City of Portland

1010-BES
Bureau of Environmental Services

Bureau Affirmative Action Plan Reports

FY 13 - 14

2nd Quarter (Semi-Annual) Reports

07/01/2013 to 12/31/2013

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

Job Group Analysis Summary By EEO Category Report

City of Portland

FY13-14: 2nd Qtr (Semi-Annual) Affirmative Action Update Plan

Sector: 1010 - BES Bureau of Env Serv

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	17	51	5	5	4	2	1	0		
117 Employees	%	14.53	43.59	4.27	4.27	3.42	1.71	0.85	0.00		
2 - Professionals	#	18	54	11	1	4	0	0	2		
138 Employees	%	13.04	39.13	7.97	0.72	2.90	0.00	0.00	1.45		
3 - Technicians	#	16	36	7	2	4	0	2	1		
127 Employees	%	12.60	28.35	5.51	1.57	3.15	0.00	1.57	0.79		
6 - Administrative Support	#	7	21	1	3	1	0	0	2		
31 Employees	%	22.58	67.74	3.23	9.68	3.23	0.00	0.00	6.45		
7 - Skilled Workers	#	16	7	6	3	2	1	2	2		
86 Employees	%	18.60	8.14	6.98	3.49	2.33	1.16	2.33	2.33		
8 - Service	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
505 Employees **Totals**	#	74	170	30	14	15	3	5	7		
	%	14.65	33.66	5.94	2.77	2.97	0.59	0.99	1.39		

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		#	1	1	0	0	1	0	0	0		
2 Employees	1	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
1CR - Officials/Admin - Community Relations		#	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		
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		#	3	13	1	2	0	0	0	0		
29 Employees	1	%	10.34	44.83	3.45	6.90	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	8	11	3	2	1	1	1	0		
45 Employees	1	%	17.78	24.44	6.67	4.44	2.22	2.22	2.22	0.00		
1FL - Officials/Admin - Financial		#	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		
1GA - Officials/Admin - General Administrative		#	2	7	1	0	1	0	0	0		
9 Employees	1	%	22.22	77.78	11.11	0.00	11.11	0.00	0.00	0.00		
1IT - Officials/Admin - Information Technology		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1PL - Officials/Admin - Planning		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	3	8	0	1	1	1	0	0		
14 Employees	1	%	21.43	57.14	0.00	7.14	7.14	7.14	0.00	0.00		
1SP - Officials/Admin - Store & Purchases		#	0	3	0	0	0	0	0	0		
6 Employees	1	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1WA - Officials/Admin - Water		#	0	3	0	0	0	0	0	0		
5 Employees	1	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	1	2	1	0	0	0	0	0		
5 Employees	2	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
2BO - Professionals - Botanic		#	1	2	1	0	0	0	0	0		
11 Employees	2	%	9.09	18.18	9.09	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		
2CR - Professionals - Community Relations		#	0	3	0	0	0	0	0	0		
4 Employees	2	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	4	21	0	1	2	0	0	1		
41 Employees	2	%	9.76	51.22	0.00	2.44	4.88	0.00	0.00	2.44		
2ER - Professionals - Engineering & Related		#	12	19	9	0	2	0	0	1		
67 Employees	2	%	17.91	28.36	13.43	0.00	2.99	0.00	0.00	1.49		
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		
2IT - Professionals - Information Technology		#	0	7	0	0	0	0	0	0		
9 Employees	2	%	0.00	77.78	0.00	0.00	0.00	0.00	0.00	0.00		
3EL - Technicians - Electronics		#	2	0	0	0	1	0	0	1		
12 Employees	3	%	16.67	0.00	0.00	0.00	8.33	0.00	0.00	8.33		
3EN - Technicians - Environmental		#	4	13	1	1	1	0	1	0		
41 Employees	3	%	9.76	31.71	2.44	2.44	2.44	0.00	2.44	0.00		
3ER - Technicians - Engineering & Related		#	9	15	6	1	1	0	1	0		
56 Employees	3	%	16.07	26.79	10.71	1.79	1.79	0.00	1.79	0.00		
3LB - Technicians - Laboratory		#	1	8	0	0	1	0	0	0		
14 Employees	3	%	7.14	57.14	0.00	0.00	7.14	0.00	0.00	0.00		
3RM - Technicians - Risk Management		#	0	0	0	0	0	0	0	0		
4 Employees	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6CR - Administrative Support - Community Relations		#	0	1	0	0	0	0	0	0		
2 Employees	6	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
6EN - Administrative Support - Environmental		#	0	1	0	0	0	0	0	0		
4 Employees	6	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	3	11	0	1	1	0	0	1		
11 Employees	6	%	27.27	100.00	0.00	9.09	9.09	0.00	0.00	9.09		
6OS - Administrative Support - Office Support		#	4	8	1	2	0	0	0	1		
9 Employees	6	%	44.44	88.89	11.11	22.22	0.00	0.00	0.00	11.11		
6WA - Administrative Support - Water		#	0	0	0	0	0	0	0	0		
5 Employees	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7EN - Skilled Craft - Environmental		#	16	7	6	3	2	1	2	2		
71 Employees	7	%	22.54	9.86	8.45	4.23	2.82	1.41	2.82	2.82		
7GM - Skilled Craft - General Maintenance/Trades		#	0	0	0	0	0	0	0	0		
14 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8ER - Service Maintenance - Engineering and Related		#	0	1	0	0	0	0	0	0		
5 Employees	8	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	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		
505 Employees	Totals	#	74	170	30	14	15	3	5	7		
		%	14.65	33.66	5.94	2.77	2.97	0.59	0.99	1.39		

