City of Portland

1160-PPR
Portland Parks & Recreation

Bureau
Affirmative Action Program (AAP) Plan Reports

2018 Quarter 2 (Semi-Annual)
AAP Update Plan Reports
1/1/2018 to 6/30/2018

BHR BUREAU OF HUMAN RESOURCES

Job Group Analysis Summary by EEO Category Report

City of Portland

2018 July (Semi-Annual) AAP Update Plan

Sector: 1160 - PPR Parks & Rec

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	15	43	3	4	4	0	0	4		
73 Employees	%	20.55	58.90	4.11	5.48	5.48	0.00	0.00	5.48		
2 - Professionals	#	14	31	3	0	3	1	0	7		
48 Employees	%	29.17	64.58	6.25	0.00	6.25	2.08	0.00	14.58		
3 - Technicians	#	0	4	0	0	0	0	0	0		
17 Employees	%	0.00	23.53	0.00	0.00	0.00	0.00	0.00	0.00		
5 -Protective Service Workers: Non-Sworn	#	10	8	0	7	1	0	1	1		
25 Employees	%	40.00	32.00	0.00	28.00	4.00	0.00	4.00	4.00		
6 - Administrative Support	#	10	25	1	7	1	0	0	1		
42 Employees	%	23.81	59.52	2.38	16.67	2.38	0.00	0.00	2.38		
7 - Skilled Workers	#	14	5	1	5	3	1	1	3		
51 Employees	%	27.45	9.80	1.96	9.80	5.88	1.96	1.96	5.88		
8 - Service	#	108	159	16	36	36	4	0	16		
367 Employees	%	29.43	43.32	4.36	9.81	9.81	1.09	0.00	4.36		
623 Employees **Totals**	#	171	275	24	59	48	6	2	32		
	%	27.45	44.14	3.85	9.47	7.70	0.96	0.32	5.14		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	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	1	0	0	0	0	0	0		
4 Employees	1	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
1CR - Officials/Admin - Community Relations		#	0	2	0	0	0	0	0	0		
2 Employees	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	3	7	0	1	1	0	0	1		
11 Employees	1	%	27.27	63.64	0.00	9.09	9.09	0.00	0.00	9.09		
1FL - Officials/Admin - Financial		#	0	3	0	0	0	0	0	0		
4 Employees	1	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	6	14	1	1	1	0	0	3		
24 Employees	1	%	25.00	58.33	4.17	4.17	4.17	0.00	0.00	12.50		
1PM - Officials/Admin - Program Management		#	1	7	0	0	1	0	0	0		
11 Employees	1	%	9.09	63.64	0.00	0.00	9.09	0.00	0.00	0.00		
1PR - Officials/Admin - Parks/Recreation		#	5	8	2	2	1	0	0	0		
16 Employees	1	%	31.25	50.00	12.50	12.50	6.25	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	2	4	1	0	0	0	0	1		
4 Employees	2	%	50.00	100.00	25.00	0.00	0.00	0.00	0.00	25.00		
2BO - Professionals - Botanic		#	7	16	1	0	1	1	0	4		
24 Employees	2	%	29.17	66.67	4.17	0.00	4.17	4.17	0.00	16.67		
2CR - Professionals - Community Relations		#	1	4	1	0	0	0	0	0		
6 Employees	2	%	16.67	66.67	16.67	0.00	0.00	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	2	0	0	0	2	0	0	0		
3 Employees	2	%	66.67	0.00	0.00	0.00	66.67	0.00	0.00	0.00		
2HR - Professionals - Human Resources		#	0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	1	0	0	0	0	0	0		
3 Employees	2	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2PL - Professionals - Planning		#	2	4	0	0	0	0	0	2		
5 Employees	2	%	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		
2PR - Professionals - Parks/Recreation		#	0	1	0	0	0	0	0	0		
2 Employees	2	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
3BO - Technicians - Botanic		#	0	2	0	0	0	0	0	0		
10 Employees	3	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	0	1	0	0	0	0	0	0		
6 Employees	3	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
3RM - Technicians - Risk Management		#	0	1	0	0	0	0	0	0		
1 Employee	3	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5CI - Protective Service - Non-Sworn - Code Inspections		#	1	0	0	1	0	0	0	0		
1 Employee	5	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
5PR - Protective Service - Non-Sworn - Parks/Recreation		#	9	8	0	6	1	0	1	1		
24 Employees	5	%	37.50	33.33	0.00	25.00	4.17	0.00	4.17	4.17		
6CR - Administrative Support - Community Relations		#	1	0	0	0	1	0	0	0		
1 Employee	6	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
6ER - Administrative Support - Engineering Related		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	4	10	0	3	0	0	0	1		
13 Employees	6	%	30.77	76.92	0.00	23.08	0.00	0.00	0.00	7.69		
6OS - Administrative Support - Office Support		#	1	6	0	1	0	0	0	0		
6 Employees	6	%	16.67	100.00	0.00	16.67	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	4	8	1	3	0	0	0	0		
19 Employees	6	%	21.05	42.11	5.26	15.79	0.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	0	0	0	0	0	0	0	0		
2 Employees	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	2	0	0	0	0	0	1	1		
6 Employees	7	%	33.33	0.00	0.00	0.00	0.00	0.00	16.67	16.67		
7GM - Skilled Craft - General Maintenance/Trades		#	9	3	1	3	2	1	0	2		
32 Employees	7	%	28.13	9.38	3.13	9.38	6.25	3.13	0.00	6.25		
7PR - Skilled Craft - Parks/Recreation		#	3	2	0	2	1	0	0	0		
13 Employees	7	%	23.08	15.38	0.00	15.38	7.69	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8BO - Service Maintenance - Botanic		#	10	6	1	0	7	0	0	2		
44 Employees	8	%	22.73	13.64	2.27	0.00	15.91	0.00	0.00	4.55		
8GM - Service Maintenance - General Maintenance/Trades		#	21	10	6	4	9	0	0	2		
98 Employees	8	%	21.43	10.20	6.12	4.08	9.18	0.00	0.00	2.04		
8PR - Service Maintenance - Parks/Recreation		#	77	143	9	32	20	4	0	12		
225 Employees	8	%	34.22	63.56	4.00	14.22	8.89	1.78	0.00	5.33		
623 Employees	Totals	#	171	275	24	59	48	6	2	32		
		%	27.45	44.14	3.85	9.47	7.70	0.96	0.32	5.14		

