		Technicians - Electronics		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.75		
Statistical Value		0.455F		
Significant?		NO		
Shortfall		0		

3EN		Technicians - Environmental		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.60			
Statistical Value	0.484			
Significant?	NO			
Shortfall	0			

3ER		Technicians - Engineering & Related		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.67			
Statistical Value	0.733			
Significant?	NO			
Shortfall	1			

3LB		Technicians - Laboratory		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.44		
Statistical Value		0.947		
Significant?		NO		
Shortfall		0		

3LE		Technicians - Law Enforcement		Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.90			
Statistical Value				
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

3RM			Technicians - Risk Management	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.37			
Statistical Value	0.950			
Significant?	NO			
Shortfall	0			
4FI-1			Protective Service-Sworn-Fire-Entry	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.76			
Statistical Value	0.582			
Significant?	NO			
Shortfall	1			
4LE-1			Protective Service-Sworn-Law Enfr-Entry	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.81			
Statistical Value				
Significant?	NO			
Shortfall	1			
5CI			Protective Service - Non-Sworn - Code Inspections	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.13		
Statistical Value		2.314		
Significant?		YES		
Shortfall		3		
5EC			Protective Service - Non-Sworn - Emergency Communi	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.69		
Statistical Value		1.401		
Significant?		NO		
Shortfall		1		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

5LE			Protective Service - Non-Sworn - Law Enforcement	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.61			
Statistical Value	0.374F			
Significant?	NO			
Shortfall	0			
5PR			Protective Service - Non-Sworn - Parks/Recreation	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.68		
Statistical Value		1.131		
Significant?		NO		
Shortfall		2		
6BT			Administrative Support - Building Trades	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.533F		
Significant?		NO		
Shortfall		0		
6CI			Administrative Support - Code Inspections	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.66		
Statistical Value		1.322		
Significant?		NO		
Shortfall		3		
6CR			Administrative Support - Community Relations	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.65		
Statistical Value		3.060		
Significant?		YES		
Shortfall		18		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

6EN			Administrative Support - Environmental	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.455F		
Significant?		NO		
Shortfall		0		
6ER			Administrative Support - Engineering Related	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.79		
Statistical Value		0.546		
Significant?		NO		
Shortfall		1		
6ES			Administrative Support - Exempt	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.12		
Statistical Value		2.424		
Significant?		YES		
Shortfall		3		
6GA			Administrative Support - General Administrative	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.65		
Statistical Value		0.934		
Significant?		NO		
Shortfall		1		
6HR			Administrative Support - Human Resources	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.435F		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

6LL			Administrative Support - Legal	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.45			
Statistical Value	0.761			
Significant?	NO			
Shortfall	0			
6OS			Administrative Support - Office Support	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.69		
Statistical Value		0.942		
Significant?		NO		
Shortfall		2		
6PM			Administrative Support - Program Management	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.20		
Statistical Value		2.739		
Significant?		YES		
Shortfall		4		
6SP			Administrative Support - Store & Purchases	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.075			
Significant?	NO			
Shortfall	0			
7AM			Skilled Craft - Auto Maintenance	Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.96		
Statistical Value				
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

7BT			Skilled Craft - Building Trades	Favored Group: Wht
	Min	Wht		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				
7EN			Skilled Craft - Environmental	Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.89		
Statistical Value				
Significant?		NO		
Shortfall		0		
7GM			Skilled Craft - General Maintenance/Trades	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.59		
Statistical Value		1.002		
Significant?		NO		
Shortfall		1		
8BO			Service Maintenance - Botanic	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.41		
Statistical Value		0.829		
Significant?		NO		
Shortfall		0		
8CR			Service Maintenance - Community Relations	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		2.349		
Significant?		YES		
Shortfall		1		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

8ER			Service Maintenance - Engineering and Related	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.70			
Statistical Value	0.636F			
Significant?	NO			
Shortfall	0			
8GM			Service Maintenance - General Maintenance/Trades	Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.92		
Statistical Value				
Significant?		NO		
Shortfall		2		
8PR			Service Maintenance - Parks/Recreation	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.95			
Statistical Value				
Significant?	NO			
Shortfall	12			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

