City of Portland

Citywide
Affirmative Action Program (AAP) Plan Reports

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

BHR BUREAU OF HUMAN RESOURCES

Job Group Analysis Summary by EEO Category Report

City of Portland

2019 Annual AAP Plan

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	149	332	44	43	40	3	0	19		
631 Employees	%	23.61	52.61	6.97	6.81	6.34	0.48	0.00	3.01		
2 - Professionals	#	286	509	125	50	59	7	4	41		
1104 Employees	%	25.91	46.11	11.32	4.53	5.34	0.63	0.36	3.71		
3 - Technicians	#	116	181	32	28	23	6	5	22		
598 Employees	%	19.40	30.27	5.35	4.68	3.85	1.00	0.84	3.68		
4 - Protective Service Workers: Sworn	#	278	189	92	56	76	23	3	28		
1577 Employees	%	17.63	11.98	5.83	3.55	4.82	1.46	0.19	1.78		
5 - Protective Service Workers: Non-Sworn	#	44	118	5	13	16	2	1	7		
228 Employees	%	19.30	51.75	2.19	5.70	7.02	0.88	0.44	3.07		
6 - Administrative Support	#	250	558	58	80	68	10	4	30		
850 Employees	%	29.41	65.65	6.82	9.41	8.00	1.18	0.47	3.53		
7 - Skilled Workers	#	99	42	23	21	23	15	6	11		
491 Employees	%	20.16	8.55	4.68	4.28	4.68	3.05	1.22	2.24		
8 - Service	#	181	175	30	57	60	5	3	26		
638 Employees	%	28.37	27.43	4.70	8.93	9.40	0.78	0.47	4.08		
6117 Employees **Totals**	#	1403	2104	409	348	365	71	26	184		
	%	22.94	34.40	6.69	5.69	5.97	1.16	0.43	3.01		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1AC - Officials/Admin - Accounting		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1BT - Officials/Admin - Building Trades		#	0	0	0	0	0	0	0	0		
3 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1CI - Officials/Admin - Code Inspections		#	7	12	1	0	5	1	0	0		
22 Employees	1	%	31.82	54.55	4.55	0.00	22.73	4.55	0.00	0.00		
1CR - Officials/Admin - Community Relations		#	1	3	0	1	0	0	0	0		
6 Employees	1	%	16.67	50.00	0.00	16.67	0.00	0.00	0.00	0.00		
1DR - Officials/Admin - Directors		#	5	11	1	3	1	0	0	0		
21 Employees	1	%	23.81	52.38	4.76	14.29	4.76	0.00	0.00	0.00		
1EC - Officials/Admin - Emergency Communication		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1EN - Officials/Admin - Environmental		#	0	1	0	0	0	0	0	0		
2 Employees	1	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	12	31	3	2	4	0	0	3		
77 Employees	1	%	15.58	40.26	3.90	2.60	5.19	0.00	0.00	3.90		
1ES - Officials/Admin - Exempt		#	3	3	1	1	0	1	0	0		
4 Employees	1	%	75.00	75.00	25.00	25.00	0.00	25.00	0.00	0.00		
1FI - Officials/Admin - Fire		#	3	2	1	1	1	0	0	0		
11 Employees	1	%	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	24	39	11	6	6	0	0	1		
74 Employees	1	%	32.43	52.70	14.86	8.11	8.11	0.00	0.00	1.35		
1GA - Officials/Admin - General Administrative		#	72	179	19	22	18	1	0	12		
323 Employees	1	%	22.29	55.42	5.88	6.81	5.57	0.31	0.00	3.72		
1IT - Officials/Admin - Information Technology		#	3	7	2	0	1	0	0	0		
24 Employees	1	%	12.50	29.17	8.33	0.00	4.17	0.00	0.00	0.00		
1LE - Officials/Admin - Law Enforcement		#	1	1	1	0	0	0	0	0		
4 Employees	1	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1PM - Officials/Admin - Program Management		#	13	34	2	5	3	0	0	3		
49 Employees	1	%	26.53	69.39	4.08	10.20	6.12	0.00	0.00	6.12		
1RM - Officials/Admin - Risk Management		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1SP - Officials/Admin - Store & Purchases		#	5	7	2	2	1	0	0	0		
8 Employees	1	%	62.50	87.50	25.00	25.00	12.50	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	26	39	16	4	2	0	2	2		
64 Employees	2	%	40.63	60.94	25.00	6.25	3.13	0.00	3.13	3.13		
2BO - Professionals - Botanic		#	6	16	1	0	1	1	0	3		
30 Employees	2	%	20.00	53.33	3.33	0.00	3.33	3.33	0.00	10.00		
2CR - Professionals - Community Relations		#	1	7	0	0	1	0	0	0		
12 Employees	2	%	8.33	58.33	0.00	0.00	8.33	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	7	32	0	1	3	0	0	3		
70 Employees	2	%	10.00	45.71	0.00	1.43	4.29	0.00	0.00	4.29		
2ER - Professionals - Engineering & Related		#	58	71	40	6	5	1	1	5		
264 Employees	2	%	21.97	26.89	15.15	2.27	1.89	0.38	0.38	1.89		
2FI - Professionals - Fire		#	0	1	0	0	0	0	0	0		
3 Employees	2	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
2FL - Professionals - Financial		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2GA - Professionals - General Administrative		#	7	13	6	1	0	0	0	0		
24 Employees	2	%	29.17	54.17	25.00	4.17	0.00	0.00	0.00	0.00		
2GM - Professionals - General Maintenance/Trades		#	1	1	0	0	0	1	0	0		
1 Employee	2	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
2HR - Professionals - Human Resources		#	21	23	3	8	6	1	0	3		
35 Employees	2	%	60.00	65.71	8.57	22.86	17.14	2.86	0.00	8.57		
2IT - Professionals - Information Technology		#	78	96	44	11	14	0	1	8		
243 Employees	2	%	32.10	39.51	18.11	4.53	5.76	0.00	0.41	3.29		
2LE - Professionals - Law Enforcement		#	6	12	1	2	3	0	0	0		
15 Employees	2	%	40.00	80.00	6.67	13.33	20.00	0.00	0.00	0.00		
2LL - Professionals - Legal		#	12	23	5	1	3	0	0	3		
40 Employees	2	%	30.00	57.50	12.50	2.50	7.50	0.00	0.00	7.50		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2OS - Professionals - Office Support		#	0	8	0	0	0	0	0	0		
9 Employees	2	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	24	68	5	0	9	2	0	8		
127 Employees	2	%	18.90	53.54	3.94	0.00	7.09	1.57	0.00	6.30		
2PM - Professionals - Program Management		#	39	98	4	16	12	1	0	6		
165 Employees	2	%	23.64	59.39	2.42	9.70	7.27	0.61	0.00	3.64		
2PR - Professionals - Parks/Recreation		#	0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3BI - Technicians - Building Inspections		#	25	29	3	6	9	1	1	5		
137 Employees	3	%	18.25	21.17	2.19	4.38	6.57	0.73	0.73	3.65		
3BO - Technicians - Botanic		#	0	2	0	0	0	0	0	0		
10 Employees	3	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
3CI - Technicians - Code Inspections		#	2	2	2	0	0	0	0	0		
10 Employees	3	%	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00		
3EL - Technicians - Electronics		#	4	2	2	1	0	0	0	1		
37 Employees	3	%	10.81	5.41	5.41	2.70	0.00	0.00	0.00	2.70		
3EN - Technicians - Environmental		#	6	19	1	3	0	0	0	2		
39 Employees	3	%	15.38	48.72	2.56	7.69	0.00	0.00	0.00	5.13		
3ER - Technicians - Engineering & Related		#	63	93	19	17	10	4	4	9		
290 Employees	3	%	21.72	32.07	6.55	5.86	3.45	1.38	1.38	3.10		
3LB - Technicians - Laboratory		#	5	12	1	0	3	0	0	1		
24 Employees	3	%	20.83	50.00	4.17	0.00	12.50	0.00	0.00	4.17		
3LE - Technicians - Law Enforcement		#	6	11	3	0	0	1	0	2		
18 Employees	3	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		
3RM - Technicians - Risk Management		#	5	8	1	1	1	0	0	2		
20 Employees	3	%	25.00	40.00	5.00	5.00	5.00	0.00	0.00	10.00		
3WA - Technicians - Water		#	0	3	0	0	0	0	0	0		
13 Employees	3	%	0.00	23.08	0.00	0.00	0.00	0.00	0.00	0.00		
4FI-1 - Protective Service-Sworn-Fire-Entry		#	84	27	22	12	27	14	1	8		
442 Employees	4	%	19.00	6.11	4.98	2.71	6.11	3.17	0.23	1.81		
4FI-2 - Protective Service-Sworn-Fire-Mid Level		#	40	14	12	12	7	6	0	3		
171 Employees	4	%	23.39	8.19	7.02	7.02	4.09	3.51	0.00	1.75		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4FI-3 - Protective Serivce-Sworn-Fire-Senior Level		#	6	5	3	0	3	0	0	0		
43 Employees	4	%	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00		
4FI-4 - Portective Service-Sworn-Fire-Executive		#	3	1	2	0	1	0	0	0		
15 Employees	4	%	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry		#	109	102	40	24	27	1	2	15		
631 Employees	4	%	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level		#	28	34	11	7	8	2	0	0		
233 Employees	4	%	12.02	14.59	4.72	3.00	3.43	0.86	0.00	0.00		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level		#	7	6	1	1	3	0	0	2		
36 Employees	4	%	19.44	16.67	2.78	2.78	8.33	0.00	0.00	5.56		
4LE-4 - Protective Service-Sworn-Law Enfr-Executive		#	1	0	1	0	0	0	0	0		
6 Employees	4	%	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00		
5CI - Protective Service - Non-Sworn - Code Inspections		#	16	26	2	7	4	1	0	2		
65 Employees	5	%	24.62	40.00	3.08	10.77	6.15	1.54	0.00	3.08		
5EC - Protective Service - Non-Sworn - Emergency Communi		#	15	76	2	1	8	0	0	4		
118 Employees	5	%	12.71	64.41	1.69	0.85	6.78	0.00	0.00	3.39		
5LE - Protective Service - Non-Sworn - Law Enforcement		#	3	4	0	1	2	0	0	0		
10 Employees	5	%	30.00	40.00	0.00	10.00	20.00	0.00	0.00	0.00		
5PR - Protective Service - Non-Sworn - Parks/Recreation		#	10	9	1	4	2	1	1	1		
25 Employees	5	%	40.00	36.00	4.00	16.00	8.00	4.00	4.00	4.00		
5WA - Protective Service - Non-Sworn - Water		#	0	3	0	0	0	0	0	0		
10 Employees	5	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		
6AC - Administrative Support - Accounting		#	1	2	0	0	1	0	0	0		
3 Employees	6	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
6BT - Administrative Support - Building Trades		#	1	0	0	1	0	0	0	0		
2 Employees	6	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
6CI - Administrative Support - Code Inspections		#	10	16	5	2	0	0	0	3		
27 Employees	6	%	37.04	59.26	18.52	7.41	0.00	0.00	0.00	11.11		
6EC - Administrative Support - Emergency Communication		#	2	5	0	0	1	1	0	0		
17 Employees	6	%	11.76	29.41	0.00	0.00	5.88	5.88	0.00	0.00		
6EN - Administrative Support - Environmental		#	0	3	0	0	0	0	0	0		
4 Employees	6	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6EO - Administrative Support - Office Equipment Operatio		#	0	2	0	0	0	0	0	0		
3 Employees	6	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
6ER - Administrative Support - Engineering Related		#	3	6	0	1	2	0	0	0		
11 Employees	6	%	27.27	54.55	0.00	9.09	18.18	0.00	0.00	0.00		
6ES - Administrative Support - Exempt		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	87	204	20	34	15	4	3	11		
315 Employees	6	%	27.62	64.76	6.35	10.79	4.76	1.27	0.95	3.49		
6HR - Administrative Support - Human Resources		#	6	17	4	2	0	0	0	0		
18 Employees	6	%	33.33	94.44	22.22	11.11	0.00	0.00	0.00	0.00		
6LL - Administrative Support - Legal		#	6	21	1	1	3	0	0	1		
23 Employees	6	%	26.09	91.30	4.35	4.35	13.04	0.00	0.00	4.35		
6OS - Administrative Support - Office Support		#	72	186	14	20	26	2	1	9		
249 Employees	6	%	28.92	74.70	5.62	8.03	10.44	0.80	0.40	3.61		
6PM - Administrative Support - Program Management		#	46	74	12	14	14	1	0	5		
118 Employees	6	%	38.98	62.71	10.17	11.86	11.86	0.85	0.00	4.24		
6RM - Administrative Support - Risk Management		#	2	4	0	0	1	1	0	0		
5 Employees	6	%	40.00	80.00	0.00	0.00	20.00	20.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	12	14	2	3	5	1	0	1		
42 Employees	6	%	28.57	33.33	4.76	7.14	11.90	2.38	0.00	2.38		
6WA - Administrative Support - Water		#	2	3	0	2	0	0	0	0		
12 Employees	6	%	16.67	25.00	0.00	16.67	0.00	0.00	0.00	0.00		
7AM - Skilled Craft - Auto Maintenance		#	14	0	5	3	4	1	1	0		
59 Employees	7	%	23.73	0.00	8.47	5.08	6.78	1.69	1.69	0.00		
7BT - Skilled Craft - Building Trades		#	7	1	2	0	2	0	2	1		
22 Employees	7	%	31.82	4.55	9.09	0.00	9.09	0.00	9.09	4.55		
7EN - Skilled Craft - Environmental		#	14	6	3	3	1	1	2	4		
68 Employees	7	%	20.59	8.82	4.41	4.41	1.47	1.47	2.94	5.88		
7EO - Skilled Craft - Office Equipment Operation		#	0	1	0	0	0	0	0	0		
1 Employee	7	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7ER - Skilled Craft-Engineering Related		#	0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7GM - Skilled Craft - General Maintenance/Trades		#	46	25	8	11	14	9	0	4		
259 Employees	7	%	17.76	9.65	3.09	4.25	5.41	3.47	0.00	1.54		
7WA - Skilled Craft - Water		#	18	9	5	4	2	4	1	2		
81 Employees	7	%	22.22	11.11	6.17	4.94	2.47	4.94	1.23	2.47		
8AM - Service Maintenance - Auto Maintenance		#	0	0	0	0	0	0	0	0		
4 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8BO - Service Maintenance - Botanic		#	11	6	1	0	8	0	0	2		
48 Employees	8	%	22.92	12.50	2.08	0.00	16.67	0.00	0.00	4.17		
8CR - Service Maintenance - Community Relations		#	6	12	3	1	1	0	0	1		
15 Employees	8	%	40.00	80.00	20.00	6.67	6.67	0.00	0.00	6.67		
8EO - Skilled Craft - General Maintenance/Trades		#	2	1	0	0	0	2	0	0		
10 Employees	8	%	20.00	10.00	0.00	0.00	0.00	20.00	0.00	0.00		
8ER - Service Maintenance - Engineering and Related		#	0	1	0	0	0	0	0	0		
6 Employees	8	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	98	43	17	30	35	2	3	11		
381 Employees	8	%	25.72	11.29	4.46	7.87	9.19	0.52	0.79	2.89		
8LE - Service Maintenance - Law Enforcement		#	0	0	0	0	0	0	0	0		
2 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8PR - Service Maintenance - Parks/Recreation		#	64	112	9	26	16	1	0	12		
172 Employees	8	%	37.21	65.12	5.23	15.12	9.30	0.58	0.00	6.98		
6117 Employees	Totals	#	1403	2104	409	348	365	71	26	184		
		%	22.94	34.40	6.69	5.69	5.97	1.16	0.43	3.01		