Job Group Analysis Report

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000428 - Parks & Recreation Director	#	0	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		
30000720 - Facilities Construction Proj Spec,Supvsg	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000718 - Facilities Construction Project Manager	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000717 - Facilities Construction Project Spec	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1CR Officials/Admin - Community Relations

EEO Code: 1

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

Job Group Analysis

1ER Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001733 - Parks Property & Business Devel Mgr	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000687 - Capital Project Manager III	#	2	4	0	0	1	0	0	1		
6 Employees	%	33.33	66.67	0.00	0.00	16.67	0.00	0.00	16.67		
30000686 - Capital Project Manager II	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees Totals	#	3	7	0	1	1	0	0	1		
	%	27.27	63.64	0.00	9.09	9.09	0.00	0.00	9.09		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000568 - Financial Analyst, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000567 - Financial Analyst	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1GA Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	0	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		
30000454 - Capital Improvmnt Program Planning Supvr	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	1	0	0	0	0	0	0	1		
4 Employees	%	25.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000439 - Parks & Rec Administrative Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	0	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		
30000451 - Management Analyst	#	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		
30000450 - Management Assistant	#	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		
24 Employees Totals	#	6	14	1	1	1	0	0	3		
	%	25.00	58.33	4.17	4.17	4.17	0.00	0.00	12.50		

