City of Portland

1130-PWB
Portland Water Bureau

Bureau Affirmative Action Plan Reports

Quarter 2 (Semi-Annual) Reports (07/01/2012 to 12/31/2012)

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

Job Group Analysis Summary By EEO Category Report

City of Portland

FY12-13 Semi-Annual (Quarter 2) Affirmative Action Update Plan

Sector: 1130 - PWB Portland Water Bureau

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	20	43	5	7	5	1	0	2		
114 Employees	%	17.54	37.72	4.39	6.14	4.39	0.88	0.00	1.75		
2 - Professionals	#	19	38	11	3	2	0	0	3		
96 Employees	%	19.79	39.58	11.46	3.13	2.08	0.00	0.00	3.13		
3 - Technicians	#	9	15	3	4	1	0	0	1		
48 Employees	%	18.75	31.25	6.25	8.33	2.08	0.00	0.00	2.08		
5 - Protective Service Workers-Non-sworn	#	2	3	0	1	1	0	0	0		
19 Employees	%	10.53	15.79	0.00	5.26	5.26	0.00	0.00	0.00		
6 - Administrative Support	#	21	66	7	9	1	1	0	3		
99 Employees	%	21.21	66.67	7.07	9.09	1.01	1.01	0.00	3.03		
7 - Skilled Workers	#	20	7	2	4	5	6	0	3		
114 Employees	%	17.54	6.14	1.75	3.51	4.39	5.26	0.00	2.63		
8 - Service	#	19	9	5	5	3	5	1	0		
93 Employees	%	20.43	9.68	5.38	5.38	3.23	5.38	1.08	0.00		
583 Employees **Totals**	#	110	181	33	33	18	13	1	12		
	%	18.87	31.05	5.66	5.66	3.09	2.23	0.17	2.06		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1BI - Officials/Admin - Building Inspections		#	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		
1CR - Officials/Admin - Community Relations		#	1	1	0	1	0	0	0	0		
2 Employees	1	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1EN - Officials/Admin - Environmental		#	0	2	0	0	0	0	0	0		
3 Employees	1	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	6	7	0	0	3	1	0	2		
30 Employees	1	%	20.00	23.33	0.00	0.00	10.00	3.33	0.00	6.67		
1FL - Officials/Admin - Financial		#	2	3	2	0	0	0	0	0		
7 Employees	1	%	28.57	42.86	28.57	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	6	16	2	3	1	0	0	0		
26 Employees	1	%	23.08	61.54	7.69	11.54	3.85	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	3	8	1	2	0	0	0	0		
19 Employees	1	%	15.79	42.11	5.26	10.53	0.00	0.00	0.00	0.00		
1SP - Officials/Admin - Store & Purchases		#	0	2	0	0	0	0	0	0		
6 Employees	1	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1WA - Officials/Admin - Water		#	2	3	0	1	1	0	0	0		
19 Employees	1	%	10.53	15.79	0.00	5.26	5.26	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	1	3	1	0	0	0	0	0		
5 Employees	2	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	1	4	0	0	0	0	0	1		
5 Employees	2	%	20.00	80.00	0.00	0.00	0.00	0.00	0.00	20.00		
2EN - Professionals - Environmental		#	2	6	0	0	1	0	0	1		
9 Employees	2	%	22.22	66.67	0.00	0.00	11.11	0.00	0.00	11.11		
2ER - Professionals - Engineering & Related		#	11	18	8	1	1	0	0	1		
61 Employees	2	%	18.03	29.51	13.11	1.64	1.64	0.00	0.00	1.64		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		#	4	6	2	2	0	0	0	0		
12 Employees	2	%	33.33	50.00	16.67	16.67	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	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		
2WA - Professionals - Water		#	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		
3EL - Technicians - Electronics		#	1	0	0	0	0	0	0	1		
6 Employees	3	%	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67		
3ER - Technicians - Engineering & Related		#	7	12	3	4	0	0	0	0		
35 Employees	3	%	20.00	34.29	8.57	11.43	0.00	0.00	0.00	0.00		
3LB - Technicians - Laboratory		#	1	2	0	0	1	0	0	0		
5 Employees	3	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
3RM - Technicians - Risk Management		#	0	1	0	0	0	0	0	0		
2 Employees	3	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
5LE - Protective Service - Non-Sworn - Law Enforcement		#	0	0	0	0	0	0	0	0		
2 Employees	5	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
5WA - Protective Service - Non-Sworn - Water		#	2	3	0	1	1	0	0	0		
17 Employees	5	%	11.76	17.65	0.00	5.88	5.88	0.00	0.00	0.00		
6AC - Administrative Support - Accounting		#	12	35	4	7	1	0	0	0		
50 Employees	6	%	24.00	70.00	8.00	14.00	2.00	0.00	0.00	0.00		
6ER - Administrative Support - Engineering Related		#	0	0	0	0	0	0	0	0		
1 Employee	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	17	0	0	0	0	0	1		
17 Employees	6	%	5.88	100.00	0.00	0.00	0.00	0.00	0.00	5.88		
6OS - Administrative Support - Office Support		#	6	9	1	2	0	1	0	2		
14 Employees	6	%	42.86	64.29	7.14	14.29	0.00	7.14	0.00	14.29		
6WA - Administrative Support - Water		#	2	5	2	0	0	0	0	0		
17 Employees	6	%	11.76	29.41	11.76	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		#	3	1	0	2	1	0	0	0		
28 Employees	7	%	10.71	3.57	0.00	7.14	3.57	0.00	0.00	0.00		
7PR - Skilled Craft - Parks/Recreation		#	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		
7WA - Skilled Craft - Water		#	17	6	2	2	4	6	0	3		
85 Employees	7	%	20.00	7.06	2.35	2.35	4.71	7.06	0.00	3.53		
8BO - Service Maintenance - Botanic		#	0	0	0	0	0	0	0	0		
1 Employee	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	19	8	5	5	3	5	1	0		
84 Employees	8	%	22.62	9.52	5.95	5.95	3.57	5.95	1.19	0.00		
8WA - Service Maintenance - Water		#	0	1	0	0	0	0	0	0		
8 Employees	8	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
583 Employees	Totals	#	110	181	33	33	18	13	1	12		
		%	18.87	31.05	5.66	5.66	3.09	2.23	0.17	2.06		