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		
30000836 - Development Supervisor II		#	1	1	0	0	1	0	0	0		
2 Employees		%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	1	0	0	1	0	0	0		
		%	50.00	50.00	0.00	0.00	50.00	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		
30001359 - Environmental Svcs Public Affairs Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000419 - Environmental Services Director		#	0	0	0	0	0	0	0	0		
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000669 - Environmental Monitoring Svcs Group Mgr	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000676 - Wastewater Operations Group Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000660 - Watershed Services Group Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000675 - Wastewater Collections System Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000678 - Environmental Policy 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		
30000674 - Wastewater Treatment Manager	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001735 - Environmental Investigations Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000659 - Watershed Division Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001736 - Environmental Compliance Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000677 - Portland Harbor Superfund Technical Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000664 - Environmental Program Manager, Sr	#	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		
30000670 - Laboratory 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		
30000671 - Biosolids/Reuse Program Manager	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000663 - Environmental Program Manager	#	1	4	0	1	0	0	0	0		
11 Employees	%	9.09	36.36	0.00	9.09	0.00	0.00	0.00	0.00		
30000667 - Watershed Revegetation Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1EN	Officials/Admin - Environmental	EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
29 Employees	Totals	#	3	13	1	2	0	0	0	0		
		%	10.34	44.83	3.45	6.90	0.00	0.00	0.00	0.00		

Job Group Analysis

1ER Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000683 - Engineer, Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000682 - Engineer, Principal	#	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		
30000689 - Capital Program Mgmt & Controls 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		
30000681 - Engineer, Supervising	#	2	3	2	0	0	0	0	0		
9 Employees	%	22.22	33.33	22.22	0.00	0.00	0.00	0.00	0.00		
30000691 - Public Works Inspection Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000690 - Public Works Inspection 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		
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	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		
30000229 - Public Works Inspector, Sr	#	3	1	1	1	0	0	1	0		
10 Employees	%	30.00	10.00	10.00	10.00	0.00	0.00	10.00	0.00		
30000228 - Public Works Inspector	#	3	5	0	1	1	1	0	0		
15 Employees	%	20.00	33.33	0.00	6.67	6.67	6.67	0.00	0.00		
30000333 - Development Services Technician 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		
45 Employees Totals	#	8	11	3	2	1	1	1	0		
	%	17.78	24.44	6.67	4.44	2.22	2.22	2.22	0.00		