Job Group Analysis

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

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000466 - Program Manager, Sr		#	0	2	0	0	0	0	0	0		
2 Employees		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000465 - Program Manager		#	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		
30000464 - Program Coordinator		#	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		
11 Employees	Totals	#	1	7	0	0	1	0	0	0		
		%	9.09	63.64	0.00	0.00	9.09	0.00	0.00	0.00		

Job Group Analysis

1PR Officials/Admin - Parks/Recreation

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000748 - Parks & Rec Services Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001983 - Parks & Recreation Director, Assistant	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30001585 - Parks & Rec Asset Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000746 - Parks & Rec Natural Areas Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000834 - Parks & Rec Central Svcs 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		
30000765 - Golf, Director of	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000755 - Parks & Rec Zone Manager	#	3	2	1	1	1	0	0	0		
5 Employees	%	60.00	40.00	20.00	20.00	20.00	0.00	0.00	0.00		
30000767 - Raceway Manager	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000756 - Parks & Rec City Nature Zone Mgr	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
16 Employees Totals	#	5	8	2	2	1	0	0	0		
	%	31.25	50.00	12.50	12.50	6.25	0.00	0.00	0.00		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

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

Job Group Analysis

2BO Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000317 - Botanic Spec II-Arboretum Collection	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
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		
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		
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		
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	#	2	3	0	0	1	0	0	1		
4 Employees	%	50.00	75.00	0.00	0.00	25.00	0.00	0.00	25.00		
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		
24 Employees Totals	#	7	16	1	0	1	1	0	4		
	%	29.17	66.67	4.17	0.00	4.17	4.17	0.00	16.67		

Job Group Analysis

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000495 - Public Information Officer	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000493 - Community Outreach & Informtn Rep, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000499 - Volunteer Program Coordinator	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000492 - Community Outreach & Informtn Rep	#	1	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
6 Employees Totals	#	1	4	1	0	0	0	0	0		
	%	16.67	66.67	16.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000365 - Engineer-Civil	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000930 - Landscape Architect Project Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
3 Employees Totals	#	2	0	0	0	2	0	0	0		
	%	66.67	0.00	0.00	0.00	66.67	0.00	0.00	0.00		

Job Group Analysis

2HR	Professionals - Human Resources	EEO Code: 2

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

Job Group Analysis

2IT Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000448 - Business Systems Analyst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000372 - Graphics Designer II	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

2PL Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000742 - Parks Planner, Supervising	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000392 - Planner, Sr City-Environmental	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000394 - Planner, Sr City-Parks	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000386 - Planner II. City-Parks	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
5 Employees Totals	#	2	4	0	0	0	0	0	2		
	%	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		

Job Group Analysis

2PR Professionals - Parks/Recreation

EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000763 - Urban Forestry Supervisor		#	0	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

3BO Technicians - Botanic

EEO Code: 3

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

Job Group Analysis

3ER Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000343 - GIS Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000330 - CAD Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000329 - CAD Technician II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000333 - Development Services 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		
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

3RM	Technicians - Risk Management	EEO Code: 3

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000485 - Safety & Risk Officer I		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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

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

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000758 - Parks Security Manager	#	2	0	0	2	0	0	0	0		
3 Employees	%	66.67	0.00	0.00	66.67	0.00	0.00	0.00	0.00		
30001709 - Park Ranger	#	7	8	0	4	1	0	1	1		
21 Employees	%	33.33	38.10	0.00	19.05	4.76	0.00	4.76	4.76		
24 Employees Totals	#	9	8	0	6	1	0	1	1		
	%	37.50	33.33	0.00	25.00	4.17	0.00	4.17	4.17		

Job Group Analysis

6CR	Administrative Support - Community Relations	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000491 - Community Outreach & Informtn Assistant	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
1 Employee Totals	#	1	0	0	0	1	0	0	0		
	%	100.00	0.00	0.00	0.00	100.00	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	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000435 - Executive Assistant, Director's	#	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		
30000436 - Administrative Supervisor I	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	4	8	0	3	0	0	0	1		
9 Employees	%	44.44	88.89	0.00	33.33	0.00	0.00	0.00	11.11		
13 Employees Totals	#	4	10	0	3	0	0	0	1		
	%	30.77	76.92	0.00	23.08	0.00	0.00	0.00	7.69		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III		#	1	4	0	1	0	0	0	0		
4 Employees		%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000014 - Office Support Specialist, Lead		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000011 - Office Support Specialist I		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals	#	1	6	0	1	0	0	0	0		
		%	16.67	100.00	0.00	16.67	0.00	0.00	0.00	0.00		