Job Group Analysis Report

Job Group Analysis

1AC Officials/Admin - Accounting

EEO Code: 1

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

Job Group Analysis

1BT Officials/Admin - Building Trades

EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003053 - Facilities Project Specialist		#	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		
3 Employees	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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	#	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		
30000196 - Revenue & Tax Specialist V	#	1	1	0	0	1	0	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000194 - Revenue & Tax Specialist IV	#	5	10	1	0	3	1	0	0		
13 Employees	%	38.46	76.92	7.69	0.00	23.08	7.69	0.00	0.00		
22 Employees Totals	#	7	12	1	0	5	1	0	0		
	%	31.82	54.55	4.55	0.00	22.73	4.55	0.00	0.00		

Job Group Analysis

1CR Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003096 - Public Information Manager		#	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		
6 Employees	Totals	#	1	3	0	1	0	0	0	0		
		%	16.67	50.00	0.00	16.67	0.00	0.00	0.00	0.00		

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30003017 - City Attorney	#	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		
30003039 - Director III	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003092 - Police Chief	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30003038 - Director II	#	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		
30003057 - Fire Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003037 - Director I	#	3	5	1	1	1	0	0	0		
9 Employees	%	33.33	55.56	11.11	11.11	11.11	0.00	0.00	0.00		
21 Employees Totals	#	5	11	1	3	1	0	0	0		
	%	23.81	52.38	4.76	14.29	4.76	0.00	0.00	0.00		

Job Group Analysis

1EC Officials/Admin - Emergency Communication

EEO Code: 1

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

Job Group Analysis

1EN	Officials/Admin - Environmental	EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003074 - Laboratory Manager		#	0	1	0	0	0	0	0	0		
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		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1ER Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30003049 - Engineer, City Traffic	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003050 - Engineering Manager	#	3	8	0	0	1	0	0	2		
18 Employees	%	16.67	44.44	0.00	0.00	5.56	0.00	0.00	11.11		
30003015 - Capital Project Manager IV	#	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		
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		
30003014 - Capital Project Manager III	#	3	8	1	0	1	0	0	1		
15 Employees	%	20.00	53.33	6.67	0.00	6.67	0.00	0.00	6.67		
30003013 - Capital Project Manager II	#	4	8	1	2	1	0	0	0		
19 Employees	%	21.05	42.11	5.26	10.53	5.26	0.00	0.00	0.00		
30000335 - Development Services Project Coord	#	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		
30000399 - Capital Project Manager I	#	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		
77 Employees Totals	#	12	31	3	2	4	0	0	3		
	%	15.58	40.26	3.90	2.60	5.19	0.00	0.00	3.90		

Job Group Analysis

1ES Officials/Admin - Exempt

EEO Code: 1

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

Job Group Analysis

1FI Officials/Admin - Fire

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003059 - Fire Division Chief	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003060 - Fire Marshal	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30003058 - Fire Chief, Deputy	#	2	2	0	1	1	0	0	0		
8 Employees	%	25.00	25.00	0.00	12.50	12.50	0.00	0.00	0.00		
11 Employees Totals	#	3	2	1	1	1	0	0	0		
	%	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
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		
30003056 - Financial Analyst III	#	4	5	3	1	0	0	0	0		
14 Employees	%	28.57	35.71	21.43	7.14	0.00	0.00	0.00	0.00		
30003055 - Financial Analyst II	#	8	15	6	0	1	0	0	1		
32 Employees	%	25.00	46.88	18.75	0.00	3.13	0.00	0.00	3.13		
30001587 - Housing Financial Analyst	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	9	15	2	4	3	0	0	0		
21 Employees	%	42.86	71.43	9.52	19.05	14.29	0.00	0.00	0.00		
30001588 - Housing Financial Analyst, 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		
74 Employees Totals	#	24	39	11	6	6	0	0	1		
	%	32.43	52.70	14.86	8.11	8.11	0.00	0.00	1.35		

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		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30003083 - Manager III	#	4	10	2	1	1	0	0	0		
25 Employees	%	16.00	40.00	8.00	4.00	4.00	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		
30003231 - Auditor - IPR Director	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30003035 - Deputy Director 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		
30003082 - Manager II	#	6	15	0	4	0	1	0	1		
31 Employees	%	19.35	48.39	0.00	12.90	0.00	3.23	0.00	3.23		
30003227 - Auditor - Manager I	#	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		
30003009 - Analyst IV	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30003034 - Deputy Director I	#	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		
30003081 - Manager I	#	20	24	3	8	5	0	0	4		
57 Employees	%	35.09	42.11	5.26	14.04	8.77	0.00	0.00	7.02		
30000453 - Management Analyst, Principal	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003008 - Analyst III	#	10	29	5	3	1	0	0	1		
49 Employees	%	20.41	59.18	10.20	6.12	2.04	0.00	0.00	2.04		
30003211 - Auditor - Analyst 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		
30003007 - Analyst II	#	12	50	4	2	3	0	0	3		
82 Employees	%	14.63	60.98	4.88	2.44	3.66	0.00	0.00	3.66		
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		

Job Group Analysis

1GA	Officials/Admin - General Administrative	EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003006 - Analyst I	#	16	38	4	2	8	0	0	2		
58 Employees	%	27.59	65.52	6.90	3.45	13.79	0.00	0.00	3.45		
30001596 - Housing Management Assistant	#	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		
323 Employees Totals	#	72	179	19	22	18	1	0	12		
	%	22.29	55.42	5.88	6.81	5.57	0.31	0.00	3.72		

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	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		
30003070 - Information Systems Manager II	#	1	3	1	0	0	0	0	0		
8 Employees	%	12.50	37.50	12.50	0.00	0.00	0.00	0.00	0.00		
30003108 - Technology Capital Project Manager	#	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		
30003069 - Information Systems Manager I	#	1	1	1	0	0	0	0	0		
7 Employees	%	14.29	14.29	14.29	0.00	0.00	0.00	0.00	0.00		
24 Employees Totals	#	3	7	2	0	1	0	0	0		
	%	12.50	29.17	8.33	0.00	4.17	0.00	0.00	0.00		

Job Group Analysis

1LE Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	1	1	1	0	0	0	0	0		
	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1PM Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003228 - Auditor - Audit Services Director	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	#	3	14	0	2	0	0	0	1		
21 Employees	%	14.29	66.67	0.00	9.52	0.00	0.00	0.00	4.76		
30001363 - Housing Portfolio Finance Coordinator	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
30001362 - Housing Construction Coordinator, Sr	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30001367 - Housing Lead Grant Program Coordinator	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001595 - Housing Program Coordinator	#	7	10	2	2	2	0	0	1		
13 Employees	%	53.85	76.92	15.38	15.38	15.38	0.00	0.00	7.69		
30000464 - 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		
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		
49 Employees Totals	#	13	34	2	5	3	0	0	3		
	%	26.53	69.39	4.08	10.20	6.12	0.00	0.00	6.12		

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		
	%	0.00	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	#	3	4	2	1	0	0	0	0		
5 Employees	%	60.00	80.00	40.00	20.00	0.00	0.00	0.00	0.00		
30000059 - Procurement Specialist	#	2	3	0	1	1	0	0	0		
3 Employees	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		
8 Employees Totals	#	5	7	2	2	1	0	0	0		
	%	62.50	87.50	25.00	25.00	12.50	0.00	0.00	0.00		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000405 - Revenue Auditor, Sr	#	2	2	1	1	0	0	0	0		
3 Employees	%	66.67	66.67	33.33	33.33	0.00	0.00	0.00	0.00		
30003001 - Accounting Supervisor	#	2	2	1	1	0	0	0	0		
4 Employees	%	50.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00		
30002283 - Accountant IV	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000404 - Revenue Auditor	#	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		
30000064 - Accountant III	#	5	7	2	0	1	0	1	1		
17 Employees	%	29.41	41.18	11.76	0.00	5.88	0.00	5.88	5.88		
30000063 - Accountant II	#	13	17	9	1	1	0	1	1		
26 Employees	%	50.00	65.38	34.62	3.85	3.85	0.00	3.85	3.85		
30000062 - Accountant I	#	2	7	2	0	0	0	0	0		
8 Employees	%	25.00	87.50	25.00	0.00	0.00	0.00	0.00	0.00		
64 Employees Totals	#	26	39	16	4	2	0	2	2		
	%	40.63	60.94	25.00	6.25	3.13	0.00	3.13	3.13		

Job Group Analysis

2BO Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000317 - Botanic Spec II-Arboretum Collection	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000319 - Botanic Spec II-Environmental Education	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000320 - Botanic Spec II-Generalist	#	0	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		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	0	2	0	0	0	0	0	0		
10 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000322 - Botanic Spec II-Pest Mgmt	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000323 - Botanic Spec II-Rose Garden	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001005 - Botanic Spec II-Forestry	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000316 - Botanic Spec I-Youth & Comnty Programs	#	2	4	0	0	0	0	0	2		
5 Employees	%	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		
30000878 - Botanic Spec I-Forestry	#	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		
30001333 - Botanic Spec I-Trails	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001584 - Botanic Spec I-Community Gardens	#	2	2	0	0	0	1	0	1		
2 Employees	%	100.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00		
30 Employees Totals	#	6	16	1	0	1	1	0	3		
	%	20.00	53.33	3.33	0.00	3.33	3.33	0.00	10.00		

Job Group Analysis

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30003062 - Government Relations Lobbyist 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		
30003061 - Government Relations Lobbyist I	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003097 - Public Information Officer	#	1	5	0	0	1	0	0	0		
8 Employees	%	12.50	62.50	0.00	0.00	12.50	0.00	0.00	0.00		
12 Employees Totals	#	1	7	0	0	1	0	0	0		
	%	8.33	58.33	0.00	0.00	8.33	0.00	0.00	0.00		

Job Group Analysis

2EN Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003052 - Environmental Supervisor	#	1	7	0	0	1	0	0	0		
11 Employees	%	9.09	63.64	0.00	0.00	9.09	0.00	0.00	0.00		
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	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001810 - Env Policy & Hazardous Materials Coord	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000459 - Environmental Policy Analyst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000662 - Environmental Program Coordinator	#	1	5	0	0	0	0	0	1		
8 Employees	%	12.50	62.50	0.00	0.00	0.00	0.00	0.00	12.50		
30000339 - Environmental Specialist-Generalist	#	5	19	0	1	2	0	0	2		
39 Employees	%	12.82	48.72	0.00	2.56	5.13	0.00	0.00	5.13		
30001908 - Environmental Spec-Wildlife Biologist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002037 - Field Science Specialist	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000661 - Environmental Program Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
70 Employees Totals	#	7	32	0	1	3	0	0	3		
	%	10.00	45.71	0.00	1.43	4.29	0.00	0.00	4.29		

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	8	9	7	1	0	0	0	0		
34 Employees	%	23.53	26.47	20.59	2.94	0.00	0.00	0.00	0.00		
30003047 - Engineer III	#	7	11	6	1	0	0	0	0		
33 Employees	%	21.21	33.33	18.18	3.03	0.00	0.00	0.00	0.00		
30000364 - Engineer-Chemical/Environmental	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	11	15	5	1	3	0	0	2		
55 Employees	%	20.00	27.27	9.09	1.82	5.45	0.00	0.00	3.64		
30000366 - Engineer-Electrical	#	2	0	1	1	0	0	0	0		
3 Employees	%	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00		
30000367 - Engineer-Geotechnical	#	2	2	2	0	0	0	0	0		
8 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000368 - Engineer-Mechanical	#	2	1	2	0	0	0	0	0		
5 Employees	%	40.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00		
30000369 - Engineer-Structural	#	3	5	3	0	0	0	0	0		
13 Employees	%	23.08	38.46	23.08	0.00	0.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	0	5	0	0	0	0	0	0		
10 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001734 - Engineer-Bridge	#	2	2	2	0	0	0	0	0		
3 Employees	%	66.67	66.67	66.67	0.00	0.00	0.00	0.00	0.00		
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		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	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		
30000357 - Engineering Associate, Sr-Chemical/Envir	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000358 - Engineering Associate, Sr-Civil	#	8	8	5	1	0	0	0	2		
36 Employees	%	22.22	22.22	13.89	2.78	0.00	0.00	0.00	5.56		
30000361 - Engineering Associate, Sr-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		