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		#	0	2	0	0	0	0	0	0		
3 Employees		%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	0	2	0	0	0	0	0	0		
		%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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	0	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	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000441 - Business Operations Manager	#	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	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		
30000452 - Management Analyst, Sr	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000451 - Management 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		
30000450 - Management Assistant	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
9 Employees Totals	#	2	7	1	0	1	0	0	0		
	%	22.22	77.78	11.11	0.00	11.11	0.00	0.00	0.00		

Job Group Analysis

1IT	Officials/Admin - Information Technology	EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000606 - Inf Syst Mgr-Enterprise Database Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1PL	Officials/Admin - Planning	EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000733 - Development Services Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1PM Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000466 - Program 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		
30000465 - Program Manager	#	1	1	0	1	0	0	0	0		
4 Employees	%	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000464 - Program Coordinator	#	1	4	0	0	1	0	0	0		
5 Employees	%	20.00	80.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000463 - Program Specialist	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	1	1	0	0	0	1	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
14 Employees Totals	#	3	8	0	1	1	1	0	0		
	%	21.43	57.14	0.00	7.14	7.14	7.14	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	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		
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	3	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

1WA	Officials/Admin - Water	EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000656 - Water Resources Program Manager		#	0	3	0	0	0	0	0	0		
5 Employees		%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals	#	0	3	0	0	0	0	0	0		
		%	0.00	60.00	0.00	0.00	0.00	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	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant II	#	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		
5 Employees Totals	#	1	2	1	0	0	0	0	0		
	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2BO Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	1	0	1	0	0	0	0	0		
7 Employees	%	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00		
30000320 - Botanic Spec II-Generalist	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000315 - Botanic Spec I-Generalist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees Totals	#	1	2	1	0	0	0	0	0		
	%	9.09	18.18	9.09	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		
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		
30000492 - Community Outreach & Informtn Rep	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	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

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		
30001958 - Statistician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000459 - Environmental Policy Analyst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000666 - Watershed Revegetation Program 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		
30000662 - Environmental Program Coordinator	#	0	6	0	0	0	0	0	0		
8 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002037 - Field Sciences Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000339 - Environmental Specialist	#	4	13	0	1	2	0	0	1		
26 Employees	%	15.38	50.00	0.00	3.85	7.69	0.00	0.00	3.85		
30000661 - Environmental Program Specialist	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
41 Employees Totals	#	4	21	0	1	2	0	0	1		
	%	9.76	51.22	0.00	2.44	4.88	0.00	0.00	2.44		

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	0	4	0	0	0	0	0	0		
12 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000366 - Engineer-Electrical	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000368 - Engineer-Mechanical	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	8	4	7	0	1	0	0	0		
27 Employees	%	29.63	14.81	25.93	0.00	3.70	0.00	0.00	0.00		
30000367 - Engineer-Geotechnical	#	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		
30000360 - Engineering Associate, Sr-Geotechnical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000358 - Engineering Associate, Sr-Civil	#	0	6	0	0	0	0	0	0		
11 Employees	%	0.00	54.55	0.00	0.00	0.00	0.00	0.00	0.00		
30000700 - Communications Engineer	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000692 - Maps & Records Supervisor	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000353 - Engineering Associate-Civil	#	1	3	0	0	1	0	0	0		
9 Employees	%	11.11	33.33	0.00	0.00	11.11	0.00	0.00	0.00		
67 Employees Totals	#	12	19	9	0	2	0	0	1		
	%	17.91	28.36	13.43	0.00	2.99	0.00	0.00	1.49		

Job Group Analysis

2FL Professionals - Financial

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000576 - Economist, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

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		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000449 - Business Systems Analyst, Sr	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30001510 - ISTA VI-Vertical GIS Specialty	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000447 - Business Systems Analyst, Assistant	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees Totals	#	0	7	0	0	0	0	0	0		
	%	0.00	77.78	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		
30000239 - Instrument Technician	#	1	0	0	0	0	0	0	1		
9 Employees	%	11.11	0.00	0.00	0.00	0.00	0.00	0.00	11.11		
30000401 - Electronic Systems 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		
12 Employees Totals	#	2	0	0	0	1	0	0	1		
	%	16.67	0.00	0.00	0.00	8.33	0.00	0.00	8.33		