Job Group Analysis Report

Job Group Analysis

1BI Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000732 - Development Supervisor I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

1CR Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000497 - Public Information Manager	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000514 - Water Conservation Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees Totals	#	1	1	0	1	0	0	0	0		
	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000424 - Water Utility Director		#	0	0	0	0	0	0	0	0		
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

1EN Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000664 - Environmental Program Manager, 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		
30000670 - Laboratory 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		
30000663 - Environmental Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

1ER Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000685 - Engineer, Chief - Water Bureau	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000682 - Engineer, Principal	#	1	2	0	0	0	0	0	1		
7 Employees	%	14.29	28.57	0.00	0.00	0.00	0.00	0.00	14.29		
30000681 - Engineer, Supervising	#	1	1	0	0	0	0	0	1		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000687 - Capital Project Manager III	#	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		
30000696 - Engineering Survey Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000691 - Public Works Inspection Manager	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000686 - Capital Project Manager 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		
30000698 - Property Acquisition & Services Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000399 - Capital Project Manager 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		
30000229 - Public Works Inspector, Sr	#	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		
30000228 - Public Works Inspector	#	2	1	0	0	1	1	0	0		
6 Employees	%	33.33	16.67	0.00	0.00	16.67	16.67	0.00	0.00		
30 Employees Totals	#	6	7	0	0	3	1	0	2		
	%	20.00	23.33	0.00	0.00	10.00	3.33	0.00	6.67		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000569 - Financial Analyst, Principal	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
30000568 - Financial Analyst, 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		
30000567 - Financial Analyst	#	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		
30000566 - Financial Analyst, Assistant	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees Totals	#	2	3	2	0	0	0	0	0		
	%	28.57	42.86	28.57	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	#	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		
30000454 - Capital Improvmnt Program Planning 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		
30000441 - Business Operations 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		
30000453 - Management Analyst, Principal	#	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		
30000438 - Water Administrative Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations 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		
30000452 - Management Analyst, Sr	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000445 - Customer Service Supervisor	#	1	4	0	1	0	0	0	0		
7 Employees	%	14.29	57.14	0.00	14.29	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	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		
30000450 - Management Assistant	#	3	3	0	2	1	0	0	0		
6 Employees	%	50.00	50.00	0.00	33.33	16.67	0.00	0.00	0.00		
26 Employees Totals	#	6	16	2	3	1	0	0	0		
	%	23.08	61.54	7.69	11.54	3.85	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		
30000466 - Program Manager, Sr	#	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		
30000488 - Security & Emerg Mgmt Program Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000646 - Water Consortium Conservation Pg 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		
30000487 - Emergency Management Program Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000465 - Program 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		
30000464 - Program Coordinator	#	1	1	0	1	0	0	0	0		
5 Employees	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000463 - Program Specialist	#	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		
30000462 - Program Specialist, Assistant	#	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		
19 Employees Totals	#	3	8	1	2	0	0	0	0		
	%	15.79	42.11	5.26	10.53	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		
30000455 - Contracts Dev & Review Administrator	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000468 - Stores System 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		
30000056 - Storekeeper/Acquisition Specialist 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		
30000054 - Storekeeper/Acquisition Specialist II	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees Totals	#	0	2	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

