

City of Portland



1130-PWB
Portland Water Bureau

Bureau **Affirmative Action Program** **(AAP) Plan Reports**

FY 15-16
4th Quarter (Annual) Reports
(07/01/2015 to 06/30/2016)



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

**Job Group Analysis Summary
by EEO Category Report**

Job Group Analysis Summary by EEO Code

| EEO Code & Description | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|-----------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 1 - Officials & Administrators | # | 13 | 40 | 6 | 3 | 3 | 0 | 0 | 1 | | |
| 83 Employees | % | 15.66 | 48.19 | 7.23 | 3.61 | 3.61 | 0.00 | 0.00 | 1.20 | | |
| 2 - Professionals | # | 15 | 35 | 8 | 3 | 0 | 0 | 0 | 4 | | |
| 94 Employees | % | 15.96 | 37.23 | 8.51 | 3.19 | 0.00 | 0.00 | 0.00 | 4.26 | | |
| 3 - Technicians | # | 7 | 24 | 3 | 3 | 1 | 0 | 0 | 0 | | |
| 72 Employees | % | 9.72 | 33.33 | 4.17 | 4.17 | 1.39 | 0.00 | 0.00 | 0.00 | | |
| 5 - Protective Service Workers: Non-sworn | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 10 Employees | % | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6 - Administrative Support | # | 26 | 63 | 6 | 12 | 5 | 1 | 0 | 2 | | |
| 98 Employees | % | 26.53 | 64.29 | 6.12 | 12.24 | 5.10 | 1.02 | 0.00 | 2.04 | | |
| 7 - Skilled Workers | # | 26 | 8 | 4 | 7 | 5 | 7 | 1 | 2 | | |
| 126 Employees | % | 20.63 | 6.35 | 3.17 | 5.56 | 3.97 | 5.56 | 0.79 | 1.59 | | |
| 8 - Service | # | 20 | 11 | 1 | 7 | 9 | 1 | 0 | 2 | | |
| 68 Employees | % | 29.41 | 16.18 | 1.47 | 10.29 | 13.24 | 1.47 | 0.00 | 2.94 | | |
| 551 Employees | Totals # | 107 | 183 | 28 | 35 | 23 | 9 | 1 | 11 | | |
| | % | 19.42 | 33.21 | 5.08 | 6.35 | 4.17 | 1.63 | 0.18 | 2.00 | | |