Job Group Analysis

3EN Technicians - Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000672 - Data Acquisition & Mgmt Supervisor	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30002038 - Field Sciences Technician	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000338 - Environmental Technician II	#	3	10	1	1	0	0	1	0		
32 Employees	%	9.38	31.25	3.13	3.13	0.00	0.00	3.13	0.00		
30000337 - Environmental Technician 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		
30002039 - Field Sciences Technician, Trainee	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
41 Employees Totals	#	4	13	1	1	1	0	1	0		
	%	9.76	31.71	2.44	2.44	2.44	0.00	2.44	0.00		

Job Group Analysis

3ER Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000330 - CAD Technician III	#	1	1	0	0	0	0	1	0		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	20.00	0.00		
30000326 - Engineering Technician III	#	3	4	2	0	1	0	0	0		
8 Employees	%	37.50	50.00	25.00	0.00	12.50	0.00	0.00	0.00		
30000343 - GIS Technician III	#	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		
30000329 - CAD Technician II	#	1	2	0	1	0	0	0	0		
14 Employees	%	7.14	14.29	0.00	7.14	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	3	7	3	0	0	0	0	0		
23 Employees	%	13.04	30.43	13.04	0.00	0.00	0.00	0.00	0.00		
30000342 - GIS Technician 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		
30000324 - Engineering Technician 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		
56 Employees Totals	#	9	15	6	1	1	0	1	0		
	%	16.07	26.79	10.71	1.79	1.79	0.00	1.79	0.00		

Job Group Analysis

3LB	Technicians - Laboratory	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001285 - Laboratory Coordinator	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30001284 - Laboratory Analytical Specialist	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30001283 - Laboratory Analyst II	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
14 Employees Totals	#	1	8	0	0	1	0	0	0		
	%	7.14	57.14	0.00	0.00	7.14	0.00	0.00	0.00		

Job Group Analysis

3RM	Technicians - Risk Management	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001659 - Environmental Svc, OCIP, Risk & Safety Officer	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000485 - Safety & Risk Officer 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		
30000482 - Risk Specialist, 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		
30000481 - Risk Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6CR	Administrative Support - Community Relations	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000491 - Community Outreach & Informtn Assistant	#	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

6EN	Administrative Support - Environmental	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000163 - Wastewater Operations Specialist	#	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		
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

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		
30000436 - Administrative 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		
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		
30000434 - Administrative Assistant	#	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		
30000433 - Administrative Specialist, Sr	#	2	5	0	1	1	0	0	0		
5 Employees	%	40.00	100.00	0.00	20.00	20.00	0.00	0.00	0.00		
11 Employees Totals	#	3	11	0	1	1	0	0	1		
	%	27.27	100.00	0.00	9.09	9.09	0.00	0.00	9.09		

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	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000828 - Records Specialist	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	3	3	1	1	0	0	0	1		
4 Employees	%	75.00	75.00	25.00	25.00	0.00	0.00	0.00	25.00		
9 Employees Totals	#	4	8	1	2	0	0	0	1		
	%	44.44	88.89	11.11	22.22	0.00	0.00	0.00	11.11		

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		#	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		
5 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		
30000712 - Facilities Services Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7EN Skilled Craft - Environmental

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000673 - Wastewater Treatment O&M Supervisor	#	3	0	1	2	0	0	0	0		
4 Employees	%	75.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00		
30000157 - Industrial Maintenance Millwright	#	4	1	1	0	1	1	0	1		
26 Employees	%	15.38	3.85	3.85	0.00	3.85	3.85	0.00	3.85		
30000161 - Wastewater Operator II	#	9	6	4	1	1	0	2	1		
40 Employees	%	22.50	15.00	10.00	2.50	2.50	0.00	5.00	2.50		
30000155 - Industrial Maintenance Millwright, Appr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
71 Employees Totals	#	16	7	6	3	2	1	2	2		
	%	22.54	9.86	8.45	4.23	2.82	1.41	2.82	2.82		