1CI			Officials/Admin - Code Inspections	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.74		
Statistical Value		0.287F		
Significant?		NO		
Shortfall		1		
1DR			Officials/Admin - Directors	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.500F		
Significant?		NO		
Shortfall		0		
1ER			Officials/Admin - Engineering & Related	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.74		
Statistical Value		0.224		
Significant?		NO		
Shortfall		0		
1ES			Officials/Admin - Exempt	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.95			
Statistical Value				
Significant?	NO			
Shortfall	0			
1FL			Officials/Admin - Financial	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.95		
Statistical Value				
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

1GA			Officials/Admin - General Administrative	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.82		
Statistical Value				
Significant?		NO		
Shortfall		2		
1IT			Officials/Admin - Information Technology	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.692F			
Significant?	NO			
Shortfall	0			
1PM			Officials/Admin - Program Management	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.219F		
Significant?		NO		
Shortfall		1		
1SP			Officials/Admin - Store & Purchases	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.57		
Statistical Value		0.595		
Significant?		NO		
Shortfall		0		
1SU			Officials/Admin - Supervisors	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.50		
Statistical Value		1.362		
Significant?		NO		
Shortfall		1		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

2AC			Professionals - Accounting	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.83		
Statistical Value				
Significant?		NO		
Shortfall		1		
2BO			Professionals - Botanic	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.29		
Statistical Value		1.223		
Significant?		NO		
Shortfall		1		
2CR			Professionals - Community Relations	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.43			
Statistical Value	0.734			
Significant?	NO			
Shortfall	0			
2EN			Professionals - Environmental	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.529F			
Significant?	NO			
Shortfall	0			
2ER			Professionals - Engineering & Related	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.92			
Statistical Value				
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

2FI			Professionals - Fire	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.93		
Statistical Value				
Significant?		NO		
Shortfall		0		
2FL			Professionals - Financial	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.786F			
Significant?	NO			
Shortfall	0			
2GA			Professionals - General Administrative	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.64			
Statistical Value	0.369			
Significant?	NO			
Shortfall	0			
2HR			Professionals - Human Resources	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.23			
Statistical Value	0.214F			
Significant?	NO			
Shortfall	1			
2IT			Professionals - Information Technology	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.55		
Statistical Value		1.905		
Significant?		NO		
Shortfall		5		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

2LL			Professionals - Legal	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.34		
Statistical Value		1.660		
Significant?		NO		
Shortfall		2		
2PL			Professionals - Planning	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.94			
Statistical Value				
Significant?	NO			
Shortfall	0			
2PM			Professionals - Program Management	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.55			
Statistical Value	1.728			
Significant?	NO			
Shortfall	4			
3BI			Technicians - Building Inspections	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				
3BO			Technicians - Botanic	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.351		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

3EL			Technicians - Electronics	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

3EN			Technicians - Environmental	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.50		
Statistical Value		0.929		
Significant?		NO		
Shortfall		1		

3ER			Technicians - Engineering & Related	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.69		
Statistical Value		0.841		
Significant?		NO		
Shortfall		1		

3LB			Technicians - Laboratory	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.75		
Statistical Value		0.332		
Significant?		NO		
Shortfall		0		

3LE			Technicians - Law Enforcement	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.29			
Statistical Value	0.142F			
Significant?	NO			
Shortfall	1			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

3RM			Technicians - Risk Management	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.91			
Statistical Value				
Significant?	NO			
Shortfall	0			
4FI-1			Protective Service-Sworn-Fire-Entry	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.41			
Statistical Value	0.912			
Significant?	NO			
Shortfall	1			
4LE-1			Protective Service-Sworn-Law Enfr-Entry	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.65		
Statistical Value		1.328		
Significant?		NO		
Shortfall		2		
5CI			Protective Service - Non-Sworn - Code Inspections	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.21		
Statistical Value		2.451		
Significant?		YES		
Shortfall		2		
5EC			Protective Service - Non-Sworn - Emergency Communi	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.83		
Statistical Value				
Significant?		NO		
Shortfall		1		

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

5LE			Protective Service - Non-Sworn - Law Enforcement	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.49		
Statistical Value		0.181F		
Significant?		NO		
Shortfall		1		
5PR			Protective Service - Non-Sworn - Parks/Recreation	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.99			
Statistical Value				
Significant?	NO			
Shortfall	0			
6BT			Administrative Support - Building Trades	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.400F		
Significant?		NO		
Shortfall		0		
6CI			Administrative Support - Code Inspections	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.70		
Statistical Value		1.086		
Significant?		NO		
Shortfall		2		
6CR			Administrative Support - Community Relations	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.95			
Statistical Value				
Significant?	NO			
Shortfall	2			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