Job Group Analysis

6PM	Administrative Support - Program Management	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000463 - Program Specialist	#	2	5	0	2	0	0	0	0		
10 Employees	%	20.00	50.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	2	3	1	1	0	0	0	0		
9 Employees	%	22.22	33.33	11.11	11.11	0.00	0.00	0.00	0.00		
19 Employees Totals	#	4	8	1	3	0	0	0	0		
	%	21.05	42.11	5.26	15.79	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002485 - Storekeepr/Acquisition Specialist III-CL		#	0	0	0	0	0	0	0	0		
2 Employees		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7BT	Skilled Craft - Building Trades	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000714 - Facilities Maintenance Supervisor, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
6 Employees Totals	#	2	0	0	0	0	0	1	1		
	%	33.33	0.00	0.00	0.00	0.00	0.00	16.67	16.67		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000630 - Public Works Supervisor II	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30001159 - Plumber	#	2	1	0	1	0	0	0	1		
2 Employees	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	50.00		
30000112 - Painter	#	2	0	1	1	0	0	0	0		
3 Employees	%	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00		
30002499 - Carpenter-CL	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
30000127 - General Mechanic	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000098 - Maintenance Mechanic	#	3	1	0	0	2	1	0	0		
12 Employees	%	25.00	8.33	0.00	0.00	16.67	8.33	0.00	0.00		
30002495 - Construction Equipment Operator-CL	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
32 Employees Totals	#	9	3	1	3	2	1	0	2		
	%	28.13	9.38	3.13	9.38	6.25	3.13	0.00	6.25		

Job Group Analysis

7PR	Skilled Craft - Parks/Recreation	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000766 - Raceway Maintenance Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001685 - Parks Maintenance Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000761 - Parks Turf Maint & Irrigatn Supvr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000760 - Parks Facilities Maintenance Supervisor	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000759 - Parks Maintenance Supervisor	#	2	2	0	1	1	0	0	0		
7 Employees	%	28.57	28.57	0.00	14.29	14.29	0.00	0.00	0.00		
13 Employees Totals	#	3	2	0	2	1	0	0	0		
	%	23.08	15.38	0.00	15.38	7.69	0.00	0.00	0.00		

Job Group Analysis

8BO Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001334 - Horticultural Services Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001739 - Arborist IV	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000250 - Tree Inspector	#	2	0	1	0	1	0	0	0		
9 Employees	%	22.22	0.00	11.11	0.00	11.11	0.00	0.00	0.00		
30000248 - Arborist III	#	1	1	0	0	1	0	0	0		
4 Employees	%	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00		
30002504 - Horticulturist, Lead-CL	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002503 - Horticulturist-CL	#	5	4	0	0	4	0	0	1		
21 Employees	%	23.81	19.05	0.00	0.00	19.05	0.00	0.00	4.76		
30001738 - Arborist II	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001737 - Arborist I	#	2	0	0	0	1	0	0	1		
2 Employees	%	100.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00		
44 Employees Totals	#	10	6	1	0	7	0	0	2		
	%	22.73	13.64	2.27	0.00	15.91	0.00	0.00	4.55		