1WA Officials/Admin - Water

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000655 - Water Group Manager	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000654 - Water Operations & Support Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001034 - Water Quality Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000657 - Hydroelectric Power 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		
30001860 - Water Resources Program Mgr, 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		
30000653 - Mechanical Systems Supervisor-Water,Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000658 - Hydroelectric Power Project Mgr, Asst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000656 - Water Resources Program Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000651 - Water Quality Inspection Supervisor	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
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	#	1	2	0	1	0	0	0	0		
5 Employees	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000139 - Water Quality Inspector I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
19 Employees Totals	#	2	3	0	1	1	0	0	0		
	%	10.53	15.79	0.00	5.26	5.26	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	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant II	#	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		
30000062 - Accountant I	#	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		
5 Employees Totals	#	1	3	1	0	0	0	0	0		
	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000507 - Conservation Program Coordinator, Sr	#	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		
30000512 - Water Conservation Program Coordinator	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000493 - Community Outreach & Informtn Rep, 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		
5 Employees Totals	#	1	4	0	0	0	0	0	1		
	%	20.00	80.00	0.00	0.00	0.00	0.00	0.00	20.00		

Job Group Analysis

2EN Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000340 - Hydrogeologist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000662 - Environmental Program Coordinator	#	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		
30000339 - Environmental Specialist	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000661 - Environmental Program 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		
9 Employees Totals	#	2	6	0	0	1	0	0	1		
	%	22.22	66.67	0.00	0.00	11.11	0.00	0.00	11.11		

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	2	5	2	0	0	0	0	0		
16 Employees	%	12.50	31.25	12.50	0.00	0.00	0.00	0.00	0.00		
30000366 - Engineer-Electrical	#	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		
30000365 - Engineer-Civil	#	0	5	0	0	0	0	0	0		
17 Employees	%	0.00	29.41	0.00	0.00	0.00	0.00	0.00	0.00		
30000364 - Engineer-Chemical/Environmental	#	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		
30000693 - Mapping & GIS 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		
30000358 - Engineering Associate, Sr-Civil	#	5	4	4	1	0	0	0	0		
15 Employees	%	33.33	26.67	26.67	6.67	0.00	0.00	0.00	0.00		
30000695 - Surveying Supvr/Water Rights Examiner	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000331 - CAD Analyst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000355 - Engineering Associate-Mechanical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	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		
30000226 - Surveyor 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		
30000225 - Surveyor I	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
61 Employees Totals	#	11	18	8	1	1	0	0	1		
	%	18.03	29.51	13.11	1.64	1.64	0.00	0.00	1.64		

Job Group Analysis

2FL Professionals - Financial

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000577 - Economist, Principal	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

2HR Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000532 - Training & Development 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		
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		
30000218 - Inf Syst Analyst, Principal-Gen	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000603 - Inf Syst Analyst IV(Supvr)-Gen	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000207 - Applications Analyst IV-Generalist	#	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		
30000449 - Business Systems Analyst, Sr	#	3	2	2	1	0	0	0	0		
3 Employees	%	100.00	66.67	66.67	33.33	0.00	0.00	0.00	0.00		
30000204 - Applications Analyst III-Generalist	#	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		
30000373 - Graphics Designer 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		
30000203 - Applications Analyst II-Generalist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
12 Employees Totals	#	4	6	2	2	0	0	0	0		
	%	33.33	50.00	16.67	16.67	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		
30000398 - Planner, Sr City-Water Resources	#	0	0	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

2WA	Professionals - Water	EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000647 - Water Resource & Urban Affairs 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		
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

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		
5 Employees	%	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00		
6 Employees Totals	#	1	0	0	0	0	0	0	1		
	%	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67		

Job Group Analysis

3ER Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000978 - Mapping Data Technician II	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000330 - CAD Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000326 - Engineering Technician III	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000343 - GIS Technician III	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000329 - CAD Technician II	#	1	1	0	1	0	0	0	0		
5 Employees	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000342 - GIS Technician II	#	2	3	2	0	0	0	0	0		
6 Employees	%	33.33	50.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	0	4	0	0	0	0	0	0		
8 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001037 - Utility Locator	#	3	2	0	3	0	0	0	0		
6 Employees	%	50.00	33.33	0.00	50.00	0.00	0.00	0.00	0.00		
30000341 - GIS 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		
30000328 - CAD 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		
30000224 - Surveying Aide 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		
35 Employees Totals	#	7	12	3	4	0	0	0	0		
	%	20.00	34.29	8.57	11.43	0.00	0.00	0.00	0.00		