6EN			Administrative Support - Environmental	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.273F		
Significant?		NO		
Shortfall		0		
6ER			Administrative Support - Engineering Related	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.41		
Statistical Value		2.174		
Significant?		YES		
Shortfall		3		
6ES			Administrative Support - Exempt	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.90			
Statistical Value				
Significant?	NO			
Shortfall	0			
6GA			Administrative Support - General Administrative	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.41		
Statistical Value		1.253		
Significant?		NO		
Shortfall		2		
6HR			Administrative Support - Human Resources	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.60			
Statistical Value	0.620F			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

6LL			Administrative Support - Legal	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.776		
Significant?		NO		
Shortfall		0		
6OS			Administrative Support - Office Support	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.49			
Statistical Value	1.851			
Significant?	NO			
Shortfall	4			
6PM			Administrative Support - Program Management	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.94			
Statistical Value				
Significant?	NO			
Shortfall	0			
6SP			Administrative Support - Store & Purchases	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.799			
Significant?	NO			
Shortfall	0			
7AM			Skilled Craft - Auto Maintenance	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

7BT			Skilled Craft - Building Trades	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				
7EN			Skilled Craft - Environmental	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.005			
Significant?	NO			
Shortfall	0			
7GM			Skilled Craft - General Maintenance/Trades	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.861			
Significant?	NO			
Shortfall	0			
8BO			Service Maintenance - Botanic	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.74			
Statistical Value	0.264			
Significant?	NO			
Shortfall	0			
8CR			Service Maintenance - Community Relations	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.056			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

8ER			Service Maintenance - Engineering and Related	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				
8GM			Service Maintenance - General Maintenance/Trades	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.66		
Statistical Value		2.162		
Significant?		YES		
Shortfall		8		
8PR			Service Maintenance - Parks/Recreation	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.94			
Statistical Value				
Significant?	NO			
Shortfall	15			

Infin - indicates that the denominator was zero

--" indicates that the result could not be calculated

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

**indicates that another group had less than 5 applicants and therefore could not be considered as the favored group.

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

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

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

Goal Attainment

Goal Attainment is progress made through hiring and promotion in meeting placement goals from the prior year.

City of Portland

January 1, 2022 Annual Affirmative Action Plan

Portland, OR

Goal Attainment

1CI		Officials/Admin - Code Inspections																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal				36.03															
New Hire	1			0	0.00														
Promotion	23			3	13.04														
Total Opps	24			3	12.50														
Achieved? *				NO															

1EC		Officials/Admin - Emergency Communication																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal			65.17																
New Hire	0		0	N/A															
Promotion	3		1	33.33															
Total Opps	3		1	33.33															
Achieved? *			YES																

1ER		Officials/Admin - Engineering & Related																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal					4.72														
New Hire	2				0	0.00													
Promotion	5				1	20.00													
Total Opps	7				1	14.29													
Achieved? *					YES														

Goal Attainment

1FL		Officials/Admin - Financial																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Prior Year Goal			60.19															
New Hire	4		2 50.00															
Promotion	2		1 50.00															
Total Opps	6		3 50.00															
Achieved? *			YES															

2AC		Professionals - Accounting																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Prior Year Goal						17.40												
New Hire	13					3 23.08												
Promotion	4					1 25.00												
Total Opps	17					4 23.53												
Achieved? *						YES												

2HR		Professionals - Human Resources																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Prior Year Goal			86.25															
New Hire	3		1 33.33															
Promotion	4		4 100.00															
Total Opps	7		5 71.43															
Achieved? *			NO															

Goal Attainment

2PM		Professionals - Program Management																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				67.23															
New Hire	25			12	48.00														
Promotion	27			20	74.07														
Total Opps	52			32	61.54														
Achieved? *				NO															

3BI		Technicians - Building Inspections																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				59.41															
New Hire	2			0	0.00														
Promotion	0			0	N/A														
Total Opps	2			0	0.00														
Achieved? *				NO															

3CI		Technicians - Code Inspections																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				59.41															
New Hire	0			0	N/A														
Promotion	0			0	N/A														
Total Opps	0			0	N/A														
Achieved? *				NO OPPS															