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		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	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		
30000126 - Industrial Machinist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000114 - Industrial Painter	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
14 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

8ER	Service Maintenance - Engineering and Related	EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000346 - Materials Testing Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000345 - Materials Testing Technician II	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees Totals	#	0	1	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

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

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000104 - Automotive Equip Oper II: Tractor-Trailr		#	0	0	0	0	0	0	0	0		
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		

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: 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00
Availability %	4.12	13.93	1.41	0.38	1.41	0.90	0.00	0.02
Emp Less Avail?								
Statistical Value			0.972E	0.992E		0.982E		1.000E
Stat Significant?								
Shortfall								

1CR Officials/Admin - Community Relations

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 %	5.40	47.13	3.46	0.32	1.12	0.33	0.00	0.18
Emp Less Avail?								
Statistical Value	0.946E		0.965E	0.997E	0.989E	0.997E		0.998E
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 %	13.13	18.66	5.09	2.48	3.08	0.53	1.48	0.47
Emp Less Avail?								
Statistical Value	0.869E	0.813E	0.949E	0.975E	0.969E	0.995E	0.985E	0.995E
Stat Significant?								
Shortfall								

1EN Officials/Admin - Environmental

Total Emp: 29

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	10.34	44.83	3.45	6.90	0.00	0.00	0.00	0.00
Availability %	22.87	32.88	10.08	0.44	1.76	0.41	0.02	10.20
Emp Less Avail?	YES		YES					YES
Statistical Value	0.075E		0.195E		0.598E	0.888E	0.994E	0.088E
Stat Significant?								
Shortfall	3		1					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

1ER	Officials/Admin - Engineering & Related							
Total Emp 45	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	17.78	24.44	6.67	4.44	2.22	2.22	2.22	0.00
Availability %	6.99	19.98	2.66	0.76	2.00	1.03	0.09	0.45
Emp Less Avail?								
Statistical Value								0.451
Stat Significant?								
Shortfall								

1FL	Officials/Admin - Financial							
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 %	3.72	73.14	3.26	0.03	0.38	0.03	0.00	0.02
Emp Less Avail?								
Statistical Value	0.893E	0.609E	0.905E	0.999E	0.989E	0.999E		0.999E
Stat Significant?								
Shortfall								

1GA	Officials/Admin - General Administrative							
Total Emp 9	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.22	77.78	11.11	0.00	11.11	0.00	0.00	0.00
Availability %	7.70	47.68	2.44	0.79	2.20	1.67	0.06	0.54
Emp Less Avail?								
Statistical Value				0.931E		0.859E	0.995E	0.952E
Stat Significant?								
Shortfall								

1IT	Officials/Admin - Information Technology							
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 %	14.40	36.72	3.64	0.21	3.32	1.84	1.63	3.78
Emp Less Avail?								
Statistical Value	0.856E		0.964E	0.998E	0.967E	0.982E	0.984E	0.962E
Stat Significant?								
Shortfall								

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Incumbency vs. Estimated Availability

1PL	Officials/Admin - Planning							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.69	12.59	1.84	0.69	3.21	1.18	0.27	0.50
Emp Less Avail?								
Statistical Value	0.923E		0.982E	0.993E	0.968E	0.988E	0.997E	0.995E
Stat Significant?								
Shortfall								

1PM	Officials/Admin - Program Management							
Total Emp 14	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	21.43	57.14	0.00	7.14	7.14	7.14	0.00	0.00
Availability %	11.92	55.72	3.99	1.67	3.30	2.08	0.15	0.70
Emp Less Avail?								
Statistical Value			0.565E				0.979E	0.906E
Stat Significant?								
Shortfall								

1SP	Officials/Admin - Store & Purchases							
Total Emp 6	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 %	7.80	54.65	1.19	0.81	3.91	1.41	0.34	0.13
Emp Less Avail?								
Statistical Value	0.614E	0.566E	0.931E	0.952E	0.787E	0.918E	0.980E	0.992E
Stat Significant?								
Shortfall								