Job Group Analysis

3LB Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001284 - Laboratory Analytical 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		
30001283 - Laboratory Analyst II	#	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		
5 Employees Totals	#	1	2	0	0	1	0	0	0		
	%	20.00	40.00	0.00	0.00	20.00	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		
30000486 - Safety & Risk Officer II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000481 - Risk 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		
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

5LE	Protective Service - Non-Sworn - Law Enforcement	EEO Code: 5

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000645 - Security Supervisor		#	0	0	0	0	0	0	0	0		
2 Employees		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

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		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000138 - Water Security Specialist	#	2	3	0	1	1	0	0	0		
15 Employees	%	13.33	20.00	0.00	6.67	6.67	0.00	0.00	0.00		
17 Employees Totals	#	2	3	0	1	1	0	0	0		
	%	11.76	17.65	0.00	5.88	5.88	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		
30000018 - Customer Accounts Specialist II	#	2	6	0	2	0	0	0	0		
9 Employees	%	22.22	66.67	0.00	22.22	0.00	0.00	0.00	0.00		
30000017 - Customer Accounts Specialist I	#	10	29	4	5	1	0	0	0		
41 Employees	%	24.39	70.73	9.76	12.20	2.44	0.00	0.00	0.00		
50 Employees Totals	#	12	35	4	7	1	0	0	0		
	%	24.00	70.00	8.00	14.00	2.00	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	0	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

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000435 - Executive Assistant, Director's	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000436 - Administrative Supervisor I	#	0	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		
30000434 - Administrative Assistant	#	0	6	0	0	0	0	0	0		
6 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000403 - Remittance Technician	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
17 Employees Totals	#	1	17	0	0	0	0	0	1		
	%	5.88	100.00	0.00	0.00	0.00	0.00	0.00	5.88		

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	#	2	2	0	1	0	1	0	0		
2 Employees	%	100.00	100.00	0.00	50.00	0.00	50.00	0.00	0.00		
30000014 - Office Support Specialist, Lead	#	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		
30001558 - Timekeeping 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		
30000029 - Service Dispatcher	#	2	0	1	0	0	0	0	1		
2 Employees	%	100.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00		
30000012 - Office Support Specialist II	#	1	4	0	1	0	0	0	0		
7 Employees	%	14.29	57.14	0.00	14.29	0.00	0.00	0.00	0.00		
14 Employees Totals	#	6	9	1	2	0	1	0	2		
	%	42.86	64.29	7.14	14.29	0.00	7.14	0.00	14.29		

Job Group Analysis

6WA	Administrative Support - Water	EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000644 - Maintenance Planner/Scheduler		#	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		
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		#	1	2	1	0	0	0	0	0		
12 Employees		%	8.33	16.67	8.33	0.00	0.00	0.00	0.00	0.00		
17 Employees	Totals	#	2	5	2	0	0	0	0	0		
		%	11.76	29.41	11.76	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7GM Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000635 - Electrical/Instrumentation Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001408 - Instrumentation & Security Systems Supvr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000117 - Electrician, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000630 - Public Works Supervisor II	#	2	0	0	1	1	0	0	0		
9 Employees	%	22.22	0.00	0.00	11.11	11.11	0.00	0.00	0.00		
30000116 - Electrician	#	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		
30000115 - Industrial Painter, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000120 - Electrician/Instrument Tech, Apprentice	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000107 - Concrete Finisher	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000114 - Industrial Painter	#	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		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000127 - General Mechanic	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000073 - Maintenance Worker	#	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		
28 Employees Totals	#	3	1	0	2	1	0	0	0		
	%	10.71	3.57	0.00	7.14	3.57	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000759 - Parks 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		
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

7WA	Skilled Craft - Water	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000650 - Water Treatment Operations Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000652 - Water Maintenance Supervisor, Sr	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30001081 - Watershed & Conduit Supvr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	#	2	1	0	0	0	1	0	1		
13 Employees	%	15.38	7.69	0.00	0.00	0.00	7.69	0.00	7.69		
30000147 - Water Treatment Operator II	#	0	2	0	0	0	0	0	0		
9 Employees	%	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00		
30000143 - Water Meter Technician II	#	2	0	1	0	0	1	0	0		
7 Employees	%	28.57	0.00	14.29	0.00	0.00	14.29	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		
30000145 - Water Operations Mechanic	#	6	1	1	1	3	1	0	0		
30 Employees	%	20.00	3.33	3.33	3.33	10.00	3.33	0.00	0.00		
30000152 - Operating Engineer I	#	2	1	0	0	0	0	0	2		
3 Employees	%	66.67	33.33	0.00	0.00	0.00	0.00	0.00	66.67		
30000144 - Water Operations Mechanic, Apprentice	#	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		
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		
30000142 - Water Meter Technician I	#	3	1	0	0	1	2	0	0		
4 Employees	%	75.00	25.00	0.00	0.00	25.00	50.00	0.00	0.00		
30000149 - Watershed Specialist I	#	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		
85 Employees Totals	#	17	6	2	2	4	6	0	3		
	%	20.00	7.06	2.35	2.35	4.71	7.06	0.00	3.53		