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000363 - Engineering Associate, Sr-Traffic	#	4	2	2	0	1	0	1	0		
11 Employees	%	36.36	18.18	18.18	0.00	9.09	0.00	9.09	0.00		
30000700 - Communications Engineer	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
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		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	5	6	3	1	1	0	0	0		
21 Employees	%	23.81	28.57	14.29	4.76	4.76	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		
30000356 - Engineering Associate-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		
30000225 - Surveyor I	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
264 Employees Totals	#	58	71	40	6	5	1	1	5		
	%	21.97	26.89	15.15	2.27	1.89	0.38	0.38	1.89		

Job Group Analysis

2FI Professionals - Fire

EEO Code: 2

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

Job Group Analysis

2FL Professionals - Financial

EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2GA Professionals - General Administrative

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	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		
30003215 - Auditor - Investigator I	#	2	3	1	1	0	0	0	0		
8 Employees	%	25.00	37.50	12.50	12.50	0.00	0.00	0.00	0.00		
30003216 - Auditor - Performance Auditor II	#	2	6	2	0	0	0	0	0		
8 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
30003085 - Multimedia Specialist	#	3	3	3	0	0	0	0	0		
6 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
24 Employees Totals	#	7	13	6	1	0	0	0	0		
	%	29.17	54.17	25.00	4.17	0.00	0.00	0.00	0.00		

Job Group Analysis

2GM Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000089 - Sign Maker		#	1	1	0	0	0	1	0	0		
1 Employee		%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
1 Employee	Totals	#	1	1	0	0	0	1	0	0		
		%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		

Job Group Analysis

2HR Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003065 - Human Resources Analyst III	#	3	4	2	1	0	0	0	0		
6 Employees	%	50.00	66.67	33.33	16.67	0.00	0.00	0.00	0.00		
30003066 - Human Resources Generalist	#	8	8	0	2	4	1	0	1		
12 Employees	%	66.67	66.67	0.00	16.67	33.33	8.33	0.00	8.33		
30003064 - Human Resources Analyst II	#	10	11	1	5	2	0	0	2		
17 Employees	%	58.82	64.71	5.88	29.41	11.76	0.00	0.00	11.76		
35 Employees Totals	#	21	23	3	8	6	1	0	3		
	%	60.00	65.71	8.57	22.86	17.14	2.86	0.00	8.57		

Job Group Analysis

2IT Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30003107 - Technology Business Representative	#	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		
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		
30000217 - Inf Syst Analyst, Principal-GIS Enterprs	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000218 - Inf Syst Analyst, Principal-Gen	#	7	5	6	0	1	0	0	0		
21 Employees	%	33.33	23.81	28.57	0.00	4.76	0.00	0.00	0.00		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	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		
30000880 - Inf Syst Analyst, Principal-GIS,Vertical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003012 - Business Systems Analyst III	#	10	17	2	2	1	0	0	5		
28 Employees	%	35.71	60.71	7.14	7.14	3.57	0.00	0.00	17.86		
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		
30003072 - Information Systems Supervisor	#	2	4	0	1	1	0	0	0		
9 Employees	%	22.22	44.44	0.00	11.11	11.11	0.00	0.00	0.00		
30000206 - Applications Analyst IV-GIS,Enterprise	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000207 - Applications Analyst IV-Generalist	#	5	3	4	1	0	0	0	0		
17 Employees	%	29.41	17.65	23.53	5.88	0.00	0.00	0.00	0.00		
30000215 - Inf Syst Tech Analyst VI-Generalist	#	5	2	2	0	1	0	1	1		
14 Employees	%	35.71	14.29	14.29	0.00	7.14	0.00	7.14	7.14		
30000216 - Inf Syst Tech Analyst VI-Proj 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		
30001234 - Applications Analyst IV-Web Developer	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000204 - Applications Analyst III-Generalist	#	6	3	6	0	0	0	0	0		
13 Employees	%	46.15	23.08	46.15	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000213 - Inf Syst Tech Analyst V-Generalist	#	9	9	4	2	3	0	0	0		
23 Employees	%	39.13	39.13	17.39	8.70	13.04	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		
30001933 - Inf Syst Tech Analyst V-Proj Mgmt	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
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	#	11	21	6	2	1	0	0	2		
32 Employees	%	34.38	65.63	18.75	6.25	3.13	0.00	0.00	6.25		
30000373 - Graphics Designer III	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000203 - Applications Analyst II-Generalist	#	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		
30000210 - Inf Syst Tech Analyst IV-Generalist	#	5	6	3	1	1	0	0	0		
17 Employees	%	29.41	35.29	17.65	5.88	5.88	0.00	0.00	0.00		
30000211 - Inf Syst Tech Analyst IV-Telecomm	#	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		
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		
30003010 - Business Systems Analyst I	#	5	8	3	0	2	0	0	0		
13 Employees	%	38.46	61.54	23.08	0.00	15.38	0.00	0.00	0.00		
30000200 - Inf Syst Tech Analyst III-Generalist	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30001591 - Housing Business Systems Analyst, Asst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000372 - Graphics Designer II	#	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		
30000199 - Inf Syst Tech Analyst II-Generalist	#	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		
30000198 - Inf Syst Tech Analyst I-Generalist	#	3	1	3	0	0	0	0	0		
6 Employees	%	50.00	16.67	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT	Professionals - Information Technology	EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
243 Employees	Totals	#	78	96	44	11	14	0	1	8		
		%	32.10	39.51	18.11	4.53	5.76	0.00	0.41	3.29		

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		
30000309 - Crime Prevention Program Administrator	#	6	12	1	2	3	0	0	0		
14 Employees	%	42.86	85.71	7.14	14.29	21.43	0.00	0.00	0.00		
15 Employees Totals	#	6	12	1	2	3	0	0	0		
	%	40.00	80.00	6.67	13.33	20.00	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	#	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		
30003232 - Auditor - General Counsel	#	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		
30003021 - City Attorney, Senior Deputy	#	4	9	1	0	1	0	0	2		
15 Employees	%	26.67	60.00	6.67	0.00	6.67	0.00	0.00	13.33		
30003230 - Auditor - Hearings Officer, Chief	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003020 - City Attorney, Deputy	#	7	10	3	1	2	0	0	1		
16 Employees	%	43.75	62.50	18.75	6.25	12.50	0.00	0.00	6.25		
30003018 - City Attorney, Assistant Deputy	#	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		
40 Employees Totals	#	12	23	5	1	3	0	0	3		
	%	30.00	57.50	12.50	2.50	7.50	0.00	0.00	7.50		

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	8	0	0	0	0	0	0		
9 Employees	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees Totals	#	0	8	0	0	0	0	0	0		
	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2PL Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003089 - Planner, Principal	#	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		
30003090 - Planner, Supervising	#	3	5	2	0	1	0	0	0		
13 Employees	%	23.08	38.46	15.38	0.00	7.69	0.00	0.00	0.00		
30000391 - Planner, Sr City-Economic	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000392 - Planner, Sr City-Environmental	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000393 - Planner, Sr City-Land Use	#	2	9	0	0	1	1	0	0		
19 Employees	%	10.53	47.37	0.00	0.00	5.26	5.26	0.00	0.00		
30000394 - Planner, Sr City-Parks	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000395 - Planner, Sr City-Transportation Modeling	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000396 - Planner, Sr City-Transportation	#	0	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		
30000397 - Planner, Sr City-Urban Design	#	2	3	0	0	1	1	0	0		
7 Employees	%	28.57	42.86	0.00	0.00	14.29	14.29	0.00	0.00		
30000398 - Planner, Sr City-Water Resources	#	0	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		
30000384 - Planner II. City-Environmental	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000385 - Planner II. City-Land Use	#	6	20	1	0	2	0	0	3		
31 Employees	%	19.35	64.52	3.23	0.00	6.45	0.00	0.00	9.68		
30000386 - Planner II. City-Parks	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000388 - Planner II. City-Transportation	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000389 - Planner II. City-Urban Design	#	1	5	1	0	0	0	0	0		
6 Employees	%	16.67	83.33	16.67	0.00	0.00	0.00	0.00	0.00		
30000390 - Planner II. City-Water Resources	#	1	3	0	0	0	0	0	1		
3 Employees	%	33.33	100.00	0.00	0.00	0.00	0.00	0.00	33.33		

Job Group Analysis

2PL Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000377 - Planner I, City-Land Use	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000381 - Planner I, City-Urban Design	#	1	3	0	0	1	0	0	0		
4 Employees	%	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000375 - Planner, Associate	#	2	3	0	0	1	0	0	1		
7 Employees	%	28.57	42.86	0.00	0.00	14.29	0.00	0.00	14.29		
30000374 - Planning Assistant	#	2	3	0	0	1	0	0	1		
5 Employees	%	40.00	60.00	0.00	0.00	20.00	0.00	0.00	20.00		
127 Employees Totals	#	24	68	5	0	9	2	0	8		
	%	18.90	53.54	3.94	0.00	7.09	1.57	0.00	6.30		

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 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		
30003212 - Auditor - Archives&RecordsCoordinatorIII	#	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		
30003214 - Auditor - Coordinator III	#	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		
30003029 - Coordinator III	#	11	40	0	5	5	0	0	1		
70 Employees	%	15.71	57.14	0.00	7.14	7.14	0.00	0.00	1.43		
30003206 - Auditor - Archives&RecordsCoordinator 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		
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	#	27	54	4	11	6	1	0	5		
88 Employees	%	30.68	61.36	4.55	12.50	6.82	1.14	0.00	5.68		
165 Employees Totals	#	39	98	4	16	12	1	0	6		
	%	23.64	59.39	2.42	9.70	7.27	0.61	0.00	3.64		

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		
		%	0.00	100.00	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		
30000165 - Plumbing Inspector, Sr	#	1	0	0	1	0	0	0	0		
4 Employees	%	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	2	2	0	0	1	0	0	1		
8 Employees	%	25.00	25.00	0.00	0.00	12.50	0.00	0.00	12.50		
30000174 - Building Inspector, Sr	#	1	1	0	0	0	0	0	1		
22 Employees	%	4.55	4.55	0.00	0.00	0.00	0.00	0.00	4.55		
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	#	5	0	1	0	3	0	0	1		
14 Employees	%	35.71	0.00	7.14	0.00	21.43	0.00	0.00	7.14		
30000231 - Plans Examiner, Commercial	#	0	8	0	0	0	0	0	0		
19 Employees	%	0.00	42.11	0.00	0.00	0.00	0.00	0.00	0.00		
30000172 - Housing Inspector, Sr	#	1	1	0	0	0	0	0	1		
6 Employees	%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	16.67		
30000164 - Plumbing Inspector	#	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		
30000168 - Electrical Inspector	#	1	0	0	0	1	0	0	0		
6 Employees	%	16.67	0.00	0.00	0.00	16.67	0.00	0.00	0.00		
30000173 - Building Inspector II	#	2	1	0	1	0	0	1	0		
14 Employees	%	14.29	7.14	0.00	7.14	0.00	0.00	7.14	0.00		
30000179 - Site Development Inspector II	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000175 - Building Inspector I	#	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		
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		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000171 - Housing Inspector	#	7	5	2	2	2	1	0	0		
13 Employees	%	53.85	38.46	15.38	15.38	15.38	7.69	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		
30000197 - Sidewalk Inspector		#	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		
137 Employees	Totals	#	25	29	3	6	9	1	1	5		
		%	18.25	21.17	2.19	4.38	6.57	0.73	0.73	3.65		

Job Group Analysis

3BO Technicians - Botanic

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001383 - Botanic Technician II	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002008 - Community Garden Technician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000831 - Botanic Technician I	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3CI Technicians - Code Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000186 - Code Specialist III	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000187 - Code Specialist, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000184 - Code Specialist II	#	2	2	2	0	0	0	0	0		
7 Employees	%	28.57	28.57	28.57	0.00	0.00	0.00	0.00	0.00		
10 Employees Totals	#	2	2	2	0	0	0	0	0		
	%	20.00	20.00	20.00	0.00	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		
30000239 - Instrument Technician	#	1	0	0	0	0	0	0	1		
17 Employees	%	5.88	0.00	0.00	0.00	0.00	0.00	0.00	5.88		
30002610 - Electronics Technician III: Commun	#	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		
30000236 - Electronics Technician II: Commun	#	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		
30000237 - Electronics Technician II:Traffic Signal	#	2	1	2	0	0	0	0	0		
3 Employees	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
30000238 - Communications Switch Technician	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000401 - Electronic Systems Technician	#	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		
30000234 - Electronics Technician I: Communications	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
37 Employees Totals	#	4	2	2	1	0	0	0	1		
	%	10.81	5.41	5.41	2.70	0.00	0.00	0.00	2.70		

Job Group Analysis

3EN Technicians - Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000338 - Environmental Technician II	#	3	12	1	1	0	0	0	1		
29 Employees	%	10.34	41.38	3.45	3.45	0.00	0.00	0.00	3.45		
30002038 - Field Science Technician	#	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		
30000337 - Environmental Technician I	#	3	5	0	2	0	0	0	1		
7 Employees	%	42.86	71.43	0.00	28.57	0.00	0.00	0.00	14.29		
39 Employees Totals	#	6	19	1	3	0	0	0	2		
	%	15.38	48.72	2.56	7.69	0.00	0.00	0.00	5.13		