Job Group Analysis Summary Summary Report

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|---|-------|--------|-------|------|------|------|------|-------|--|--|
| 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 | | |
| 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 | | |
| 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 | | # | 2 | 5 | 0 | 0 | 1 | 0 | 0 | 1 | | |
| 19 Employees | 1 | % | 10.53 | 26.32 | 0.00 | 0.00 | 5.26 | 0.00 | 0.00 | 5.26 | | |
| 1FL - Officials/Admin - Financial | | # | 1 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 7 Employees | 1 | % | 14.29 | 71.43 | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1GA - Officials/Admin - General Administrative | | # | 7 | 16 | 4 | 2 | 1 | 0 | 0 | 0 | | |
| 25 Employees | 1 | % | 28.00 | 64.00 | 16.00 | 8.00 | 4.00 | 0.00 | 0.00 | 0.00 | | |
| 1PM - Officials/Admin - Program Management | | # | 2 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| 13 Employees | 1 | % | 15.38 | 46.15 | 7.69 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1SP - Officials/Admin - Store & Purchases | | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | 1 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1WA - Officials/Admin - Water | | # | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 12 Employees | 1 | % | 8.33 | 25.00 | 0.00 | 0.00 | 8.33 | 0.00 | 0.00 | 0.00 | | |
| 2AC - Professionals - Accounting | | # | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 6 Employees | 2 | % | 16.67 | 66.67 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2CR - Professionals - Community Relations | | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | 2 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2EN - Professionals - Environmental | | # | 2 | 7 | 0 | 0 | 0 | 0 | 0 | 2 | | |
| 11 Employees | 2 | % | 18.18 | 63.64 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 18.18 | | |
| 2ER - Professionals - Engineering & Related | | # | 9 | 14 | 6 | 1 | 0 | 0 | 0 | 2 | | |
| 57 Employees | 2 | % | 15.79 | 24.56 | 10.53 | 1.75 | 0.00 | 0.00 | 0.00 | 3.51 | | |
| 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 | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|---|--------|--------|------|-------|--------|------|------|------|--|--|
| 2HR - Professionals - Human Resources | # | | 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 | # | | 3 | 5 | 1 | 2 | 0 | 0 | 0 | 0 | | |
| 11 Employees | 2 | % | 27.27 | 45.45 | 9.09 | 18.18 | 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 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | 2 | % | 0.00 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 3BI - Technicians - Building Inspections | # | | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | 3 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 3EL - Technicians - Electronics | # | | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 6 Employees | 3 | % | 0.00 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 3EN - Technicians - Environmental | # | | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | 3 | % | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 3ER - Technicians - Engineering & Related | # | | 7 | 13 | 3 | 3 | 1 | 0 | 0 | 0 | | |
| 38 Employees | 3 | % | 18.42 | 34.21 | 7.89 | 7.89 | 2.63 | 0.00 | 0.00 | 0.00 | | |
| 3LB - Technicians - Laboratory | # | | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 7 Employees | 3 | % | 0.00 | 57.14 | 0.00 | 0.00 | 0.00 | 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 | | |
| 3WA - Technicians - Water | # | | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 13 Employees | 3 | % | 0.00 | 23.08 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 5LE - Protective Service - Non-Sworn - Law Enforcement | # | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | 5 | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 5WA - Protective Service - Non-Sworn - Water | # | | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 9 Employees | 5 | % | 0.00 | 22.22 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6ER - Administrative Support - Engineering Related | # | | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 1 Employee | 6 | % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |
| 6GA - Administrative Support - General Administrative | # | | 4 | 14 | 0 | 3 | 0 | 0 | 0 | 1 | | |
| 14 Employees | 6 | % | 28.57 | 100.00 | 0.00 | 21.43 | 0.00 | 0.00 | 0.00 | 7.14 | | |
| 6OS - Administrative Support - Office Support | # | | 18 | 37 | 5 | 8 | 3 | 1 | 0 | 1 | | |
| 60 Employees | 6 | % | 30.00 | 61.67 | 8.33 | 13.33 | 5.00 | 1.67 | 0.00 | 1.67 | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|---|-------|--------|------|-------|-------|------|------|------|--|--|
| 6PM - Administrative Support - Program Management | | # | 1 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 5 Employees | 6 | % | 20.00 | 100.00 | 0.00 | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | | |
| 6SP - Administrative Support - Store & Purchases | | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | 6 | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6WA - Administrative Support - Water | | # | 2 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| 15 Employees | 6 | % | 13.33 | 40.00 | 6.67 | 6.67 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 7GM - Skilled Craft - General Maintenance/Trades | | # | 4 | 2 | 0 | 1 | 2 | 1 | 0 | 0 | | |
| 44 Employees | 7 | % | 9.09 | 4.55 | 0.00 | 2.27 | 4.55 | 2.27 | 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 | | # | 22 | 6 | 4 | 6 | 3 | 6 | 1 | 2 | | |
| 81 Employees | 7 | % | 27.16 | 7.41 | 4.94 | 7.41 | 3.70 | 7.41 | 1.23 | 2.47 | | |
| 8GM - Service Maintenance - General Maintenance/Trades | | # | 20 | 11 | 1 | 7 | 9 | 1 | 0 | 2 | | |
| 68 Employees | 8 | % | 29.41 | 16.18 | 1.47 | 10.29 | 13.24 | 1.47 | 0.00 | 2.94 | | |
| 551 Employees | Totals | # | 107 | 183 | 28 | 35 | 23 | 9 | 1 | 11 | | |
| | | % | 19.42 | 33.21 | 5.08 | 6.35 | 4.17 | 1.63 | 0.18 | 2.00 | | |

Job Group Analysis Report

Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-----------------------------------|---|------|------|------|------|------|------|------|------|--|--|
| 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 | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Totals | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------------------|--------|------|--------|------|------|------|------|------|------|--|--|
| 30000497 - Public Information Manager | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 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 | | |
|--|----------|------|--------|------|------|------|------|------|------|--|--|
| 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 | 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 | | |
| 30000682 - Engineer, Principal | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 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 | | |
| 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 | | |
| 30000687 - Capital Project Manager 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 | | |
| 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 | | |
| 3 Employees | % | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 19 Employees | Totals # | 2 | 5 | 0 | 0 | 1 | 0 | 0 | 1 | | |
| | Totals % | 10.53 | 26.32 | 0.00 | 0.00 | 5.26 | 0.00 | 0.00 | 5.26 | | |

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 | | |
| 2 Employees | % | 50.00 | 100.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000568 - Financial Analyst, Sr | # | 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 | | |
| 30000567 - Financial Analyst | # | 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 | | |
| 7 Employees | | | | | | | | | | | |
| | Totals | # | 1 | 5 | 1 | 0 | 0 | 0 | 0 | | |
| | | % | 14.29 | 71.43 | 14.29 | 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 | # | 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 | | |
| 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 | | |
| 30000445 - Customer Service Supervisor | # | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 20.00 | 60.00 | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000452 - Management Analyst, Sr | # | 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 | | |
| 30000451 - Management Analyst | # | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 20.00 | 40.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000450 - Management Assistant | # | 2 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| 5 Employees | % | 40.00 | 60.00 | 0.00 | 20.00 | 20.00 | 0.00 | 0.00 | 0.00 | | |
| 25 Employees | Totals # | 7 | 16 | 4 | 2 | 1 | 0 | 0 | 0 | | |
| | % | 28.00 | 64.00 | 16.00 | 8.00 | 4.00 | 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 | # | 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 | | |
| 30001534 - Water Bureau Emergency Management Mgr | # | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 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 | | |
| 30000465 - Program 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 | | |
| 30000464 - Program 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 | | |
| 13 Employees | Totals # | 2 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| | % | 15.38 | 46.15 | 7.69 | 7.69 | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 Employees | Totals # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