Job Group Analysis

8BO Service Maintenance - Botanic

EEO Code: 8

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

8GM Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000105 - Construction Equipment Operator	#	1	1	0	0	0	1	0	0		
18 Employees	%	5.56	5.56	0.00	0.00	0.00	5.56	0.00	0.00		
30000102 - Automotive Equip Oper II: Sewer Vacuum	#	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		
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		
30000077 - Utility Worker II	#	10	5	3	3	2	2	0	0		
33 Employees	%	30.30	15.15	9.09	9.09	6.06	6.06	0.00	0.00		
30000081 - Parks Technician	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000101 - Automotive Equipment Oper I	#	2	0	0	1	1	0	0	0		
11 Employees	%	18.18	0.00	0.00	9.09	9.09	0.00	0.00	0.00		
30000076 - Utility Worker I	#	3	0	1	1	0	1	0	0		
6 Employees	%	50.00	0.00	16.67	16.67	0.00	16.67	0.00	0.00		
30000075 - Utility Worker II, Apprentice	#	2	2	1	0	0	0	1	0		
9 Employees	%	22.22	22.22	11.11	0.00	0.00	0.00	11.11	0.00		
84 Employees Totals	#	19	8	5	5	3	5	1	0		
	%	22.62	9.52	5.95	5.95	3.57	5.95	1.19	0.00		

Job Group Analysis

8WA	Service Maintenance - Water	EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
8 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1BI Officials/Admin - Building Inspections

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 %	7.45	17.26	1.41	0.38	1.41	0.90	0.00	3.35
Emp Less Avail?								
Statistical Value	0.926E		0.986E	0.996E	0.986E	0.991E		0.966E
Stat Significant?								
Shortfall								

1CR Officials/Admin - Community Relations

Total Emp 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00
Availability %	11.35	51.61	3.55	0.56	1.37	0.57	0.00	5.30
Emp Less Avail?								
Statistical Value		0.734E	0.930E		0.973E	0.989E		0.897E
Stat Significant?								
Shortfall								

1DR Officials/Admin - Directors

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	11.96	18.64	3.61	2.51	3.11	0.53	1.72	0.48
Emp Less Avail?								
Statistical Value	0.880E	0.814E	0.964E	0.975E	0.969E	0.995E	0.983E	0.995E
Stat Significant?								
Shortfall								

1EN Officials/Admin - Environmental

Total Emp 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	22.88	33.36	10.13	0.41	1.73	0.41	0.01	10.18
Emp Less Avail?								
Statistical Value	0.459E		0.726E	0.988E	0.949E	0.988E	1.000E	0.725E
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

1ER Officials/Admin - Engineering & Related

Total Emp 30

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	23.33	0.00	0.00	10.00	3.33	0.00	6.67
Availability %	6.92	18.89	2.69	0.71	1.98	1.05	0.11	0.40
Emp Less Avail?								
Statistical Value			0.911	0.463			0.182	
Stat Significant?								
Shortfall								

1FL Officials/Admin - Financial

Total Emp 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	28.57	42.86	28.57	0.00	0.00	0.00	0.00	0.00
Availability %	3.71	51.92	3.25	0.03	0.38	0.03	0.00	0.02
Emp Less Avail?								
Statistical Value		0.458E		0.998E	0.974E	0.998E		0.999E
Stat Significant?								
Shortfall								

1GA Officials/Admin - General Administrative

Total Emp 26

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	23.08	61.54	7.69	11.54	3.85	0.00	0.00	0.00
Availability %	7.62	47.64	2.42	0.77	2.18	1.64	0.06	0.54
Emp Less Avail?								
Statistical Value						0.651E	0.985E	0.869E
Stat Significant?								
Shortfall								

1PM Officials/Admin - Program Management

Total Emp 19

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	15.79	42.11	5.26	10.53	0.00	0.00	0.00	0.00
Availability %	11.86	55.35	4.01	1.65	3.32	2.07	0.14	0.69
Emp Less Avail?		YES						
Statistical Value		0.176E			0.526E	0.672E	0.974E	0.877E
Stat Significant?								
Shortfall		2						