Job Group Analysis

8GM Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000087 - Greenskeeper III	#	2	0	0	1	1	0	0	0		
5 Employees	%	40.00	0.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000084 - Parks Maintenance Crew Leader	#	1	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		
30002492 - Parks Technician, Lead-CL	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000086 - Greenskeeper II	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002490 - Utility Worker II-CL	#	3	0	1	2	0	0	0	0		
9 Employees	%	33.33	0.00	11.11	22.22	0.00	0.00	0.00	0.00		
30002491 - Parks Technician-CL	#	6	6	1	0	4	0	0	1		
33 Employees	%	18.18	18.18	3.03	0.00	12.12	0.00	0.00	3.03		
30002493 - Automotive Equipment Oper I-CL	#	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		
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		
30002489 - Utility Worker I-CL	#	4	2	1	0	2	0	0	1		
12 Employees	%	33.33	16.67	8.33	0.00	16.67	0.00	0.00	8.33		
98 Employees Totals	#	21	10	6	4	9	0	0	2		
	%	21.43	10.20	6.12	4.08	9.18	0.00	0.00	2.04		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000764 - Golf Course Superintendent	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000749 - Arts Programs Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000750 - Music Programs Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000753 - Aquatic Program Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000768 - Natural Areas Supervisor	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000745 - Recreation Supervisor II	#	3	3	0	2	0	0	0	1		
6 Employees	%	50.00	50.00	0.00	33.33	0.00	0.00	0.00	16.67		
30000928 - Sports Management Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000744 - Recreation Supervisor I	#	6	5	0	4	2	0	0	0		
10 Employees	%	60.00	50.00	0.00	40.00	20.00	0.00	0.00	0.00		
30000284 - Recreation Coord II-Aquatics	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000285 - Recreation Coord II-Music	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000286 - Recreation Coord II-Adaptive & Inclusive	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
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		
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		
30002036 - Recreation Coord II-Special Events&Mktg	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
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		
30000276 - Recreation Coord I-Generalist	#	16	24	2	5	4	2	0	3		
34 Employees	%	47.06	70.59	5.88	14.71	11.76	5.88	0.00	8.82		
30000268 - Recreation Coord I-Aquatics	#	1	12	0	1	0	0	0	0		
13 Employees	%	7.69	92.31	0.00	7.69	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		
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		
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		
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		
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		
30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep	#	7	6	3	2	1	0	0	1		
9 Employees	%	77.78	66.67	33.33	22.22	11.11	0.00	0.00	11.11		
30000267 - Recreation Leader-FT-Tennis	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000261 - Recreation Leader-FT-Generalist	#	13	20	1	2	6	1	0	3		
32 Employees	%	40.63	62.50	3.13	6.25	18.75	3.13	0.00	9.38		
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		
30000262 - Recreation Leader-FT-Pre-School	#	7	19	0	4	2	0	0	1		
21 Employees	%	33.33	90.48	0.00	19.05	9.52	0.00	0.00	4.76		
30000257 - Recreation Leader-FT-Music	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002409 - Recreation Leader-FT-Fitness&Membership	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002411 - Recreation Leader-FT-Teen	#	5	3	0	4	0	0	0	1		
5 Employees	%	100.00	60.00	0.00	80.00	0.00	0.00	0.00	20.00		
30002408 - Recreation Leader-FT-Instructor	#	5	1	1	3	0	0	0	1		
12 Employees	%	41.67	8.33	8.33	25.00	0.00	0.00	0.00	8.33		
30000256 - Recreation Leader-FT-Aquatics	#	3	20	1	0	1	1	0	0		
31 Employees	%	9.68	64.52	3.23	0.00	3.23	3.23	0.00	0.00		
30002258 - Recreation Facility Technician	#	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		
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		
225 Employees Totals	#	77	143	9	32	20	4	0	12		
	%	34.22	63.56	4.00	14.22	8.89	1.78	0.00	5.33		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1DR Officials/Admin - Directors

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

1BT Officials/Admin - Building Trades

Total Emp: 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.61	12.85	1.02	0.76	4.49	0.25	0.05	1.03
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

1CR Officials/Admin - Community Relations

Total Emp: 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	10.03	62.78	1.75	6.39	0.61	0.34	0.08	0.87
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