Job Group Analysis

3ER	Technicians - Engineering & Related	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000326 - Engineering Technician III	#	2	6	2	0	0	0	0	0		
24 Employees	%	8.33	25.00	8.33	0.00	0.00	0.00	0.00	0.00		
30000330 - CAD Technician III	#	1	0	0	0	0	0	1	0		
5 Employees	%	20.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00		
30000334 - Development Services Technician III	#	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		
30000343 - GIS Technician III	#	1	2	1	0	0	0	0	0		
11 Employees	%	9.09	18.18	9.09	0.00	0.00	0.00	0.00	0.00		
30000402 - Signals & Street Lighting Technician	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000978 - Mapping Data Technician II	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000229 - Public Works Inspector, Sr	#	5	5	1	0	2	1	1	0		
24 Employees	%	20.83	20.83	4.17	0.00	8.33	4.17	4.17	0.00		
30000336 - Fire Land Use Review Technician	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000228 - Public Works Inspector	#	3	3	0	1	0	1	0	1		
26 Employees	%	11.54	11.54	0.00	3.85	0.00	3.85	0.00	3.85		
30000325 - Engineering Technician II	#	17	27	5	4	5	0	1	2		
71 Employees	%	23.94	38.03	7.04	5.63	7.04	0.00	1.41	2.82		
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	#	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		
30000333 - Development Services Technician II	#	8	22	1	3	0	0	0	4		
40 Employees	%	20.00	55.00	2.50	7.50	0.00	0.00	0.00	10.00		
30000342 - GIS Technician II	#	2	5	2	0	0	0	0	0		
15 Employees	%	13.33	33.33	13.33	0.00	0.00	0.00	0.00	0.00		
30001079 - Survey Project Support Tech	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000224 - Surveying Aide II	#	0	0	0	0	0	0	0	0		
9 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001037 - Utility Locator	#	6	4	1	4	0	0	0	1		
13 Employees	%	46.15	30.77	7.69	30.77	0.00	0.00	0.00	7.69		
30000324 - Engineering Technician I	#	6	4	2	2	0	0	1	1		
13 Employees	%	46.15	30.77	15.38	15.38	0.00	0.00	7.69	7.69		
30000328 - CAD Technician I	#	2	0	0	0	1	1	0	0		
3 Employees	%	66.67	0.00	0.00	0.00	33.33	33.33	0.00	0.00		
30000332 - Development Services Technician I	#	4	5	2	1	1	0	0	0		
9 Employees	%	44.44	55.56	22.22	11.11	11.11	0.00	0.00	0.00		
30000341 - GIS Technician I	#	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		
290 Employees Totals	#	63	93	19	17	10	4	4	9		
	%	21.72	32.07	6.55	5.86	3.45	1.38	1.38	3.10		

Job Group Analysis

3LB Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001285 - Laboratory Coordinator	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002507 - Laboratory Coordinator-CL	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30001284 - Laboratory Analytical Specialist	#	3	3	1	0	2	0	0	0		
6 Employees	%	50.00	50.00	16.67	0.00	33.33	0.00	0.00	0.00		
30002506 - Laboratory Analytical Specialist-CL	#	1	2	0	0	1	0	0	0		
5 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
30001283 - Laboratory Analyst II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002505 - Laboratory Analyst II-CL	#	0	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		
30000241 - Laboratory Analyst I	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
24 Employees Totals	#	5	12	1	0	3	0	0	1		
	%	20.83	50.00	4.17	0.00	12.50	0.00	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	2	2	0	0	0	0	0		
3 Employees	%	66.67	66.67	66.67	0.00	0.00	0.00	0.00	0.00		
30000304 - Police Identification Technician	#	4	9	1	0	0	1	0	2		
15 Employees	%	26.67	60.00	6.67	0.00	0.00	6.67	0.00	13.33		
18 Employees Totals	#	6	11	3	0	0	1	0	2		
	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		

Job Group Analysis

3RM	Technicians - Risk Management	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003101 - Risk Specialist III	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
30003100 - Risk Specialist II	#	2	5	0	0	1	0	0	1		
12 Employees	%	16.67	41.67	0.00	0.00	8.33	0.00	0.00	8.33		
30003099 - Risk Specialist I	#	2	1	1	0	0	0	0	1		
5 Employees	%	40.00	20.00	20.00	0.00	0.00	0.00	0.00	20.00		
20 Employees Totals	#	5	8	1	1	1	0	0	2		
	%	25.00	40.00	5.00	5.00	5.00	0.00	0.00	10.00		

Job Group Analysis

3WA	Technicians - Water	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000141 - Water Quality Inspector III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000140 - Water Quality Inspector II	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000136 - Water Service Inspector II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000135 - Water Service Inspector I	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
13 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	23.08	0.00	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		
30000793 - Fire Fighter		#	84	26	22	12	27	14	1	8		
440 Employees		%	19.09	5.91	5.00	2.73	6.14	3.18	0.23	1.82		
30000795 - Fire Fighter 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		
442 Employees	Totals	#	84	27	22	12	27	14	1	8		
		%	19.00	6.11	4.98	2.71	6.11	3.17	0.23	1.81		

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	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		
30000801 - Fire Lieutenant, Staff	#	5	0	3	0	0	1	0	1		
11 Employees	%	45.45	0.00	27.27	0.00	0.00	9.09	0.00	9.09		
30000812 - Fire Inspector/Specialist	#	6	4	0	2	2	2	0	0		
17 Employees	%	35.29	23.53	0.00	11.76	11.76	11.76	0.00	0.00		
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		
30000798 - Fire Lieutenant	#	19	3	7	6	4	1	0	1		
102 Employees	%	18.63	2.94	6.86	5.88	3.92	0.98	0.00	0.98		
30000808 - Fire Inspector	#	6	3	0	4	1	1	0	0		
22 Employees	%	27.27	13.64	0.00	18.18	4.55	4.55	0.00	0.00		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
10 Employees	%	30.00	0.00	20.00	0.00	0.00	10.00	0.00	0.00		
171 Employees Totals	#	40	14	12	12	7	6	0	3		
	%	23.39	8.19	7.02	7.02	4.09	3.51	0.00	1.75		

Job Group Analysis

4FI-3	Protective Serivce-Sworn-Fire-Senior Level	EEO Code: 4

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff		#	1	0	0	0	1	0	0	0		
4 Employees		%	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist		#	0	1	0	0	0	0	0	0		
2 Employees		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000803 - Fire Captain		#	4	2	3	0	1	0	0	0		
31 Employees		%	12.90	6.45	9.68	0.00	3.23	0.00	0.00	0.00		
30000811 - Fire Inspector, Sr		#	1	2	0	0	1	0	0	0		
6 Employees		%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		
43 Employees	Totals	#	6	5	3	0	3	0	0	0		
		%	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00		

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	#	3	1	2	0	1	0	0	0		
13 Employees	%	23.08	7.69	15.38	0.00	7.69	0.00	0.00	0.00		
15 Employees Totals	#	3	1	2	0	1	0	0	0		
	%	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00		

Job Group Analysis

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		#	109	102	40	24	27	1	2	15		
631 Employees		%	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38		
631 Employees	Totals	#	109	102	40	24	27	1	2	15		
		%	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38		

Job Group Analysis

4LE-2	Protective Service-Sworn-Law Enfr-Mid Level	EEO Code: 4

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000298 - Police Sergeant		#	13	10	3	4	4	2	0	0		
126 Employees		%	10.32	7.94	2.38	3.17	3.17	1.59	0.00	0.00		
30000302 - Police Detective		#	12	21	5	3	4	0	0	0		
91 Employees		%	13.19	23.08	5.49	3.30	4.40	0.00	0.00	0.00		
30000307 - Police Criminalist		#	3	3	3	0	0	0	0	0		
16 Employees		%	18.75	18.75	18.75	0.00	0.00	0.00	0.00	0.00		
233 Employees	Totals	#	28	34	11	7	8	2	0	0		
		%	12.02	14.59	4.72	3.00	3.43	0.86	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	#	4	2	0	1	1	0	0	2		
25 Employees	%	16.00	8.00	0.00	4.00	4.00	0.00	0.00	8.00		
30003091 - Police Captain	#	3	4	1	0	2	0	0	0		
11 Employees	%	27.27	36.36	9.09	0.00	18.18	0.00	0.00	0.00		
36 Employees Totals	#	7	6	1	1	3	0	0	2		
	%	19.44	16.67	2.78	2.78	8.33	0.00	0.00	5.56		

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		#	1	0	1	0	0	0	0	0		
6 Employees		%	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals	#	1	0	1	0	0	0	0	0		
		%	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

5CI	Protective Service - Non-Sworn - Code Inspections	EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002563 - Parking Code Enforcement Officer, Lead	#	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		
30000185 - Parking Code Enforcement Officer	#	15	25	1	7	4	1	0	2		
60 Employees	%	25.00	41.67	1.67	11.67	6.67	1.67	0.00	3.33		
65 Employees Totals	#	16	26	2	7	4	1	0	2		
	%	24.62	40.00	3.08	10.77	6.15	1.54	0.00	3.08		

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	52	1	1	8	0	0	2		
79 Employees	%	15.19	65.82	1.27	1.27	10.13	0.00	0.00	2.53		
30000035 - Emerg Commun Police Dispatcher	#	0	7	0	0	0	0	0	0		
10 Employees	%	0.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001028 - Emerg Commun Lateral Police Disp, Trnee	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000031 - Emerg Commun Call Taker	#	1	5	1	0	0	0	0	0		
10 Employees	%	10.00	50.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000032 - Emerg Commun Dispatcher, Trainee	#	2	12	0	0	0	0	0	2		
18 Employees	%	11.11	66.67	0.00	0.00	0.00	0.00	0.00	11.11		
118 Employees Totals	#	15	76	2	1	8	0	0	4		
	%	12.71	64.41	1.69	0.85	6.78	0.00	0.00	3.39		

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		
9 Employees	%	33.33	44.44	0.00	11.11	22.22	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		
10 Employees Totals	#	3	4	0	1	2	0	0	0		
	%	30.00	40.00	0.00	10.00	20.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001709 - Park Ranger		#	10	9	1	4	2	1	1	1		
25 Employees		%	40.00	36.00	4.00	16.00	8.00	4.00	4.00	4.00		
25 Employees	Totals	#	10	9	1	4	2	1	1	1		
		%	40.00	36.00	4.00	16.00	8.00	4.00	4.00	4.00		

Job Group Analysis

5WA	Protective Service - Non-Sworn - Water	EEO Code: 5

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

Job Group Analysis

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		#	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		
2 Employees	Totals	#	1	0	0	1	0	0	0	0		
		%	50.00	0.00	0.00	50.00	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	#	6	7	2	1	0	0	0	3		
12 Employees	%	50.00	58.33	16.67	8.33	0.00	0.00	0.00	25.00		
30000193 - Revenue & Tax Specialist III	#	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		
30000192 - Revenue & Tax Specialist II	#	3	8	3	0	0	0	0	0		
12 Employees	%	25.00	66.67	25.00	0.00	0.00	0.00	0.00	0.00		
30000191 - Revenue & Tax Specialist I	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
27 Employees Totals	#	10	16	5	2	0	0	0	3		
	%	37.04	59.26	18.52	7.41	0.00	0.00	0.00	11.11		

Job Group Analysis

6EC Administrative Support - Emergency Communication

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
15 Employees	%	13.33	33.33	0.00	0.00	6.67	6.67	0.00	0.00		
17 Employees Totals	#	2	5	0	0	1	1	0	0		
	%	11.76	29.41	0.00	0.00	5.88	5.88	0.00	0.00		

Job Group Analysis

6EN	Administrative Support - Environmental	EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000163 - Wastewater Operations Specialist		#	0	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		
4 Employees	Totals	#	0	3	0	0	0	0	0	0		
		%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6EO Administrative Support - Office Equipment Operatio

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000044 - Printing & Distrib Custmr Svc Rep, Lead	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000043 - Printing & Distrib Customer Svc Rep	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6ER	Administrative Support - Engineering Related	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent III	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000349 - Right of Way Agent II	#	2	2	0	1	1	0	0	0		
5 Employees	%	40.00	40.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000348 - Right of Way Agent I	#	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		
11 Employees Totals	#	3	6	0	1	2	0	0	0		
	%	27.27	54.55	0.00	9.09	18.18	0.00	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	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003224 - Auditor - Supervisor II	#	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		
30003104 - Supervisor II	#	14	47	3	4	5	0	0	2		
89 Employees	%	15.73	52.81	3.37	4.49	5.62	0.00	0.00	2.25		
30003217 - Auditor - Supervisor I	#	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		
30003005 - Administrative Specialist 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		
30003103 - Supervisor I - E	#	23	38	4	13	4	1	1	0		
79 Employees	%	29.11	48.10	5.06	16.46	5.06	1.27	1.27	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		
30003208 - Auditor - Clerk to City Council	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30003004 - Administrative Specialist III	#	14	30	3	3	2	2	2	2		
44 Employees	%	31.82	68.18	6.82	6.82	4.55	4.55	4.55	4.55		
30003201 - Auditor - Administrative Specialist 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		
30003202 - Auditor - Archives&RecordsCoordinator I	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
30003003 - Administrative Specialist II	#	28	69	7	13	3	1	0	4		
80 Employees	%	35.00	86.25	8.75	16.25	3.75	1.25	0.00	5.00		
30001592 - Housing Administrative Specialist, Sr	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003002 - Administrative Specialist I	#	3	4	2	0	0	0	0	1		
6 Employees	%	50.00	66.67	33.33	0.00	0.00	0.00	0.00	16.67		
30000403 - Remittance Technician	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
315 Employees Totals	#	87	204	20	34	15	4	3	11		
	%	27.62	64.76	6.35	10.79	4.76	1.27	0.95	3.49		

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	#	5	11	3	2	0	0	0	0		
12 Employees	%	41.67	91.67	25.00	16.67	0.00	0.00	0.00	0.00		
30003067 - Human Resources Systems Specialist	#	1	6	1	0	0	0	0	0		
6 Employees	%	16.67	100.00	16.67	0.00	0.00	0.00	0.00	0.00		
18 Employees Totals	#	6	17	4	2	0	0	0	0		
	%	33.33	94.44	22.22	11.11	0.00	0.00	0.00	0.00		