1SP Officials/Admin - Store & Purchases

Total Emp 6

	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 %	7.79	54.66	1.20	0.81	3.91	1.41	0.33	0.14
Emp Less Avail?		YES						
Statistical Value	0.615E	0.261E	0.930E	0.952E	0.787E	0.918E	0.980E	0.992E
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

1WA Officials/Admin - Water

Total Emp 19

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	10.53	15.79	0.00	5.26	5.26	0.00	0.00	0.00
Availability %	9.04	31.39	4.95	0.38	2.99	0.43	0.06	0.25
Emp Less Avail?		YES						
Statistical Value		0.108E	0.381E			0.921E	0.989E	0.954E
Stat Significant?								
Shortfall		2						

2AC Professionals - Accounting

Total Emp 5

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00
Availability %	12.00	61.82	1.57	9.29	0.66	0.33	0.02	0.13
Emp Less Avail?								
Statistical Value		0.631E		0.614E	0.967E	0.984E	0.999E	0.994E
Stat Significant?								
Shortfall								

2CR Professionals - Community Relations

Total Emp 5

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	80.00	0.00	0.00	0.00	0.00	0.00	20.00
Availability %	14.75	47.54	1.74	2.76	4.12	4.77	0.35	1.02
Emp Less Avail?								
Statistical Value			0.916E	0.869E	0.810E	0.783E	0.983E	
Stat Significant?								
Shortfall								

2EN Professionals - Environmental

Total Emp 9

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.22	66.67	0.00	0.00	11.11	0.00	0.00	11.11
Availability %	4.75	22.82	2.61	0.00	1.01	1.07	0.01	0.03
Emp Less Avail?								
Statistical Value			0.788E			0.908E	0.999E	
Stat Significant?								
Shortfall								

2ER Professionals - Engineering & Related

Total Emp 61

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	18.03	29.51	13.11	1.64	1.64	0.00	0.00	1.64
Availability %	9.14	10.20	3.96	2.01	1.81	0.33	0.00	1.04
Emp Less Avail?								
Statistical Value				0.206	0.100	0.449		
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

2FL Professionals - Financial

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	6.74	27.86	3.87	1.00	0.00	1.87	0.00	0.00
Emp Less Avail?								
Statistical Value	0.933E	0.721E	0.961E	0.990E		0.981E		
Stat Significant?								
Shortfall								

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 %	19.14	71.43	11.54	2.01	3.42	1.24	0.29	0.64
Emp Less Avail?								
Statistical Value	0.809E		0.885E	0.980E	0.966E	0.988E	0.997E	0.994E
Stat Significant?								
Shortfall								

2IT Professionals - Information Technology

Total Emp 12

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	50.00	16.67	16.67	0.00	0.00	0.00	0.00
Availability %	12.71	36.31	5.27	1.78	3.82	0.97	0.08	0.78
Emp Less Avail?								
Statistical Value					0.627E	0.890E	0.990E	0.910E
Stat Significant?								
Shortfall								

2PL Professionals - Planning

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	13.42	33.66	4.55	5.09	3.79	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value	0.866E	0.663E	0.954E	0.949E	0.962E			
Stat Significant?								
Shortfall								

2WA Professionals - Water

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	11.55	54.88	2.09	0.84	0.00	0.00	2.09	6.52
Emp Less Avail?								
Statistical Value	0.884E	0.451E	0.979E	0.992E			0.979E	0.935E
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

3EL	Technicians - Electronics							
Total Emp 6	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67
Availability %	18.74	20.75	9.94	1.49	5.71	0.69	0.57	0.34
Emp Less Avail?		YES						
Statistical Value	0.686E	0.248E	0.534E	0.914E	0.703E	0.959E	0.966E	
Stat Significant?								
Shortfall		1						

3ER	Technicians - Engineering & Related							
Total Emp 35	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	34.29	8.57	11.43	0.00	0.00	0.00	0.00
Availability %	16.29	18.03	7.19	1.00	4.11	1.91	0.83	1.24
Emp Less Avail?					YES			
Statistical Value					1.225	0.826	0.541	0.663
Stat Significant?								
Shortfall					1			

3LB	Technicians - Laboratory							
Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00
Availability %	27.67	54.61	2.91	0.00	14.56	10.19	0.00	0.00
Emp Less Avail?								
Statistical Value	0.577E	0.414E	0.863E			0.584E		
Stat Significant?								
Shortfall								

3RM	Technicians - Risk Management							
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 %	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00
Emp Less Avail?								
Statistical Value	0.833E		0.942E		0.927E	0.971E	0.988E	
Stat Significant?								
Shortfall								