1ER Officials/Admin - Engineering & Related

Total Emp: 11

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	63.64	0.00	9.09	9.09	0.00	0.00	9.09
Availability %	17.91	13.61	7.94	1.37	6.32	0.51	0.11	1.64
Emp Less Avail?								
Statistical Value			1.000E			1.000E	1.000E	
Stat Significant?								
Shortfall								

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

Incumbency vs. Estimated Availability

1FL	Officials/Admin - Financial							
Total Emp 4	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

1GA	Officials/Admin - General Administrative							
Total Emp 24	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.00	58.33	4.17	4.17	4.17	0.00	0.00	12.50
Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
Emp Less Avail?								
Statistical Value			1.000E			1.000E	1.000E	
Stat Significant?								
Shortfall								

1PM	Officials/Admin - Program Management							
Total Emp 11	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	9.09	63.64	0.00	0.00	9.09	0.00	0.00	0.00
Availability %	18.99	48.81	5.89	5.06	3.65	0.56	0.15	3.71
Emp Less Avail?	YES							
Statistical Value	0.702E		1.000E	1.000E		1.000E	1.000E	1.000E
Stat Significant?								
Shortfall	1							

1PR	Officials/Admin - Parks/Recreation							
Total Emp 16	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	31.25	50.00	12.50	12.50	6.25	0.00	0.00	0.00
Availability %	13.38	32.76	4.74	2.49	3.10	0.57	0.35	2.13
Emp Less Avail?								
Statistical Value						1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

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

Incumbency vs. Estimated Availability

2AC	Professionals - Accounting							
Total Emp 4	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	25.00	0.00	0.00	0.00	0.00	25.00
Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
Emp Less Avail?								
Statistical Value				1.000E	1.000E	1.000E	1.000E	
Stat Significant?								
Shortfall								

2BO	Professionals - Botanic							
Total Emp 24	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	29.17	66.67	4.17	0.00	4.17	4.17	0.00	16.67
Availability %	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
Emp Less Avail?								
Statistical Value					1.000E		1.000E	
Stat Significant?								
Shortfall								

2CR	Professionals - Community Relations							
Total Emp 6	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	66.67	16.67	0.00	0.00	0.00	0.00	0.00
Availability %	15.45	54.05	6.01	1.79	6.54	0.48	0.00	0.61
Emp Less Avail?								
Statistical Value				1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

2ER	Professionals - Engineering & Related							
Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	66.67	0.00	0.00	0.00	66.67	0.00	0.00	0.00
Availability %	12.25	13.76	6.76	0.44	1.86	0.69	0.00	2.51
Emp Less Avail?								
Statistical Value		1.000E	1.000E	1.000E		1.000E		1.000E
Stat Significant?								
Shortfall								

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

Incumbency vs. Estimated Availability

2HR	Professionals - Human Resources							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

2IT	Professionals - Information Technology							
Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

2PL	Professionals - Planning							
Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00
Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value			1.000E					
Stat Significant?								
Shortfall								

2PR	Professionals - Parks/Recreation							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	10.39	26.52	0.00	0.00	6.81	0.00	0.00	3.58
Emp Less Avail?								
Statistical Value	1.000E				1.000E			1.000E
Stat Significant?								
Shortfall								

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

Incumbency vs. Estimated Availability

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

3ER	Technicians - Engineering & 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 %	17.00	32.32	7.15	1.55	3.56	1.13	0.09	3.52
Emp Less Avail?	YES							
Statistical Value	0.598E	0.671E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall	1							

3RM	Technicians - Risk Management							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
Emp Less Avail?								
Statistical Value	1.000E		1.000E		1.000E			1.000E
Stat Significant?								
Shortfall								

5CI	Protective Service - Non-Sworn - Code Inspections							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Emp Less Avail?								
Statistical Value		0.373E	1.000E					1.000E
Stat Significant?								
Shortfall								

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

Incumbency vs. Estimated Availability

5PR	Protective Service - Non-Sworn - Parks/Recreation							
Total Emp 24	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	37.50	33.33	0.00	25.00	4.17	0.00	4.17	4.17
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Emp Less Avail?		YES						
Statistical Value		0.005E	1.000E					
Stat Significant?		YES						
Shortfall		7						