Job Group Analysis

6LL Administrative Support - Legal

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	3	10	0	1	2	0	0	0		
11 Employees	%	27.27	90.91	0.00	9.09	18.18	0.00	0.00	0.00		
30003077 - Legal Assistant	#	3	10	1	0	1	0	0	1		
11 Employees	%	27.27	90.91	9.09	0.00	9.09	0.00	0.00	9.09		
23 Employees Totals	#	6	21	1	1	3	0	0	1		
	%	26.09	91.30	4.35	4.35	13.04	0.00	0.00	4.35		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000028 - Hearings Clerk	#	1	4	0	1	0	0	0	0		
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000025 - Police Administrative Support Spec, Sr	#	2	12	0	0	2	0	0	0		
14 Employees	%	14.29	85.71	0.00	0.00	14.29	0.00	0.00	0.00		
30000013 - Office Support Specialist III	#	10	25	1	5	1	1	0	2		
32 Employees	%	31.25	78.13	3.13	15.63	3.13	3.13	0.00	6.25		
30000018 - Customer Accounts Specialist II	#	1	5	0	1	0	0	0	0		
9 Employees	%	11.11	55.56	0.00	11.11	0.00	0.00	0.00	0.00		
30000828 - Records Specialist	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000014 - Office Support Specialist, Lead	#	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		
30000030 - Service Dispatcher, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001558 - Timekeeping Specialist	#	2	6	1	0	1	0	0	0		
6 Employees	%	33.33	100.00	16.67	0.00	16.67	0.00	0.00	0.00		
30000020 - Police Records Specialist	#	4	28	1	0	1	1	0	1		
41 Employees	%	9.76	68.29	2.44	0.00	2.44	2.44	0.00	2.44		
30000024 - Police Administrative Support Specialist	#	4	19	1	0	2	0	0	1		
25 Employees	%	16.00	76.00	4.00	0.00	8.00	0.00	0.00	4.00		
30000017 - Customer Accounts Specialist I	#	12	22	3	3	6	0	0	0		
33 Employees	%	36.36	66.67	9.09	9.09	18.18	0.00	0.00	0.00		
30000029 - Service Dispatcher	#	2	6	1	0	0	0	0	1		
8 Employees	%	25.00	75.00	12.50	0.00	0.00	0.00	0.00	12.50		
30000012 - Office Support Specialist II	#	27	41	6	7	10	0	0	4		
50 Employees	%	54.00	82.00	12.00	14.00	20.00	0.00	0.00	8.00		
30000016 - Information & Referral 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		
30000835 - Emerg Commun Support Specialist	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000022 - Police Desk Clerk	#	1	4	0	0	1	0	0	0		
7 Employees	%	14.29	57.14	0.00	0.00	14.29	0.00	0.00	0.00		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000011 - Office Support Specialist I	#	2	4	0	2	0	0	0	0		
4 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000019 - Police Records Specialist, Trainee	#	1	1	0	0	0	0	1	0		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	0.00	25.00	0.00		
249 Employees Totals	#	72	186	14	20	26	2	1	9		
	%	28.92	74.70	5.62	8.03	10.44	0.80	0.40	3.61		

Job Group Analysis

6PM Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001593 - Housing Program Specialist	#	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		
30000463 - Program Specialist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	#	4	5	1	2	1	0	0	0		
5 Employees	%	80.00	100.00	20.00	40.00	20.00	0.00	0.00	0.00		
30003027 - Coordinator I - NE	#	26	38	4	8	8	1	0	5		
67 Employees	%	38.81	56.72	5.97	11.94	11.94	1.49	0.00	7.46		
30003235 - Coordinator I - E	#	14	26	6	4	4	0	0	0		
40 Employees	%	35.00	65.00	15.00	10.00	10.00	0.00	0.00	0.00		
118 Employees Totals	#	46	74	12	14	14	1	0	5		
	%	38.98	62.71	10.17	11.86	11.86	0.85	0.00	4.24		

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 - Storekeepr/Acquisition Specialist III-CL	#	1	1	0	0	0	1	0	0		
6 Employees	%	16.67	16.67	0.00	0.00	0.00	16.67	0.00	0.00		
30000050 - Evidence Control Specialist	#	2	6	0	0	2	0	0	0		
8 Employees	%	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000054 - Storekeeper/Acquisition Specialist II	#	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		
30000058 - Procurement Specialist, Assistant	#	4	3	0	3	1	0	0	0		
4 Employees	%	100.00	75.00	0.00	75.00	25.00	0.00	0.00	0.00		
30000055 - Storekeepr/Acquisition II:Auto Part Spec	#	2	1	1	0	1	0	0	0		
5 Employees	%	40.00	20.00	20.00	0.00	20.00	0.00	0.00	0.00		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	2	2	0	0	1	0	0	1		
8 Employees	%	25.00	25.00	0.00	0.00	12.50	0.00	0.00	12.50		
30000053 - Storekeeper/Acquisition Specialist I	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002483 - Storekeeper/Acquisition Specialist I-CL	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
42 Employees Totals	#	12	14	2	3	5	1	0	1		
	%	28.57	33.33	4.76	7.14	11.90	2.38	0.00	2.38		

Job Group Analysis

6WA	Administrative Support - Water	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000134 - Water Meter Reader II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000133 - Water Meter Reader I	#	2	2	0	2	0	0	0	0		
11 Employees	%	18.18	18.18	0.00	18.18	0.00	0.00	0.00	0.00		
12 Employees Totals	#	2	3	0	2	0	0	0	0		
	%	16.67	25.00	0.00	16.67	0.00	0.00	0.00	0.00		

Job Group Analysis

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		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000131 - Vehicle & Equipment Mechanic	#	13	0	5	3	3	1	1	0		
56 Employees	%	23.21	0.00	8.93	5.36	5.36	1.79	1.79	0.00		
59 Employees Totals	#	14	0	5	3	4	1	1	0		
	%	23.73	0.00	8.47	5.08	6.78	1.69	1.69	0.00		

Job Group Analysis

7BT	Skilled Craft - Building Trades	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	4	1	2	0	2	0	0	0		
15 Employees	%	26.67	6.67	13.33	0.00	13.33	0.00	0.00	0.00		
30002487 - Facilities Maintenance Technician-CL	#	2	0	0	0	0	0	1	1		
5 Employees	%	40.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00		
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		
22 Employees Totals	#	7	1	2	0	2	0	2	1		
	%	31.82	4.55	9.09	0.00	9.09	0.00	9.09	4.55		

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	0	1	1	0	1		
28 Employees	%	10.71	3.57	0.00	0.00	3.57	3.57	0.00	3.57		
30000161 - Wastewater Operator II	#	10	5	3	2	0	0	2	3		
39 Employees	%	25.64	12.82	7.69	5.13	0.00	0.00	5.13	7.69		
30000155 - Industrial Maintenance Millwright, Appr	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
68 Employees Totals	#	14	6	3	3	1	1	2	4		
	%	20.59	8.82	4.41	4.41	1.47	1.47	2.94	5.88		

Job Group Analysis

7EO Skilled Craft - Office Equipment Operation

EEO Code: 7

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000042 - Distribution Technician, Lead		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7ER	Skilled Craft-Engineering Related	EEO Code: 7

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000347 - Materials Quality Compliance Specialist		#	0	0	0	0	0	0	0	0		
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003080 - Maintenance Supervisor II	#	1	1	0	1	0	0	0	0		
6 Employees	%	16.67	16.67	0.00	16.67	0.00	0.00	0.00	0.00		
30000117 - Electrician, Lead	#	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		
30003079 - Maintenance Supervisor I - E	#	5	4	0	3	2	0	0	0		
21 Employees	%	23.81	19.05	0.00	14.29	9.52	0.00	0.00	0.00		
30003234 - Maintenance Supervisor I - NE	#	7	5	2	2	2	1	0	0		
31 Employees	%	22.58	16.13	6.45	6.45	6.45	3.23	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	7	5	0	2	3	0	0	2		
33 Employees	%	21.21	15.15	0.00	6.06	9.09	0.00	0.00	6.06		
30001159 - Plumber	#	2	1	0	1	0	0	0	1		
3 Employees	%	66.67	33.33	0.00	33.33	0.00	0.00	0.00	33.33		
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		
30000126 - Industrial Machinist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000125 - Auto Body Restorer	#	2	0	2	0	0	0	0	0		
2 Employees	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000107 - Concrete Finisher	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000110 - Carpenter	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30002499 - Carpenter-CL	#	1	2	0	0	0	1	0	0		
11 Employees	%	9.09	18.18	0.00	0.00	0.00	9.09	0.00	0.00		
30000091 - Street Maintenance Crew Leader	#	2	0	1	0	0	1	0	0		
5 Employees	%	40.00	0.00	20.00	0.00	0.00	20.00	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		
30000092 - Sign and Marking Technician	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000095 - Environmental Systems Crew Leader	#	0	0	0	0	0	0	0	0		
11 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002133 - Site Operations Crew Leader	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002497 - Concrete Finisher-CL	#	1	0	0	0	0	1	0	0		
15 Employees	%	6.67	0.00	0.00	0.00	0.00	6.67	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		
30000094 - Environmental Systems Maintenance Tech	#	1	1	0	0	1	0	0	0		
12 Employees	%	8.33	8.33	0.00	0.00	8.33	0.00	0.00	0.00		
30000098 - Maintenance Mechanic	#	3	1	0	0	2	1	0	0		
13 Employees	%	23.08	7.69	0.00	0.00	15.38	7.69	0.00	0.00		
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		
30000105 - Construction Equipment Operator	#	3	1	0	0	2	1	0	0		
20 Employees	%	15.00	5.00	0.00	0.00	10.00	5.00	0.00	0.00		
30002495 - Construction Equipment Operator-CL	#	3	1	0	1	0	2	0	0		
19 Employees	%	15.79	5.26	0.00	5.26	0.00	10.53	0.00	0.00		
30000090 - Asphalt Raker	#	3	0	1	0	0	1	0	1		
9 Employees	%	33.33	0.00	11.11	0.00	0.00	11.11	0.00	11.11		
259 Employees Totals	#	46	25	8	11	14	9	0	4		
	%	17.76	9.65	3.09	4.25	5.41	3.47	0.00	1.54		

Job Group Analysis

7WA	Skilled Craft - Water	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000148 - Water Treatment Operator, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000154 - Operating Engineer III	#	4	2	0	0	1	2	0	1		
12 Employees	%	33.33	16.67	0.00	0.00	8.33	16.67	0.00	8.33		
30000147 - Water Treatment Operator II	#	1	2	1	0	0	0	0	0		
8 Employees	%	12.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00		
30000145 - Water Operations Mechanic	#	4	1	2	2	0	0	0	0		
24 Employees	%	16.67	4.17	8.33	8.33	0.00	0.00	0.00	0.00		
30000143 - Water Meter Technician III	#	2	0	1	0	0	1	0	0		
6 Employees	%	33.33	0.00	16.67	0.00	0.00	16.67	0.00	0.00		
30001308 - Watershed Specialist III	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000153 - Operating Engineer II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000144 - Water Operations Mechanic, Apprentice	#	3	1	0	1	1	0	0	1		
11 Employees	%	27.27	9.09	0.00	9.09	9.09	0.00	0.00	9.09		
30000142 - Water Meter Technician II	#	1	1	0	0	0	0	1	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	33.33	0.00		
30000146 - Water Treatment Operator I	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000152 - Operating Engineer I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000151 - Watershed Specialist II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002158 - Water Meter Technician I	#	2	1	0	1	0	1	0	0		
4 Employees	%	50.00	25.00	0.00	25.00	0.00	25.00	0.00	0.00		
30000149 - Watershed Specialist I	#	1	1	1	0	0	0	0	0		
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
81 Employees Totals	#	18	9	5	4	2	4	1	2		
	%	22.22	11.11	6.17	4.94	2.47	4.94	1.23	2.47		

Job Group Analysis

8AM	Service Maintenance - Auto Maintenance	EEO Code: 8

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

Job Group Analysis

8BO Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001739 - Arborist IV	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000250 - Tree Inspector	#	2	0	1	0	1	0	0	0		
10 Employees	%	20.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00		
30000248 - Arborist III	#	3	1	0	0	2	0	0	1		
7 Employees	%	42.86	14.29	0.00	0.00	28.57	0.00	0.00	14.29		
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		
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	#	5	5	0	0	4	0	0	1		
23 Employees	%	21.74	21.74	0.00	0.00	17.39	0.00	0.00	4.35		
30001738 - Arborist II	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001737 - Arborist I	#	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		
48 Employees Totals	#	11	6	1	0	8	0	0	2		
	%	22.92	12.50	2.08	0.00	16.67	0.00	0.00	4.17		

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	#	1	4	1	0	0	0	0	0		
5 Employees	%	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000351 - Transportation Demand Mgmt Spec I	#	4	7	1	1	1	0	0	1		
9 Employees	%	44.44	77.78	11.11	11.11	11.11	0.00	0.00	11.11		
30001183 - Transportation Demand Mgmt 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		
15 Employees Totals	#	6	12	3	1	1	0	0	1		
	%	40.00	80.00	20.00	6.67	6.67	0.00	0.00	6.67		

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		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000048 - Reprographic Operator II	#	1	1	0	0	0	1	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000041 - Distribution Technician	#	1	0	0	0	0	1	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000047 - Reprographic Operator I	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees Totals	#	2	1	0	0	0	2	0	0		
	%	20.00	10.00	0.00	0.00	0.00	20.00	0.00	0.00		