5LE	Protective Service - Non-Sworn - 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 %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
Emp Less Avail?								
Statistical Value	0.810E	0.276E	0.940E	0.972E	0.935E	0.989E	0.989E	0.978E
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

5WA — Protective Service - Non-Sworn - Water

Total Emp: 17

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.76	17.65	0.00	5.88	5.88	0.00	0.00	0.00
Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
Emp Less Avail?		YES						
Statistical Value		0.022E	0.592E			0.909E	0.909E	0.827E
Stat Significant?		YES						
Shortfall		5						

6AC — Administrative Support - Accounting

Total Emp: 50

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	24.00	70.00	8.00	14.00	2.00	0.00	0.00	0.00
Availability %	12.38	75.56	2.33	3.19	3.68	3.05	0.03	0.09
Emp Less Avail?		YES				YES		
Statistical Value		0.915			0.631	1.254	0.122	0.212
Stat Significant?								
Shortfall		2				1		

6ER — Administrative Support - Engineering Related

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	10.12	81.31	3.73	0.45	2.73	2.46	0.00	0.76
Emp Less Avail?								
Statistical Value	0.899E	0.187E	0.963E	0.996E	0.973E	0.975E		0.992E
Stat Significant?								
Shortfall								

6GA — Administrative Support - General Administrative

Total Emp: 17

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	5.88	100.00	0.00	0.00	0.00	0.00	0.00	5.88
Availability %	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53
Emp Less Avail?								
Statistical Value	0.495E		0.689E	0.790E	0.513E	0.748E	0.976E	
Stat Significant?								
Shortfall								

6OS — Administrative Support - Office Support

Total Emp: 14

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	42.86	64.29	7.14	14.29	0.00	7.14	0.00	14.29
Availability %	13.71	84.74	3.43	2.71	4.56	1.61	0.40	1.00
Emp Less Avail?		YES						
Statistical Value		0.100E			0.520E		0.945E	
Stat Significant?								
Shortfall		2						

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

6WA — Administrative Support - Water

Total Emp: 17

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.76	29.41	11.76	0.00	0.00	0.00	0.00	0.00
Availability %	14.96	36.24	5.12	1.27	7.47	0.64	0.07	0.40
Emp Less Avail?		YES			YES			
Statistical Value	0.522E	0.378E		0.805E	0.267E	0.897E	0.988E	0.934E
Stat Significant?								
Shortfall		1			1			

7GM — Skilled Craft - General Maintenance/Trades

Total Emp: 28

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	10.71	3.57	0.00	7.14	3.57	0.00	0.00	0.00
Availability %	12.34	3.98	1.67	1.04	6.57	1.93	0.37	0.73
Emp Less Avail?								
Statistical Value	0.540E	0.693E	0.624E		0.443E	0.579E	0.901E	0.815E
Stat Significant?								
Shortfall								

7PR — Skilled Craft - Parks/Recreation

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.87	5.85	1.96	1.01	4.33	1.27	0.29	1.01
Emp Less Avail?								
Statistical Value	0.901E	0.942E	0.980E	0.990E	0.957E	0.987E	0.997E	0.990E
Stat Significant?								
Shortfall								

7WA — Skilled Craft - Water

Total Emp: 85

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	7.06	2.35	2.35	4.71	7.06	0.00	3.53
Availability %	11.27	5.13	2.75	1.05	5.34	1.66	0.10	0.40
Emp Less Avail?								
Statistical Value			0.224		0.260		0.292	
Stat Significant?								
Shortfall								

8BO — Service Maintenance - Botanic

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	45.54	9.58	2.34	1.12	39.09	1.89	0.41	0.70
Emp Less Avail?								
Statistical Value	0.545E	0.904E	0.977E	0.989E	0.609E	0.981E	0.996E	0.993E
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

8GM	Service Maintenance - General Maintenance/Trades							
Total Emp 84	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.62	9.52	5.95	5.95	3.57	5.95	1.19	0.00
Availability %	29.85	7.44	1.39	2.33	22.19	2.53	0.56	0.88
Emp Less Avail?	YES				YES			
Statistical Value	1.448				4.107			0.864
Stat Significant?					YES			
Shortfall	6				15			

8WA	Service Maintenance - Water							
Total Emp 8	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14
Emp Less Avail?	YES	YES			YES			
Statistical Value	0.087E	0.113E	0.565E	0.885E	0.288E	0.867E	0.953E	0.912E
Stat Significant?								
Shortfall	2	2			1			