1WA	Officials/Admin - Water							
Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.03	31.57	5.00	0.34	2.99	0.40	0.05	0.23
Emp Less Avail?								
Statistical Value	0.623E		0.774E	0.983E	0.859E	0.980E	0.998E	0.989E
Stat Significant?								
Shortfall								

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Incumbency vs. Estimated Availability

2AC	Professionals - Accounting							
Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00
Availability %	17.35	60.03	1.57	14.64	0.66	0.33	0.02	0.13
Emp Less Avail?		YES						
Statistical Value		0.317E		0.453E	0.967E	0.984E	0.999E	0.994E
Stat Significant?								
Shortfall		1						

2BO	Professionals - Botanic							
Total Emp 11	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	9.09	18.18	9.09	0.00	0.00	0.00	0.00	0.00
Availability %	4.30	22.06	2.26	0.00	0.90	1.13	0.00	0.00
Emp Less Avail?								
Statistical Value		0.549E			0.905E	0.882E		
Stat Significant?								
Shortfall								

2CR	Professionals - Community Relations							
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 %	14.62	48.72	1.77	2.82	4.15	4.48	0.35	1.05
Emp Less Avail?								
Statistical Value	0.531E		0.931E	0.892E	0.844E	0.832E	0.986E	0.959E
Stat Significant?								
Shortfall								

2EN	Professionals - Environmental							
Total Emp 41	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	9.76	51.22	0.00	2.44	4.88	0.00	0.00	2.44
Availability %	4.73	23.01	2.62	0.00	1.00	1.05	0.01	0.03
Emp Less Avail?			YES					
Statistical Value			1.050			0.660	0.064	
Stat Significant?								
Shortfall			1					

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Incumbency vs. Estimated Availability

2ER	Professionals - Engineering & Related							
Total Emp 67	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	17.91	28.36	13.43	0.00	2.99	0.00	0.00	1.49
Availability %	9.22	10.22	4.03	1.99	1.80	0.34	0.00	1.05
Emp Less Avail?				YES				
Statistical Value				1.166		0.478		
Stat Significant?								
Shortfall				1				

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	28.86	3.87	1.00	0.00	1.87	0.00	0.00
Emp Less Avail?								
Statistical Value	0.933E	0.711E	0.961E	0.990E		0.981E		
Stat Significant?								
Shortfall								

2IT	Professionals - Information Technology							
Total Emp 9	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	77.78	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	12.66	36.42	5.28	1.75	3.81	0.95	0.09	0.79
Emp Less Avail?	YES							
Statistical Value	0.296E		0.614E	0.853E	0.705E	0.918E	0.992E	0.931E
Stat Significant?								
Shortfall	1							

3EL	Technicians - Electronics							
Total Emp 12	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	0.00	0.00	0.00	8.33	0.00	0.00	8.33
Availability %	18.74	20.75	9.94	1.49	5.71	0.69	0.57	0.34
Emp Less Avail?		YES	YES					
Statistical Value	0.603E	0.061E	0.285E	0.835E		0.920E	0.934E	
Stat Significant?								
Shortfall		2	1					

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Incumbency vs. Estimated Availability

3EN	Technicians - Environmental								
Total Emp 41		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	9.76	31.71	2.44	2.44	2.44	0.00	2.44	0.00
	Availability %	21.33	55.15	8.13	0.88	6.48	3.33	1.05	1.47
	Emp Less Avail?	YES	YES	YES		YES	YES		
	Statistical Value	1.809	3.018	1.333		1.051	1.188		0.782
	Stat Significant?		YES						
	Shortfall	4	9	2		1	1		

3ER	Technicians - Engineering & Related								
Total Emp 56		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.07	26.79	10.71	1.79	1.79	0.00	1.79	0.00
	Availability %	16.37	18.12	7.28	1.02	4.17	1.87	0.82	1.21
	Emp Less Avail?					YES	YES		
	Statistical Value	0.060				0.893	1.033		0.828
	Stat Significant?								
	Shortfall					1	1		