6CR	Administrative Support - Community Relations							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
Availability %	16.29	72.05	4.99	2.03	7.05	0.79	0.31	1.11
Emp Less Avail?								
Statistical Value		0.280E	1.000E	1.000E		1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

6ER	Administrative Support - Engineering Related							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	11.34	78.83	2.01	3.80	2.64	0.45	0.00	2.46
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

6GA	Administrative Support - General Administrative							
Total Emp 13	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	30.77	76.92	0.00	23.08	0.00	0.00	0.00	7.69
Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
Emp Less Avail?		YES						
Statistical Value		0.167E	1.000E		1.000E	1.000E	1.000E	
Stat Significant?								
Shortfall		1						

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

Incumbency vs. Estimated Availability

6OS	Administrative Support - Office Support								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	100.00	0.00	16.67	0.00	0.00	0.00	0.00
	Availability %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

6PM	Administrative Support - Program Management								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	21.05	42.11	5.26	15.79	0.00	0.00	0.00	0.00
	Availability %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
	Emp Less Avail?		YES			YES			
	Statistical Value		0.002E	1.000E		0.641E	1.000E	1.000E	1.000E
	Stat Significant?		YES						
	Shortfall		6			1			

6SP	Administrative Support - Store & Purchases								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.76	47.46	6.58	3.43	8.95	0.75	0.97	2.08
	Emp Less Avail?								
	Statistical Value	1.000E	0.501E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

7BT	Skilled Craft - Building Trades								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	33.33	0.00	0.00	0.00	0.00	0.00	16.67	16.67
	Availability %	20.93	5.58	5.10	0.73	11.69	1.75	0.02	1.65
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E	1.000E	1.000E		
	Stat Significant?								
	Shortfall								

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

Incumbency vs. Estimated Availability

7GM	Skilled Craft - General Maintenance/Trades							
Total Emp 32	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	28.13	9.38	3.13	9.38	6.25	3.13	0.00	6.25
Availability %	17.41	3.61	2.05	1.43	9.79	0.78	0.54	2.83
Emp Less Avail?					YES			
Statistical Value					0.674		0.417	
Stat Significant?								
Shortfall					1			

7PR	Skilled Craft - Parks/Recreation							
Total Emp 13	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	23.08	15.38	0.00	15.38	7.69	0.00	0.00	0.00
Availability %	9.32	7.05	0.50	1.26	5.54	0.00	0.00	2.02
Emp Less Avail?								
Statistical Value			1.000E					1.000E
Stat Significant?								
Shortfall								

8BO	Service Maintenance - Botanic							
Total Emp 44	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.73	13.64	2.27	0.00	15.91	0.00	0.00	4.55
Availability %	46.42	14.21	3.86	1.66	38.24	0.76	0.30	1.58
Emp Less Avail?	YES				YES			
Statistical Value	3.151	0.109	0.547	0.862	3.048	0.580	0.364	
Stat Significant?	YES				YES			
Shortfall	10				9			

8GM	Service Maintenance - General Maintenance/Trades							
Total Emp 98	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	21.43	10.20	6.12	4.08	9.18	0.00	0.00	2.04
Availability %	37.42	4.40	1.28	3.81	29.08	0.45	0.57	2.23
Emp Less Avail?	YES				YES			
Statistical Value	3.271				4.337	0.666	0.750	0.127
Stat Significant?	YES				YES			
Shortfall	15				19			

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

8PR	Service Maintenance - Parks/Recreation								
Total Emp 225		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	34.22	63.56	4.00	14.22	8.89	1.78	0.00	5.33
	Availability %	20.64	71.05	4.83	4.16	6.71	0.52	0.00	4.41
	Emp Less Avail?		YES	YES					
	Statistical Value		2.479	0.581					
	Stat Significant?		YES						
	Shortfall		16	1					

Total Employment: 623

W - Whole Person Rule

A group is considered underutilized when employment is less than the plan availability by at least one whole person.