Goal Attainment

3EL		Technicians - Electronics																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				21.15															
New Hire	4			0	0.00														
Promotion	0			0	N/A														
Total Opps	4			0	0.00														
Achieved? *				LIMITED															

3ER		Technicians - Engineering & Related																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal										7.14									
New Hire	21									1	4.76								
Promotion	3									0	0.00								
Total Opps	24									1	4.17								
Achieved? *										YES									

3WA		Technicians - Water																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				59.41															
New Hire	0			0	N/A														
Promotion	0			0	N/A														
Total Opps	0			0	N/A														
Achieved? *				NO OPPS															

Goal Attainment

4FI-1		Protective Service-Sworn-Fire-Entry																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal								8.16											
New Hire	24							0	0.00										
Promotion	0							0	N/A										
Total Opps	24							0	0.00										
Achieved? *								NO											

4LE-1		Protective Service-Sworn-Law Enfr-Entry																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal		29.08						12.81		12.19									
New Hire	25	11	44.00					1	4.00	6	24.00								
Promotion	1	0	0.00					0	0.00	0	0.00								
Total Opps	26	11	42.31					1	3.85	6	23.08								
Achieved? *		YES						NO		YES									

4LE-2		Protective Service-Sworn-Law Enfr-Mid Level																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal		19.93														3.65			
New Hire	0	0	N/A													0	N/A		
Promotion	22	3	13.64													0	0.00		
Total Opps	22	3	13.64													0	0.00		
Achieved? *		NO														LIMITED			

Goal Attainment

5CI		Protective Service - Non-Sworn - Code Inspections																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				62.68															
New Hire	8			5	62.50														
Promotion	0			0	N/A														
Total Opps	8			5	62.50														
Achieved? *				YES															

5PR		Protective Service - Non-Sworn - Parks/Recreation																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				62.68															
New Hire	22			9	40.91														
Promotion	0			0	N/A														
Total Opps	22			9	40.91														
Achieved? *				NO															

6CR		Administrative Support - Community Relations																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				82.04															
New Hire	164			91	55.49														
Promotion	3			0	0.00														
Total Opps	167			91	54.49														
Achieved? *				NO															

Goal Attainment

6GA		Administrative Support - General Administrative																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Prior Year Goal						12.64												
New Hire	14					1	7.14											
Promotion	12					2	16.67											
Total Opps	26					3	11.54											
Achieved? *						YES												

6OS		Administrative Support - Office Support																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Prior Year Goal				9.48														
New Hire	16			0	0.00													
Promotion	1			0	0.00													
Total Opps	17			0	0.00													
Achieved? *				NO														

6SP		Administrative Support - Store & Purchases																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Prior Year Goal			61.37															
New Hire	3		0	0.00														
Promotion	0		0	N/A														
Total Opps	3		0	0.00														
Achieved? *			NO															

Goal Attainment

7GM		Skilled Craft - General Maintenance/Trades																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal		25.25								11.30									
New Hire	11	4	36.36							4	36.36								
Promotion	13	6	46.15							2	15.38								
Total Opps	24	10	41.67							6	25.00								
Achieved? *		YES								YES									

7WA		Skilled Craft - Water																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal		40.63						15.03		15.81									
New Hire	0	0	N/A					0	N/A	0	N/A								
Promotion	0	0	N/A					0	N/A	0	N/A								
Total Opps	0	0	N/A					0	N/A	0	N/A								
Achieved? *		NO OPPS						NO OPPS		NO OPPS									

8CR		Service Maintenance - Community Relations																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal								23.53											
New Hire	2							1	50.00										
Promotion	0							0	N/A										
Total Opps	2							1	50.00										
Achieved? *								YES											

Goal Attainment

8GM		Service Maintenance - General Maintenance/Trades																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal		39.73								30.43									
New Hire	97	26	26.80							12	12.37								
Promotion	0	0	N/A							0	N/A								
Total Opps	97	26	26.80							12	12.37								
Achieved? *		NO								NO									

8PR		Service Maintenance - Parks/Recreation																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal				72.20															
New Hire	837			482	57.59														
Promotion	1			1	100.00														
Total Opps	838			483	57.64														
Achieved? *				NO															

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

* YES = within one person of exceeding prior year goal

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