Job Group Analysis

8ER Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000346 - Materials Testing Technician III	#	0	0	0	0	0	0	0	0		
2 Employees	%	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		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000087 - Greenskeeper III	#	2	0	0	1	1	0	0	0		
5 Employees	%	40.00	0.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000084 - Parks Maintenance Crew Leader	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000102 - Automotive Equip Oper II: Sewer Vacuum	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000104 - Automotive Equip Oper II: Tractor-Trailr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000103 - Automotive Equip Oper II: Street Sweeper	#	1	1	0	1	0	0	0	0		
10 Employees	%	10.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00		
30002494 - Auto Equip Oper II: Tractr-Trailr-CL	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002583 - Automotive Equip Oper II:Sewer Vacuum-CL	#	1	0	1	0	0	0	0	0		
9 Employees	%	11.11	0.00	11.11	0.00	0.00	0.00	0.00	0.00		
30000078 - Water Utility Worker, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002492 - Parks Technician, Lead-CL	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000086 - Greenskeeper II	#	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		
30000077 - Utility Worker II	#	9	1	1	5	0	1	0	2		
16 Employees	%	56.25	6.25	6.25	31.25	0.00	6.25	0.00	12.50		
30000081 - Parks Technician	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000101 - Automotive Equipment Oper I	#	6	3	1	1	4	0	0	0		
16 Employees	%	37.50	18.75	6.25	6.25	25.00	0.00	0.00	0.00		
30002490 - Utility Worker II-CL	#	38	12	7	12	11	1	2	5		
144 Employees	%	26.39	8.33	4.86	8.33	7.64	0.69	1.39	3.47		
30002491 - Parks Technician-CL	#	4	8	1	0	2	0	0	1		
31 Employees	%	12.90	25.81	3.23	0.00	6.45	0.00	0.00	3.23		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002493 - Automotive Equipment Oper I-CL	#	9	4	1	4	3	0	0	1		
55 Employees	%	16.36	7.27	1.82	7.27	5.45	0.00	0.00	1.82		
30000080 - Turf Maintenance Technician	#	4	2	2	1	1	0	0	0		
15 Employees	%	26.67	13.33	13.33	6.67	6.67	0.00	0.00	0.00		
30000085 - Greenskeeper I	#	0	0	0	0	0	0	0	0		
10 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000076 - Utility Worker I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002489 - Utility Worker I-CL	#	11	6	1	3	5	0	1	1		
27 Employees	%	40.74	22.22	3.70	11.11	18.52	0.00	3.70	3.70		
30000075 - Utility Worker II, Apprentice	#	10	4	1	1	7	0	0	1		
16 Employees	%	62.50	25.00	6.25	6.25	43.75	0.00	0.00	6.25		
30000073 - Maintenance Worker	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
381 Employees Totals	#	98	43	17	30	35	2	3	11		
	%	25.72	11.29	4.46	7.87	9.19	0.52	0.79	2.89		

Job Group Analysis

8LE	Service Maintenance - Law Enforcement	EEO Code: 8

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec		#	0	0	0	0	0	0	0	0		
2 Employees		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000284 - Recreation Coord II-Aquatics	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000286 - Recreation Coord II-Adaptive & Inclusive	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000288 - Recreation Coord II-Fitness	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000292 - Recreation Coord II-Senior Recreation	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002033 - Recreation Coord II-Sports	#	0	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		
30002036 - Recreation Coord II-Special Events&Mktg	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000268 - Recreation Coord I-Aquatics	#	1	9	0	1	0	0	0	0		
10 Employees	%	10.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00		
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		
30000273 - Recreation Coord I-Adaptive & Inclusive	#	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		
30000275 - Recreation Coord I-Public Events Permit	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000276 - Recreation Coord I-Generalist	#	14	22	2	5	4	1	0	2		
33 Employees	%	42.42	66.67	6.06	15.15	12.12	3.03	0.00	6.06		
30000278 - Recreation Coord I-Arts	#	2	4	0	1	1	0	0	0		
4 Employees	%	50.00	100.00	0.00	25.00	25.00	0.00	0.00	0.00		
30000280 - Recreation Coord I-Senior Recreation	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000281 - Recreation Coord I-Custmr Svc Supp/Trg	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	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		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001508 - Recreation Coord I-Urban Parks	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000256 - Recreation Leader-FT-Aquatics	#	1	9	1	0	0	0	0	0		
10 Employees	%	10.00	90.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000257 - Recreation Leader-FT-Music	#	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		
30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep	#	6	7	3	1	1	0	0	1		
9 Employees	%	66.67	77.78	33.33	11.11	11.11	0.00	0.00	11.11		
30000261 - Recreation Leader-FT-Generalist	#	11	15	1	2	4	0	0	4		
27 Employees	%	40.74	55.56	3.70	7.41	14.81	0.00	0.00	14.81		
30000262 - Recreation Leader-FT-Pre-School	#	7	18	0	4	2	0	0	1		
20 Employees	%	35.00	90.00	0.00	20.00	10.00	0.00	0.00	5.00		
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		
30000267 - Recreation Leader-FT-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		
30002408 - Recreation Leader-FT-Instructor	#	5	0	1	3	0	0	0	1		
11 Employees	%	45.45	0.00	9.09	27.27	0.00	0.00	0.00	9.09		
30002409 - Recreation Leader-FT-Fitness&Membership	#	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		
30002411 - Recreation Leader-FT-Teen	#	6	5	0	5	0	0	0	1		
6 Employees	%	100.00	83.33	0.00	83.33	0.00	0.00	0.00	16.67		
30002258 - Recreation Facility Technician	#	2	0	0	0	2	0	0	0		
4 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000254 - Recreation Leader-PT/Seas	#	0	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		
172 Employees Totals	#	64	112	9	26	16	1	0	12		
	%	37.21	65.12	5.23	15.12	9.30	0.58	0.00	6.98		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1AC Officials/Admin - Accounting

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	8.68	59.30	2.28	0.85	3.49	0.83	0.18	1.09
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Shortfall								

1BT Officials/Admin - Building Trades

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	6.09	17.77	0.00	0.00	6.09	0.00	0.00	0.00
Statistical Value	1.000E	1.000E			1.000E			
Shortfall								

1CI Officials/Admin - Code Inspections

Total Emp: 22

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	31.82	54.55	4.55	0.00	22.73	4.55	0.00	0.00
Availability %	12.01	65.64	0.34	3.24	0.23	0.00	8.09	0.11
Statistical Value		0.271E		1.000E			0.253E	1.000E
Shortfall		2					1	

1CR Officials/Admin - Community Relations

Total Emp: 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	50.00	0.00	16.67	0.00	0.00	0.00	0.00
Availability %	7.50	61.25	0.00	7.50	0.00	0.00	0.00	0.00
Statistical Value		0.683E						
Shortfall								

1DR Officials/Admin - Directors

Total Emp: 21

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	23.81	52.38	4.76	14.29	4.76	0.00	0.00	0.00
Availability %	18.43	29.76	4.17	6.06	6.34	0.49	0.09	1.30
Statistical Value					1.000E	1.000E	1.000E	1.000E
Shortfall								

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

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

Incumbency vs. Estimated Availability

1EC	Officials/Admin - Emergency Communication								
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 %	11.80	35.60	4.37	1.47	3.33	0.32	0.21	2.11
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Shortfall								

1EN	Officials/Admin - Environmental								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	10.06	13.56	2.69	0.00	6.10	0.00	0.00	1.26
	Statistical Value	1.000E		1.000E		1.000E			1.000E
	Shortfall								

1ER	Officials/Admin - Engineering & Related								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
77	Employment %	15.58	40.26	3.90	2.60	5.19	0.00	0.00	3.90
	Availability %	16.66	9.96	6.51	1.14	6.73	0.49	0.13	1.65
	Statistical Value	0.253		0.930		0.538	0.616	0.317	
	Shortfall			2		1			

1ES	Officials/Admin - Exempt								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	75.00	75.00	25.00	25.00	0.00	25.00	0.00	0.00
	Availability %	22.03	32.20	5.08	0.00	5.08	5.08	0.00	6.78
	Statistical Value					1.000E			1.000E
	Shortfall								

1FI	Officials/Admin - Fire								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00
	Availability %	0.00	2.11	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value								
	Shortfall								

1FL	Officials/Admin - Financial								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
74	Employment %	32.43	52.70	14.86	8.11	8.11	0.00	0.00	1.35
	Availability %	13.82	45.76	4.33	4.29	3.44	0.00	0.00	1.76
	Statistical Value								0.267
	Shortfall								

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

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Incumbency vs. Estimated Availability

1GA	Officials/Admin - General Administrative								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
323	Employment %	22.29	55.42	5.88	6.81	5.57	0.31	0.00	3.72
	Availability %	10.27	41.32	4.48	1.17	2.72	0.37	0.09	1.50
	Statistical Value						0.179	0.539	
	Shortfall								

1IT	Officials/Admin - Information Technology								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	12.50	29.17	8.33	0.00	4.17	0.00	0.00	0.00
	Availability %	19.31	31.28	11.56	2.01	3.88	0.32	0.09	1.47
	Statistical Value	0.604E	1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Shortfall	1							

1LE	Officials/Admin - Law Enforcement								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.82	22.22	4.27	0.00	5.98	0.00	0.00	2.56
	Statistical Value					1.000E			1.000E
	Shortfall								

1PM	Officials/Admin - Program Management								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
49	Employment %	26.53	69.39	4.08	10.20	6.12	0.00	0.00	6.12
	Availability %	16.30	41.78	5.27	3.80	3.41	0.46	0.14	3.21
	Statistical Value			0.372			0.476	0.262	
	Shortfall								

1RM	Officials/Admin - Risk Management								
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 %	11.80	35.60	4.37	1.47	3.33	0.32	0.21	2.11
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Shortfall								

1SP	Officials/Admin - Store & Purchases								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	62.50	87.50	25.00	25.00	12.50	0.00	0.00	0.00
	Availability %	9.46	53.98	3.89	0.00	3.46	0.17	0.00	1.94
	Statistical Value						1.000E		1.000E
	Shortfall								

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

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

Incumbency vs. Estimated Availability

2AC	Professionals - Accounting							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
64 Employment %	40.63	60.94	25.00	6.25	3.13	0.00	3.13	3.13
Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
Statistical Value		0.693				0.416		
Shortfall		2						

2BO	Professionals - Botanic							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
30 Employment %	20.00	53.33	3.33	0.00	3.33	3.33	0.00	10.00
Availability %	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
Statistical Value					0.320		0.968	
Shortfall								

2CR	Professionals - Community Relations							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
12 Employment %	8.33	58.33	0.00	0.00	8.33	0.00	0.00	0.00
Availability %	12.65	48.09	4.50	0.09	3.31	2.07	0.00	2.66
Statistical Value	1.000E		1.000E	1.000E		1.000E		1.000E
Shortfall								

2EN	Professionals - Environmental							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
70 Employment %	10.00	45.71	0.00	1.43	4.29	0.00	0.00	4.29
Availability %	7.56	26.90	0.23	0.00	4.42	0.00	2.90	0.00
Statistical Value			0.402		0.055		1.446	
Shortfall							2	

2ER	Professionals - Engineering & Related							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
264 Employment %	21.97	26.89	15.15	2.27	1.89	0.38	0.38	1.89
Availability %	12.52	13.86	7.24	0.42	1.88	0.62	0.00	2.35
Statistical Value						0.499		0.489
Shortfall								1

2FI	Professionals - Fire							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
3 Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
Statistical Value	1.000E	0.121E	1.000E	1.000E	1.000E			
Shortfall		1						

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Incumbency vs. Estimated Availability

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 % 0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	1.000E						
	Shortfall							

2GA	Professionals - General Administrative							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment % 29.17	54.17	25.00	4.17	0.00	0.00	0.00	0.00
	Availability % 18.97	44.99	8.20	1.28	6.91	0.96	0.18	1.45
	Statistical Value				0.408E	1.000E	1.000E	1.000E
	Shortfall				1			

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 % 13.05	48.72	6.40	0.80	3.36	0.32	0.00	2.18
	Statistical Value		1.000E	1.000E	1.000E			1.000E
	Shortfall							

2HR	Professionals - Human Resources							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
35	Employment % 60.00	65.71	8.57	22.86	17.14	2.86	0.00	8.57
	Availability % 13.50	75.39	4.28	2.79	4.15	0.21	0.00	2.07
	Statistical Value	1.329						
	Shortfall	3						

2IT	Professionals - Information Technology							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
243	Employment % 32.10	39.51	18.11	4.53	5.76	0.00	0.41	3.29
	Availability % 13.19	41.95	7.77	1.18	2.41	0.16	0.00	1.66
	Statistical Value	0.772				0.624		
	Shortfall	5						

2LE	Professionals - Law Enforcement							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment % 40.00	80.00	6.67	13.33	20.00	0.00	0.00	0.00
	Availability % 16.64	56.32	6.75	2.28	7.44	0.02	0.01	0.15
	Statistical Value		1.000E			1.000E	1.000E	1.000E
	Shortfall							

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Incumbency vs. Estimated Availability

2LL	Professionals - Legal							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
40	Employment %	30.00	57.50	12.50	2.50	7.50	0.00	0.00	7.50
	Availability %	9.82	34.80	2.16	1.14	3.78	0.42	0.00	2.33
	Statistical Value						0.411		
	Shortfall								

2OS	Professionals - Office Support							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
	Statistical Value	0.375E		1.000E	1.000E	1.000E			
	Shortfall	1							

2PL	Professionals - Planning							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
127	Employment %	18.90	53.54	3.94	0.00	7.09	1.57	0.00	6.30
	Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Statistical Value								
	Shortfall								

2PM	Professionals - Program Management							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
165	Employment %	23.64	59.39	2.42	9.70	7.27	0.61	0.00	3.64
	Availability %	12.73	61.46	4.44	1.11	5.17	0.73	0.16	1.10
	Statistical Value		0.545	1.257			0.187	0.514	
	Shortfall		3	3					

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 %	10.39	26.52	0.00	0.00	6.81	0.00	0.00	3.58
	Statistical Value	1.000E				1.000E			1.000E
	Shortfall								

3BI	Technicians - Building Inspections							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
137	Employment %	18.25	21.17	2.19	4.38	6.57	0.73	0.73	3.65
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Statistical Value	0.174	9.115	1.973			0.859		1.721
	Shortfall		52	5			1		5

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Incumbency vs. Estimated Availability

3BO	Technicians - Botanic								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Statistical Value	0.225E	0.019E	1.000E	1.000E	1.000E	1.000E		1.000E
	Shortfall	1	3						

3CI	Technicians - Code Inspections								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Statistical Value		0.019E		1.000E	1.000E	1.000E		1.000E
	Shortfall		3						

3EL	Technicians - Electronics								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
37	Employment %	10.81	5.41	5.41	2.70	0.00	0.00	0.00	2.70
	Availability %	24.76	21.15	11.74	2.38	7.49	1.29	0.00	1.85
	Statistical Value	1.966	2.345	1.197		1.731	0.695		
	Shortfall	5	5	2		2			

3EN	Technicians - Environmental								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
39	Employment %	15.38	48.72	2.56	7.69	0.00	0.00	0.00	5.13
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Statistical Value	0.550	1.360	0.957		0.814	0.814		0.568
	Shortfall	1	4	1					