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

1DR Officials/Admin - Directors

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

1BT Officials/Admin - Building Trades

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

1CR Officials/Admin - Community Relations

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

1ER Officials/Admin - Engineering & Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	7	0	1	1	0	0	1		
	# Available	2.0	1.5	0.9	0.2	0.7	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1FL Officials/Admin - Financial

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

1GA Officials/Admin - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	6	14	1	1	1	0	0	3		
	# Available	2.6	10.0	1.1	0.4	0.6	0.1	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1PM Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	1	7	0	0	1	0	0	0		
	# Available	2.1	5.4	0.6	0.6	0.4	0.1	0.0	0.4		
	Persons Required	1	0	0	0	0	0	0	0		

Shortfall

1PR	Officials/Admin - Parks/Recreation										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	5	8	2	2	1	0	0	0		
	# Available	2.1	5.2	0.8	0.4	0.5	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

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

2BO	Professionals - Botanic										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	7	16	1	0	1	1	0	4		
	# Available	1.8	6.2	0.0	0.0	1.1	0.0	0.7	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		
6	# Employed	1	4	1	0	0	0	0	0		
	# Available	0.9	3.2	0.4	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2ER	Professionals - Engineering & Related										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	0	0	0	2	0	0	0		
	# Available	0.4	0.4	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2HR	Professionals - Human Resources										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.7	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2IT	Professionals - Information Technology										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	1.4	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

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

Shortfall

2PR	Professionals - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.5	0.0	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

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

3ER	Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.0	1.9	0.4	0.1	0.2	0.1	0.0	0.2		
	Persons Required	1	0	0	0	0	0	0	0		

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

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

5PR	Protective Service - Non-Sworn - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	9	8	0	6	1	0	1	1		
	# Available	1.8	15.0	0.6	0.2	0.0	0.0	0.0	1.0		
	Persons Required	0	7	0	0	0	0	0	0		

6CR	Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.2	0.7	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6ER	Administrative Support - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.8	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6GA	Administrative Support - General Administrative										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	4	10	0	3	0	0	0	1		
	# Available	1.8	11.6	0.5	0.2	0.7	0.1	0.1	0.3		
	Persons Required	0	1	0	0	0	0	0	0		

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

6PM	Administrative Support - Program Management										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	4	8	1	3	0	0	0	0		
	# Available	3.2	14.3	1.1	0.4	1.3	0.1	0.1	0.1		
	Persons Required	0	6	0	0	1	0	0	0		

6SP	Administrative Support - Store & Purchases										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.5	0.9	0.1	0.1	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7BT	Skilled Craft - Building Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	0	0	0	0	0	1	1		
	# Available	1.3	0.3	0.3	0.0	0.7	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

7GM	Skilled Craft - General Maintenance/Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
32	# Employed	9	3	1	3	2	1	0	2		
	# Available	5.6	1.2	0.7	0.5	3.1	0.2	0.2	0.9		
	Persons Required	0	0	0	0	1	0	0	0		

7PR	Skilled Craft - Parks/Recreation										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	3	2	0	2	1	0	0	0		
	# Available	1.2	0.9	0.1	0.2	0.7	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

8BO	Service Maintenance - Botanic										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
44	# Employed	10	6	1	0	7	0	0	2		
	# Available	20.4	6.3	1.7	0.7	16.8	0.3	0.1	0.7		
	Persons Required	10	0	0	0	9	0	0	0		

Shortfall

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
98	# Employed	21	10	6	4	9	0	0	2		
	# Available	36.7	4.3	1.3	3.7	28.5	0.4	0.6	2.2		
	Persons Required	15	0	0	0	19	0	0	0		

8PR		Service Maintenance - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
225	# Employed	77	143	9	32	20	4	0	12		
	# Available	46.4	159.9	10.9	9.4	15.1	1.2	0.0	9.9		
	Persons Required	0	16	1	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.