3LB	Technicians - Laboratory								
Total Emp 14		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	7.14	57.14	0.00	0.00	7.14	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?	YES				YES	YES		
	Statistical Value	0.068E		0.661E		0.374E	0.222E		
	Stat Significant?								
	Shortfall	2				1	1		

3RM	Technicians - Risk Management								
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00
	Emp Less Avail?		YES						
	Statistical Value	0.693E	0.082E	0.887E		0.859E	0.942E	0.977E	
	Stat Significant?								
	Shortfall		1						

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Incumbency vs. Estimated Availability

6CR	Administrative Support - Community Relations							
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 %	9.62	72.51	2.09	1.83	3.55	1.49	0.09	0.59
Emp Less Avail?								
Statistical Value	0.817E	0.474E	0.959E	0.964E	0.930E	0.970E	0.998E	0.988E
Stat Significant?								
Shortfall								

6EN	Administrative Support - Environmental							
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 %	19.75	45.16	9.18	4.43	1.63	2.44	0.60	1.49
Emp Less Avail?								
Statistical Value	0.415E	0.388E	0.680E	0.834E	0.936E	0.906E	0.976E	0.942E
Stat Significant?								
Shortfall								

6GA	Administrative Support - General Administrative							
Total Emp 11	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	100.00	0.00	9.09	9.09	0.00	0.00	9.09
Availability %	9.78	89.73	2.18	1.37	3.87	1.68	0.15	0.53
Emp Less Avail?								
Statistical Value			0.785E			0.830E	0.984E	
Stat Significant?								
Shortfall								

6OS	Administrative Support - Office Support							
Total Emp 9	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	44.44	88.89	11.11	22.22	0.00	0.00	0.00	11.11
Availability %	13.56	84.55	3.33	2.78	4.48	1.54	0.40	1.03
Emp Less Avail?								
Statistical Value					0.662E	0.870E	0.965E	
Stat Significant?								
Shortfall								

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Incumbency vs. Estimated Availability

6WA	Administrative Support - Water							
Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	14.96	36.24	5.12	1.27	7.47	0.64	0.07	0.40
Emp Less Avail?		YES						
Statistical Value	0.445E	0.105E	0.769E	0.938E	0.678E	0.968E	0.997E	0.980E
Stat Significant?								
Shortfall		1						

7BT	Skilled Craft - Building Trades							
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 %	11.65	3.97	2.44	1.34	5.99	1.42	0.05	0.38
Emp Less Avail?								
Statistical Value	0.884E	0.960E	0.976E	0.987E	0.940E	0.986E	1.000E	0.996E
Stat Significant?								
Shortfall								

7EN	Skilled Craft - Environmental							
Total Emp 71	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.54	9.86	8.45	4.23	2.82	1.41	2.82	2.82
Availability %	8.43	3.89	1.13	0.66	5.09	0.53	0.00	1.01
Emp Less Avail?					YES			
Statistical Value					0.871			
Stat Significant?								
Shortfall					1			

7GM	Skilled Craft - General Maintenance/Trades							
Total Emp 14	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	12.32	4.03	1.65	1.08	6.58	1.93	0.36	0.70
Emp Less Avail?	YES							
Statistical Value	0.159E	0.562E	0.792E	0.859E	0.386E	0.761E	0.951E	0.906E
Stat Significant?								
Shortfall	1							

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Incumbency vs. Estimated Availability

8ER	Service Maintenance - Engineering and Related							
Total Emp 5	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 %	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14
Emp Less Avail?	YES							
Statistical Value	0.217E	0.348E	0.700E	0.926E	0.460E	0.915E	0.970E	0.944E
Stat Significant?								
Shortfall	1							

8GM	Service Maintenance - General Maintenance/Trades							
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 %	29.73	7.41	1.39	2.33	22.04	2.54	0.56	0.88
Emp Less Avail?								
Statistical Value	0.703E	0.926E	0.986E	0.977E	0.780E	0.975E	0.994E	0.991E
Stat Significant?								
Shortfall								