3ER	Technicians - Engineering & Related								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
290	Employment %	21.72	32.07	6.55	5.86	3.45	1.38	1.38	3.10
	Availability %	17.70	32.78	7.48	1.62	3.77	1.16	0.08	3.58
	Statistical Value		0.258	0.601		0.288			0.437
	Shortfall		2	2					1

3LB	Technicians - Laboratory								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	20.83	50.00	4.17	0.00	12.50	0.00	0.00	4.17
	Availability %	29.91	22.90	8.88	0.00	4.67	0.00	0.00	16.36
	Statistical Value	0.382E		0.719E					0.162E
	Shortfall	2		1					2

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Incumbency vs. Estimated Availability

3LE	Technicians - Law Enforcement								
Total Emp 18		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Statistical Value				1.000E	1.000E			
	Shortfall								

3RM	Technicians - Risk Management								
Total Emp 20		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	40.00	5.00	5.00	5.00	0.00	0.00	10.00
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Statistical Value					1.000E			
	Shortfall								

3WA	Technicians - Water								
Total Emp 13		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	23.08	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Statistical Value	0.147E	0.010E	1.000E	1.000E	1.000E	1.000E		0.617E
	Shortfall	2	4						

4FI-1	Protective Service-Sworn-Fire-Entry								
Total Emp 442		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	19.00	6.11	4.98	2.71	6.11	3.17	0.23	1.81
	Availability %	20.81	7.01	1.26	8.14	8.37	1.30	0.14	1.60
	Statistical Value	0.935	0.742		4.171	1.717			
	Shortfall	7	3		23	9			

4FI-2	Protective Service-Sworn-Fire-Mid Level								
Total Emp 171		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	23.39	8.19	7.02	7.02	4.09	3.51	0.00	1.75
	Availability %	19.00	6.11	4.98	2.71	6.11	3.17	0.23	1.81
	Statistical Value					1.101		0.628	0.055
	Shortfall					3			

4FI-3	Protective Serivce-Sworn-Fire-Senior Level								
Total Emp 43		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00
	Availability %	23.35	7.19	7.19	7.19	4.19	3.59	0.00	1.20
	Statistical Value	1.456		0.054	1.825		1.265		0.723
	Shortfall	4			3		1		

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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 %	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00
	Availability %	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00
	Statistical Value		1.000E			1.000E			
	Shortfall								

4LE-1	Protective Service-Sworn-Law Enfr-Entry								
Total Emp 631		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38
	Availability %	29.19	15.73	2.07	12.29	12.34	0.67	0.22	1.61
	Statistical Value	6.584			6.493	6.157	1.575		
	Shortfall	75			53	50	3		

4LE-2	Protective Service-Sworn-Law Enfr-Mid Level								
Total Emp 233		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	12.02	14.59	4.72	3.00	3.43	0.86	0.00	0.00
	Availability %	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38
	Statistical Value	2.121	0.650	1.014	0.635	0.638		0.865	2.383
	Shortfall	12	3	3	1	1			5

4LE-3	Protective Service-Sworn-Law Enfr-Senior Level								
Total Emp 36		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	19.44	16.67	2.78	2.78	8.33	0.00	0.00	5.56
	Availability %	12.02	14.59	4.72	3.00	3.43	0.86	0.00	0.00
	Statistical Value			0.550	0.078		0.559		
	Shortfall								

4LE-4	Protective Service-Sworn-Law Enfr-Executive								
Total Emp 6		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00
	Availability %	27.27	36.36	9.09	0.00	18.18	0.00	0.00	0.00
	Statistical Value	1.000E	0.093E			0.600E			
	Shortfall		2			1			

5CI	Protective Service - Non-Sworn - Code Inspections								
Total Emp 65		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	24.62	40.00	3.08	10.77	6.15	1.54	0.00	3.08
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Statistical Value		3.781						0.423
	Shortfall		14						

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Incumbency vs. Estimated Availability

5EC	Protective Service - Non-Sworn - Emergency Communi							
Total Emp 118	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	12.71	64.41	1.69	0.85	6.78	0.00	0.00	3.39
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Statistical Value			0.464	0.104				0.399
Shortfall								

5LE	Protective Service - Non-Sworn - Law Enforcement							
Total Emp 10	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	30.00	40.00	0.00	10.00	20.00	0.00	0.00	0.00
Availability %	6.64	36.76	3.18	0.09	2.95	0.00	0.00	0.41
Statistical Value			1.000E					1.000E
Shortfall								

5PR	Protective Service - Non-Sworn - Parks/Recreation							
Total Emp 25	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	40.00	36.00	4.00	16.00	8.00	4.00	4.00	4.00
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Statistical Value		0.011E						1.000E
Shortfall		6						

5WA	Protective Service - Non-Sworn - Water							
Total Emp 10	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Statistical Value	1.000E	0.047E	1.000E	1.000E				1.000E
Shortfall		3						

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 %	12.44	90.50	5.55	0.53	3.21	0.41	0.14	2.60
Statistical Value		0.259E	1.000E	1.000E		1.000E	1.000E	1.000E
Shortfall								

6BT	Administrative Support - Building Trades							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00
Availability %	10.40	59.57	1.65	3.55	2.84	0.95	0.00	1.42
Statistical Value		0.163E	1.000E		1.000E	1.000E		1.000E
Shortfall		1						

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Incumbency vs. Estimated Availability

6CI	Administrative Support - Code Inspections								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
27	Employment %	37.04	59.26	18.52	7.41	0.00	0.00	0.00	11.11
	Availability %	17.92	69.89	5.22	3.27	7.00	0.64	0.49	1.28
	Statistical Value		0.293E			0.258E	1.000E	1.000E	
	Shortfall		2			1			

6EC	Administrative Support - Emergency Communication								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	11.76	29.41	0.00	0.00	5.88	5.88	0.00	0.00
	Availability %	15.16	63.24	2.86	1.29	6.93	0.81	0.12	3.14
	Statistical Value	1.000E	0.005E	1.000E	1.000E	1.000E		1.000E	1.000E
	Shortfall		5						

6EN	Administrative Support - Environmental								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	8.23	48.83	0.00	4.45	3.34	0.44	0.00	0.00
	Statistical Value	1.000E			1.000E	1.000E	1.000E		
	Shortfall								

6EO	Administrative Support - Office Equipment Operatio								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.86	65.35	4.73	4.03	6.93	0.53	0.58	2.06
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Shortfall								

6ER	Administrative Support - Engineering Related								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	27.27	54.55	0.00	9.09	18.18	0.00	0.00	0.00
	Availability %	11.34	78.83	2.01	3.80	2.64	0.45	0.00	2.46
	Statistical Value		0.063E	1.000E			1.000E		1.000E
	Shortfall		2						

6ES	Administrative Support - Exempt								
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 %	13.35	94.54	3.76	1.49	4.82	0.49	0.45	2.34
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Shortfall								

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Incumbency vs. Estimated Availability

6GA	Administrative Support - General Administrative								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
315	Employment %	27.62	64.76	6.35	10.79	4.76	1.27	0.95	3.49
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Statistical Value					0.676			
	Shortfall					2			

6HR	Administrative Support - Human Resources								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	33.33	94.44	22.22	11.11	0.00	0.00	0.00	0.00
	Availability %	9.47	88.68	1.72	0.56	3.91	0.40	0.00	2.88
	Statistical Value					1.000E	1.000E		1.000E
	Shortfall								

6LL	Administrative Support - Legal								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	26.09	91.30	4.35	4.35	13.04	0.00	0.00	4.35
	Availability %	9.55	83.44	3.50	0.32	3.03	0.32	0.00	2.39
	Statistical Value						1.000E		
	Shortfall								

6OS	Administrative Support - Office Support								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
249	Employment %	28.92	74.70	5.62	8.03	10.44	0.80	0.40	3.61
	Availability %	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	Statistical Value		1.150	0.609			0.113		
	Shortfall		7	2					

6PM	Administrative Support - Program Management								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
118	Employment %	38.98	62.71	10.17	11.86	11.86	0.85	0.00	4.24
	Availability %	14.74	68.60	4.72	2.06	6.07	0.74	0.38	0.78
	Statistical Value		1.378					0.671	
	Shortfall		6						

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 %	19.84	85.27	4.52	2.55	7.66	1.18	0.39	3.54
	Statistical Value		0.549E	1.000E	1.000E			1.000E	1.000E
	Shortfall								

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Incumbency vs. Estimated Availability

6SP	Administrative Support - Store & Purchases							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
42								
Employment %	28.57	33.33	4.76	7.14	11.90	2.38	0.00	2.38
Availability %	22.38	47.88	6.62	3.33	8.74	0.74	0.94	2.00
Statistical Value		1.887	0.484				0.631	
Shortfall		6						

6WA	Administrative Support - Water							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
12								
Employment %	16.67	25.00	0.00	16.67	0.00	0.00	0.00	0.00
Availability %	4.35	19.57	0.00	0.00	0.00	4.35	0.00	0.00
Statistical Value						1.000E		
Shortfall								

7AM	Skilled Craft - Auto Maintenance							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
59								
Employment %	23.73	0.00	8.47	5.08	6.78	1.69	1.69	0.00
Availability %	23.05	2.44	6.40	1.32	11.57	0.81	0.51	2.44
Statistical Value		1.215			1.150			1.215
Shortfall		1			2			1

7BT	Skilled Craft - Building Trades							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
22								
Employment %	31.82	4.55	9.09	0.00	9.09	0.00	9.09	4.55
Availability %	23.44	5.43	6.09	0.66	12.98	2.12	0.00	1.59
Statistical Value		1.000E		1.000E	1.000E	1.000E		
Shortfall								

7EN	Skilled Craft - Environmental							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
68								
Employment %	20.59	8.82	4.41	4.41	1.47	1.47	2.94	5.88
Availability %	8.42	10.04	7.00	1.42	0.00	0.00	0.00	0.00
Statistical Value		0.334	0.837					
Shortfall			1					

7EO	Skilled Craft - Office Equipment Operation							
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 %	9.26	40.74	9.26	0.00	0.00	0.00	0.00	0.00
Statistical Value	1.000E		1.000E					
Shortfall								

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

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

Incumbency vs. Estimated Availability

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 %	21.13	2.82	2.82	0.00	5.63	2.82	0.00	9.86
Statistical Value	1.000E	1.000E	1.000E		1.000E	1.000E		1.000E
Shortfall								

7GM	Skilled Craft - General Maintenance/Trades							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
259								
Employment %	17.76	9.65	3.09	4.25	5.41	3.47	0.00	1.54
Availability %	18.03	3.24	2.06	1.20	10.69	0.80	0.61	2.67
Statistical Value	0.113				2.752		1.261	1.124
Shortfall					13		1	2

7WA	Skilled Craft - Water							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
81								
Employment %	22.22	11.11	6.17	4.94	2.47	4.94	1.23	2.47
Availability %	23.18	4.50	8.68	2.97	8.64	1.47	0.65	0.77
Statistical Value	0.204		0.801		1.977			
Shortfall			2		4			

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 %	22.51	13.53	4.18	6.47	8.52	0.00	1.88	1.46
Statistical Value	0.581E	1.000E	1.000E	1.000E	1.000E		1.000E	1.000E
Shortfall								

8BO	Service Maintenance - Botanic							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
48								
Employment %	22.92	12.50	2.08	0.00	16.67	0.00	0.00	4.17
Availability %	47.21	13.95	3.78	1.71	39.07	0.76	0.31	1.58
Statistical Value	3.371	0.290	0.616	0.914	3.181	0.606	0.386	
Shortfall	11				10			

8CR	Service Maintenance - Community Relations							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
15								
Employment %	40.00	80.00	20.00	6.67	6.67	0.00	0.00	6.67
Availability %	23.53	17.65	0.00	23.53	0.00	0.00	0.00	0.00
Statistical Value				0.218E				
Shortfall				2				

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

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Incumbency vs. Estimated Availability

8EO	Skilled Craft - General Maintenance/Trades							
Total Emp 10	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	10.00	0.00	0.00	0.00	20.00	0.00	0.00
Availability %	10.76	33.91	7.73	0.78	1.56	0.16	0.05	0.47
Statistical Value		0.180E	1.000E	1.000E	1.000E		1.000E	1.000E
Shortfall		2						

8ER	Service Maintenance - Engineering and Related							
Total Emp 6	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	27.89	37.01	11.30	1.17	11.15	1.64	0.47	2.17
Statistical Value	0.196E	0.423E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Shortfall	1	1						

8GM	Service Maintenance - General Maintenance/Trades							
Total Emp 381	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.72	11.29	4.46	7.87	9.19	0.52	0.79	2.89
Availability %	37.17	4.28	1.25	3.86	28.76	0.45	0.58	2.26
Statistical Value	4.624				8.441			
Shortfall	43				74			

8LE	Service Maintenance - Law Enforcement							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	31.09	67.23	5.88	3.36	7.56	0.00	10.08	4.20
Statistical Value	1.000E	0.107E	1.000E	1.000E	1.000E		1.000E	1.000E
Shortfall		1						

8PR	Service Maintenance - Parks/Recreation							
Total Emp 172	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	37.21	65.12	5.23	15.12	9.30	0.58	0.00	6.98
Availability %	19.74	72.20	4.61	4.28	5.92	0.49	0.00	4.44
Statistical Value		2.074						
Shortfall		12						

Total Employment: 6117

W - Whole Person Rule

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

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

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

Shortfall Report (Persons Required)

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

Shortfall

1AC Officials/Admin - Accounting

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

1BT Officials/Admin - Building Trades

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

1CI Officials/Admin - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	7	12	1	0	5	1	0	0		
	# Available	2.6	14.4	0.1	0.7	0.1	0.0	1.8	0.0		
	Persons Required	0	2	0	0	0	0	1	0		

1CR Officials/Admin - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	3	0	1	0	0	0	0		
	# Available	0.5	3.7	0.0	0.5	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1DR Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	5	11	1	3	1	0	0	0		
	# Available	3.9	6.2	0.9	1.3	1.3	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