Total Employment: 583

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

1BI — Officials/Admin - Building Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.2	0.0	0.0	0.0	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	1	1	0	1	0	0	0	0		
	# Available	0.2	1.0	0.1	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1DR — Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.2	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		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.7	1.0	0.3	0.0	0.1	0.0	0.0	0.3		
	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		
30	# Employed	6	7	0	0	3	1	0	2		
	# Available	2.1	5.7	0.8	0.2	0.6	0.3	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1FL — Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	3	2	0	0	0	0	0		
	# Available	0.3	3.6	0.2	0.0	0.0	0.0	0.0	0.0		
	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		
26	# Employed	6	16	2	3	1	0	0	0		
	# Available	2.0	12.4	0.6	0.2	0.6	0.4	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1PM	Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	3	8	1	2	0	0	0	0		
	# Available	2.3	10.5	0.8	0.3	0.6	0.4	0.0	0.1		
	Persons Required	0	2	0	0	0	0	0	0		

1SP	Officials/Admin - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	3.3	0.1	0.0	0.2	0.1	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

1WA	Officials/Admin - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	2	3	0	1	1	0	0	0		
	# Available	1.7	6.0	0.9	0.1	0.6	0.1	0.0	0.0		
	Persons Required	0	2	0	0	0	0	0	0		

2AC	Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	3	1	0	0	0	0	0		
	# Available	0.6	3.1	0.1	0.5	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2CR	Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	4	0	0	0	0	0	1		
	# Available	0.7	2.4	0.1	0.1	0.2	0.2	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2EN	Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	2	6	0	0	1	0	0	1		
	# Available	0.4	2.1	0.2	0.0	0.1	0.1	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		
61	# Employed	11	18	8	1	1	0	0	1		
	# Available	5.6	6.2	2.4	1.2	1.1	0.2	0.0	0.6		
	Persons Required	0	0	0	0	0	0	0	0		

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

Shortfall

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	0.1	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		
12	# Employed	4	6	2	2	0	0	0	0		
	# Available	1.5	4.4	0.6	0.2	0.5	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

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

2WA	Professionals - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

3EL	Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	0	0	0	0	0	0	1		
	# Available	1.1	1.2	0.6	0.1	0.3	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

3ER	Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
35	# Employed	7	12	3	4	0	0	0	0		
	# Available	5.7	6.3	2.5	0.4	1.4	0.7	0.3	0.4		
	Persons Required	0	0	0	0	1	0	0	0		

3LB	Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	2	0	0	1	0	0	0		
	# Available	1.4	2.7	0.1	0.0	0.7	0.5	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

3RM	Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.9	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

5LE	Protective Service - Non-Sworn - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.9	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

5WA	Protective Service - Non-Sworn - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	2	3	0	1	1	0	0	0		
	# Available	1.7	8.1	0.5	0.2	0.6	0.1	0.1	0.2		
	Persons Required	0	5	0	0	0	0	0	0		

6AC	Administrative Support - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
50	# Employed	12	35	4	7	1	0	0	0		
	# Available	6.2	37.8	1.2	1.6	1.8	1.5	0.0	0.0		
	Persons Required	0	2	0	0	0	1	0	0		

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

6GA	Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	1	17	0	0	0	0	0	1		
	# Available	1.7	15.3	0.4	0.2	0.7	0.3	0.0	0.1		
	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		
14	# Employed	6	9	1	2	0	1	0	2		
	# Available	1.9	11.9	0.5	0.4	0.6	0.2	0.1	0.1		
	Persons Required	0	2	0	0	0	0	0	0		

6WA	Administrative Support - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	2	5	2	0	0	0	0	0		
	# Available	2.5	6.2	0.9	0.2	1.3	0.1	0.0	0.1		
	Persons Required	0	1	0	0	1	0	0	0		

7GM	Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
28	# Employed	3	1	0	2	1	0	0	0		
	# Available	3.5	1.1	0.5	0.3	1.8	0.5	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

7PR	Skilled Craft - Parks/Recreation										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7WA	Skilled Craft - Water										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
85	# Employed	17	6	2	2	4	6	0	3		
	# Available	9.6	4.4	2.3	0.9	4.5	1.4	0.1	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.5	0.1	0.0	0.0	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8GM	Service Maintenance - General Maintenance/Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
84	# Employed	19	8	5	5	3	5	1	0		
	# Available	25.1	6.2	1.2	2.0	18.6	2.1	0.5	0.7		
	Persons Required	6	0	0	0	15	0	0	0		

8WA	Service Maintenance - Water										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	1	0	0	0	0	0	0		
	# Available	2.1	3.1	0.6	0.1	1.2	0.1	0.0	0.1		
	Persons Required	2	2	0	0	1	0	0	0		

W - Whole Person Rule

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