Total Employment: 505

W - Whole Person Rule

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

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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		
2	# Employed	1	1	0	0	1	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		

1CR Officials/Admin - Community Relations

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

1DR Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.2	0.1	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		
29	# Employed	3	13	1	2	0	0	0	0		
	# Available	6.6	9.5	2.9	0.1	0.5	0.1	0.0	3.0		
	Persons Required	3	0	1	0	0	0	0	2		

1ER Officials/Admin - Engineering & Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
45	# Employed	8	11	3	2	1	1	1	0		
	# Available	3.1	9.0	1.2	0.3	0.9	0.5	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		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.1	2.2	0.1	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		
9	# Employed	2	7	1	0	1	0	0	0		
	# Available	0.7	4.3	0.2	0.1	0.2	0.2	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

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

1PL	Officials/Admin - Planning										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1PM	Officials/Admin - Program Management										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	3	8	0	1	1	1	0	0		
	# Available	1.7	7.8	0.6	0.2	0.5	0.3	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1SP	Officials/Admin - Store & Purchases										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	3	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	0	0	0	0	0	0	0		

1WA	Officials/Admin - Water										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.5	1.6	0.3	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2AC	Professionals - Accounting										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.9	3.0	0.1	0.7	0.0	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

2BO	Professionals - Botanic										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.5	2.4	0.2	0.0	0.1	0.1	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		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.6	1.9	0.1	0.1	0.2	0.2	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2EN	Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
41	# Employed	4	21	0	1	2	0	0	1		
	# Available	1.9	9.4	1.1	0.0	0.4	0.4	0.0	0.0		
	Persons Required	0	0	1	0	0	0	0	0		

2ER	Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
67	# Employed	12	19	9	0	2	0	0	1		
	# Available	6.2	6.8	2.7	1.3	1.2	0.2	0.0	0.7		
	Persons Required	0	0	0	1	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		

2IT	Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	0	7	0	0	0	0	0	0		
	# Available	1.1	3.3	0.5	0.2	0.3	0.1	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

3EL	Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	2	0	0	0	1	0	0	1		
	# Available	2.2	2.5	1.2	0.2	0.7	0.1	0.1	0.0		
	Persons Required	0	2	1	0	0	0	0	0		

3EN	Technicians - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
41	# Employed	4	13	1	1	1	0	1	0		
	# Available	8.7	22.6	3.3	0.4	2.7	1.4	0.4	0.6		
	Persons Required	4	9	2	0	1	1	0	0		

3ER	Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
56	# Employed	9	15	6	1	1	0	1	0		
	# Available	9.2	10.1	4.1	0.6	2.3	1.0	0.5	0.7		
	Persons Required	0	0	0	0	1	1	0	0		

3LB	Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	1	8	0	0	1	0	0	0		
	# Available	3.9	7.6	0.4	0.0	2.0	1.4	0.0	0.0		
	Persons Required	2	0	0	0	1	1	0	0		

Shortfall

3RM	Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	1.9	0.1	0.0	0.1	0.1	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

6CR	Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	1.5	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6EN	Administrative Support - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.8	1.8	0.4	0.2	0.1	0.1	0.0	0.1		
	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		
11	# Employed	3	11	0	1	1	0	0	1		
	# Available	1.1	9.9	0.2	0.2	0.4	0.2	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		
9	# Employed	4	8	1	2	0	0	0	1		
	# Available	1.2	7.6	0.3	0.3	0.4	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6WA	Administrative Support - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.7	1.8	0.3	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

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

7EN	Skilled Craft - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
71	# Employed	16	7	6	3	2	1	2	2		
	# Available	6.0	2.8	0.8	0.5	3.6	0.4	0.0	0.7		
	Persons Required	0	0	0	0	1	0	0	0		

Shortfall

7GM	Skilled Craft - General Maintenance/Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.7	0.6	0.2	0.2	0.9	0.3	0.1	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

8ER	Service Maintenance - Engineering and Related										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.3	2.0	0.3	0.1	0.7	0.1	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

8GM	Service Maintenance - General Maintenance/Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.1	0.0	0.0	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

W - Whole Person Rule

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