1EC Officials/Admin - Emergency Communication

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

1EN Officials/Admin - Environmental

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

Shortfall

1ER	Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
77	# Employed	12	31	3	2	4	0	0	3		
	# Available	12.8	7.7	5.0	0.9	5.2	0.4	0.1	1.3		
	Persons Required	0	0	2	0	1	0	0	0		

1ES	Officials/Admin - Exempt									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	3	3	1	1	0	1	0	0		
	# Available	0.9	1.3	0.2	0.0	0.2	0.2	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

1FI	Officials/Admin - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	2	1	1	1	0	0	0		
	# Available	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FL	Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
74	# Employed	24	39	11	6	6	0	0	1		
	# Available	10.2	33.9	3.2	3.2	2.5	0.0	0.0	1.3		
	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		
323	# Employed	72	179	19	22	18	1	0	12		
	# Available	33.2	133.5	14.5	3.8	8.8	1.2	0.3	4.8		
	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		
24	# Employed	3	7	2	0	1	0	0	0		
	# Available	4.6	7.5	2.8	0.5	0.9	0.1	0.0	0.4		
	Persons Required	1	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	1	0	0	0	0	0		
	# Available	0.5	0.9	0.2	0.0	0.2	0.0	0.0	0.1		
	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		
49	# Employed	13	34	2	5	3	0	0	3		
	# Available	8.0	20.5	2.6	1.9	1.7	0.2	0.1	1.6		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1RM	Officials/Admin - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1SP	Officials/Admin - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	5	7	2	2	1	0	0	0		
	# Available	0.8	4.3	0.3	0.0	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

2AC	Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
64	# Employed	26	39	16	4	2	0	2	2		
	# Available	9.5	41.6	5.7	0.4	1.7	0.2	0.1	1.4		
	Persons Required	0	2	0	0	0	0	0	0		

2BO	Professionals - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30	# Employed	6	16	1	0	1	1	0	3		
	# Available	2.3	7.7	0.0	0.0	1.4	0.0	0.9	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2CR	Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	1	7	0	0	1	0	0	0		
	# Available	1.5	5.8	0.5	0.0	0.4	0.2	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

2EN	Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
70	# Employed	7	32	0	1	3	0	0	3		
	# Available	5.3	18.8	0.2	0.0	3.1	0.0	2.0	0.0		
	Persons Required	0	0	0	0	0	0	2	0		

2ER	Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
264	# Employed	58	71	40	6	5	1	1	5		
	# Available	33.1	36.6	19.1	1.1	5.0	1.6	0.0	6.2		
	Persons Required	0	0	0	0	0	0	0	1		

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

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	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2GA	Professionals - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	7	13	6	1	0	0	0	0		
	# Available	4.6	10.8	2.0	0.3	1.7	0.2	0.0	0.3		
	Persons Required	0	0	0	0	1	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	0.1	0.5	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2HR	Professionals - Human Resources									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
35	# Employed	21	23	3	8	6	1	0	3		
	# Available	4.7	26.4	1.5	1.0	1.5	0.1	0.0	0.7		
	Persons Required	0	3	0	0	0	0	0	0		

2IT	Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
243	# Employed	78	96	44	11	14	0	1	8		
	# Available	32.1	101.9	18.9	2.9	5.9	0.4	0.0	4.0		
	Persons Required	0	5	0	0	0	0	0	0		

2LE	Professionals - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	6	12	1	2	3	0	0	0		
	# Available	2.5	8.4	1.0	0.3	1.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2LL	Professionals - Legal									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
40	# Employed	12	23	5	1	3	0	0	3		
	# Available	3.9	13.9	0.9	0.5	1.5	0.2	0.0	0.9		
	Persons Required	0	0	0	0	0	0	0	0		

2OS	Professionals - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	0	8	0	0	0	0	0	0		
	# Available	1.3	7.0	0.3	0.2	0.8	0.0	0.0	0.0		
	Persons Required	1	0	0	0	0	0	0	0		

Shortfall

2PL	Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
127	# Employed	24	68	5	0	9	2	0	8		
	# Available	4.5	64.6	4.5	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2PM	Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
165	# Employed	39	98	4	16	12	1	0	6		
	# Available	21.0	101.4	7.3	1.8	8.5	1.2	0.3	1.8		
	Persons Required	0	3	3	0	0	0	0	0		

2PR	Professionals - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.3	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

3BI	Technicians - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
137	# Employed	25	29	3	6	9	1	1	5		
	# Available	25.8	81.4	8.6	2.3	2.3	2.3	0.0	10.3		
	Persons Required	0	52	5	0	0	1	0	5		

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

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

3EL	Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
37	# Employed	4	2	2	1	0	0	0	1		
	# Available	9.2	7.8	4.3	0.9	2.8	0.5	0.0	0.7		
	Persons Required	5	5	2	0	2	0	0	0		

3EN	Technicians - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
39	# Employed	6	19	1	3	0	0	0	2		
	# Available	7.3	23.2	2.4	0.7	0.7	0.7	0.0	2.9		
	Persons Required	1	4	1	0	0	0	0	0		

Shortfall

3ER	Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
290	# Employed	63	93	19	17	10	4	4	9		
	# Available	51.3	95.1	21.7	4.7	10.9	3.4	0.2	10.4		
	Persons Required	0	2	2	0	0	0	0	1		

3LB	Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	5	12	1	0	3	0	0	1		
	# Available	7.2	5.5	2.1	0.0	1.1	0.0	0.0	3.9		
	Persons Required	2	0	1	0	0	0	0	2		

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

3RM	Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	5	8	1	1	1	0	0	2		
	# Available	3.7	6.3	0.9	0.0	1.8	0.0	0.0	1.0		
	Persons Required	0	0	0	0	0	0	0	0		

3WA	Technicians - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	0	3	0	0	0	0	0	0		
	# Available	2.4	7.7	0.8	0.2	0.2	0.2	0.0	1.0		
	Persons Required	2	4	0	0	0	0	0	0		

4FI-1	Protective Service-Sworn-Fire-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
442	# Employed	84	27	22	12	27	14	1	8		
	# Available	92.0	31.0	5.6	36.0	37.0	5.7	0.6	7.1		
	Persons Required	7	3	0	23	9	0	0	0		

4FI-2	Protective Service-Sworn-Fire-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
171	# Employed	40	14	12	12	7	6	0	3		
	# Available	32.5	10.4	8.5	4.6	10.4	5.4	0.4	3.1		
	Persons Required	0	0	0	0	3	0	0	0		

4FI-3	Protective Serivce-Sworn-Fire-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
43	# Employed	6	5	3	0	3	0	0	0		
	# Available	10.0	3.1	3.1	3.1	1.8	1.5	0.0	0.5		
	Persons Required	4	0	0	3	0	1	0	0		

Shortfall

4FI-4	Portective Service-Sworn-Fire-Executive										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	1	2	0	1	0	0	0		
	# Available	2.1	1.7	1.0	0.0	1.0	0.0	0.0	0.0		
	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		
631	# Employed	109	102	40	24	27	1	2	15		
	# Available	184.2	99.3	13.1	77.5	77.9	4.2	1.4	10.2		
	Persons Required	75	0	0	53	50	3	0	0		

4LE-2	Protective Service-Sworn-Law Enfr-Mid Level										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
233	# Employed	28	34	11	7	8	2	0	0		
	# Available	40.2	37.7	14.8	8.9	10.0	0.4	0.7	5.5		
	Persons Required	12	3	3	1	1	0	0	5		

4LE-3	Protective Service-Sworn-Law Enfr-Senior Level										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
36	# Employed	7	6	1	1	3	0	0	2		
	# Available	4.3	5.3	1.7	1.1	1.2	0.3	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	1	0	1	0	0	0	0	0		
	# Available	1.6	2.2	0.5	0.0	1.1	0.0	0.0	0.0		
	Persons Required	0	2	0	0	1	0	0	0		

5CI	Protective Service - Non-Sworn - Code Inspections										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
65	# Employed	16	26	2	7	4	1	0	2		
	# Available	4.8	40.7	1.5	0.6	0.0	0.0	0.0	2.7		
	Persons Required	0	14	0	0	0	0	0	0		

5EC	Protective Service - Non-Sworn - Emergency Communi										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
118	# Employed	15	76	2	1	8	0	0	4		
	# Available	8.7	74.0	2.8	1.1	0.0	0.0	0.0	4.9		
	Persons Required	0	0	0	0	0	0	0	0		

5LE	Protective Service - Non-Sworn - Law Enforcement										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	4	0	1	2	0	0	0		
	# Available	0.7	3.7	0.3	0.0	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

5PR	Protective Service - Non-Sworn - Parks/Recreation										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25	# Employed	10	9	1	4	2	1	1	1		
	# Available	1.8	15.7	0.6	0.2	0.0	0.0	0.0	1.0		
	Persons Required	0	6	0	0	0	0	0	0		

5WA	Protective Service - Non-Sworn - Water										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.7	6.3	0.2	0.1	0.0	0.0	0.0	0.4		
	Persons Required	0	3	0	0	0	0	0	0		

6AC	Administrative Support - Accounting										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.4	2.7	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6BT	Administrative Support - Building Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.2	1.2	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

6CI	Administrative Support - Code Inspections										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
27	# Employed	10	16	5	2	0	0	0	3		
	# Available	4.8	18.9	1.4	0.9	1.9	0.2	0.1	0.3		
	Persons Required	0	2	0	0	1	0	0	0		

6EC	Administrative Support - Emergency Communication										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	2	5	0	0	1	1	0	0		
	# Available	2.6	10.8	0.5	0.2	1.2	0.1	0.0	0.5		
	Persons Required	0	5	0	0	0	0	0	0		

6EN	Administrative Support - Environmental										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.3	2.0	0.0	0.2	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6EO	Administrative Support - Office Equipment Operatio										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	2.0	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6ER	Administrative Support - Engineering Related										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	6	0	1	2	0	0	0		
	# Available	1.2	8.7	0.2	0.4	0.3	0.0	0.0	0.3		
	Persons Required	0	2	0	0	0	0	0	0		

6ES	Administrative Support - Exempt										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6GA	Administrative Support - General Administrative										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
315	# Employed	87	204	20	34	15	4	3	11		
	# Available	46.7	202.5	13.3	4.1	17.8	2.1	0.9	8.5		
	Persons Required	0	0	0	0	2	0	0	0		

6HR	Administrative Support - Human Resources										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	6	17	4	2	0	0	0	0		
	# Available	1.7	16.0	0.3	0.1	0.7	0.1	0.0	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		
23	# Employed	6	21	1	1	3	0	0	1		
	# Available	2.2	19.2	0.8	0.1	0.7	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

6OS	Administrative Support - Office Support										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
249	# Employed	72	186	14	20	26	2	1	9		
	# Available	42.5	193.5	16.4	5.3	11.7	2.2	1.0	6.0		
	Persons Required	0	7	2	0	0	0	0	0		

6PM	Administrative Support - Program Management										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
118	# Employed	46	74	12	14	14	1	0	5		
	# Available	17.4	80.9	5.6	2.4	7.2	0.9	0.4	0.9		
	Persons Required	0	6	0	0	0	0	0	0		

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	1.0	4.3	0.2	0.1	0.4	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6SP	Administrative Support - Store & Purchases										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
42	# Employed	12	14	2	3	5	1	0	1		
	# Available	9.4	20.1	2.8	1.4	3.7	0.3	0.4	0.8		
	Persons Required	0	6	0	0	0	0	0	0		

6WA	Administrative Support - Water										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	2	3	0	2	0	0	0	0		
	# Available	0.5	2.3	0.0	0.0	0.0	0.5	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7AM	Skilled Craft - Auto Maintenance										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
59	# Employed	14	0	5	3	4	1	1	0		
	# Available	13.6	1.4	3.8	0.8	6.8	0.5	0.3	1.4		
	Persons Required	0	1	0	0	2	0	0	1		

7BT	Skilled Craft - Building Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	7	1	2	0	2	0	2	1		
	# Available	5.2	1.2	1.3	0.1	2.9	0.5	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

7EN	Skilled Craft - Environmental										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
68	# Employed	14	6	3	3	1	1	2	4		
	# Available	5.7	6.8	4.8	1.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	1	0	0	0	0	0		

7EO	Skilled Craft - Office Equipment Operation										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7ER	Skilled Craft-Engineering Related										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

7GM	Skilled Craft - General Maintenance/Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
259	# Employed	46	25	8	11	14	9	0	4		
	# Available	46.7	8.4	5.3	3.1	27.7	2.1	1.6	6.9		
	Persons Required	0	0	0	0	13	0	1	2		

Shortfall

7WA	Skilled Craft - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
81	# Employed	18	9	5	4	2	4	1	2		
	# Available	18.8	3.6	7.0	2.4	7.0	1.2	0.5	0.6		
	Persons Required	0	0	2	0	4	0	0	0		

8AM	Service Maintenance - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.9	0.5	0.2	0.3	0.3	0.0	0.1	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

8BO	Service Maintenance - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
48	# Employed	11	6	1	0	8	0	0	2		
	# Available	22.7	6.7	1.8	0.8	18.8	0.4	0.1	0.8		
	Persons Required	11	0	0	0	10	0	0	0		

8CR	Service Maintenance - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	6	12	3	1	1	0	0	1		
	# Available	3.5	2.6	0.0	3.5	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	2	0	0	0	0		

8EO	Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	2	1	0	0	0	2	0	0		
	# Available	1.1	3.4	0.8	0.1	0.2	0.0	0.0	0.0		
	Persons Required	0	2	0	0	0	0	0	0		

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

8GM	Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
381	# Employed	98	43	17	30	35	2	3	11		
	# Available	141.6	16.3	4.8	14.7	109.6	1.7	2.2	8.6		
	Persons Required	43	0	0	0	74	0	0	0		

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	0.6	1.3	0.1	0.1	0.2	0.0	0.2	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

8PR		Service Maintenance - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
172	# Employed	64	112	9	26	16	1	0	12		
	# Available	34.0	124.2	7.9	7.4	10.2	0.8	0.0	7.6		
	Persons Required	0	12	0	0	0	0	0	0		

W - Whole Person Rule

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