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 | | |
| 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 | | |
| 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 | | |
| 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 | | |
| 30000656 - Water Resources 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 | | |
| 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 | | |
| 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 | | |
| 12 Employees | | | | | | | | | | | |
| | Totals | # | 1 | 3 | 0 | 0 | 1 | 0 | 0 | | |
| | | % | 8.33 | 25.00 | 0.00 | 0.00 | 8.33 | 0.00 | 0.00 | | |

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--------------------------------|----------|--------|--------|--------|------|------|------|------|------|--|--|
| 30000560 - Accountant, Systems | # | 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 | | |
| 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 | # | 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 | | |
| 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 | | |
| 6 Employees | Totals # | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 16.67 | 66.67 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|------|--------|------|------|------|------|------|------|--|--|
| 30000495 - Public Information 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 | | |
| 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 | | |
| 3 Employees | Totals # | 0 | 3 | 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

2EN

Professionals - Environmental

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 | | |
| 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 | | |
| 30001908 - Environmental Spec-Wildlife Biologist | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000339 - Environmental Specialist-Generalist | # | 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 | | |
| 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 | | |
| 11 Employees | | | | | | | | | | | |
| | Totals | # | 2 | 7 | 0 | 0 | 0 | 0 | 2 | | |
| | | % | 18.18 | 63.64 | 0.00 | 0.00 | 0.00 | 0.00 | 18.18 | | |

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|--------|--------|--------|------|------|------|------|-------|--|--|
| 30000680 - Engineer, Sr | # | 3 | 6 | 2 | 0 | 0 | 0 | 0 | 1 | | |
| 15 Employees | % | 20.00 | 40.00 | 13.33 | 0.00 | 0.00 | 0.00 | 0.00 | 6.67 | | |
| 30000364 - Engineer-Chemical/Environmental | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000365 - Engineer-Civil | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 15 Employees | % | 0.00 | 20.00 | 0.00 | 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 | | |
| 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 | # | 4 | 3 | 3 | 1 | 0 | 0 | 0 | 0 | | |
| 14 Employees | % | 28.57 | 21.43 | 21.43 | 7.14 | 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 | | |
| 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 | | |
| 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 | | |
| 30000353 - Engineering Associate-Civil | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 4 Employees | % | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 | | |
| 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 | | |
| 30000225 - Surveyor 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 | | |
| 57 Employees | Totals # | 9 | 14 | 6 | 1 | 0 | 0 | 0 | 2 | | |
| | % | 15.79 | 24.56 | 10.53 | 1.75 | 0.00 | 0.00 | 0.00 | 3.51 | | |

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 | | |
| | | % | 0.00 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 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 | | |
| 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 | | |
| 30000449 - Business Systems Analyst, Sr | # | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 100.00 | 50.00 | 50.00 | 50.00 | 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 | | |
| 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 | | |
| 11 Employees | Totals # | 3 | 5 | 1 | 2 | 0 | 0 | 0 | 0 | | |
| | Totals % | 27.27 | 45.45 | 9.09 | 18.18 | 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 | | |
| | | % | 0.00 | 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 | 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 | | |
| 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 | | |
| 3 Employees | | | | | | | | | | | |
| Totals | | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 0.00 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-------------------------------------|--------|------|--------|------|------|------|------|------|------|--|--|
| 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 | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 100.00 | 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 | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6 Employees | Totals # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

3EN

Technicians - Environmental

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|------|-------|------|------|------|------|------|------|--|--|
| 30000338 - Environmental Technician 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 | | |
| 30000337 - Environmental Technician I | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 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

3ER

Technicians - Engineering & Related

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------------------|----------|--------|-------|--------|-------|-------|------|------|------|--|--|
| 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 | | |
| 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 | | |
| 30000326 - Engineering Technician III | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 4 Employees | % | 0.00 | 75.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 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 | | |
| 30000229 - Public Works Inspector, Sr | # | 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 | | |
| 30000228 - Public Works Inspector | # | 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 | | |
| 30000329 - CAD 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 | | |
| 30000342 - GIS Technician II | # | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 6 Employees | % | 16.67 | 33.33 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000325 - Engineering Technician II | # | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 7 Employees | % | 0.00 | 57.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000224 - Surveying Aide 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 | | |
| 30001037 - Utility Locator | # | 4 | 2 | 1 | 3 | 0 | 0 | 0 | 0 | | |
| 7 Employees | % | 57.14 | 28.57 | 14.29 | 42.86 | 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 | | |
| 38 Employees | Totals # | 7 | 13 | 3 | 3 | 1 | 0 | 0 | 0 | | |
| | Totals % | 18.42 | 34.21 | 7.89 | 7.89 | 2.63 | 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 | | |
|---|----------|------|--------|------|------|------|------|------|------|--|--|
| 30001285 - Laboratory Coordinator | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30001284 - Laboratory Analytical Specialist | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 4 Employees | % | 0.00 | 75.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30001283 - Laboratory Analyst II | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 7 Employees | Totals # | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 57.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-------------------------------------|----------|------|--------|------|------|------|------|------|------|--|--|
| 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 | | |
| 30000482 - Risk Specialist, 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 | | |
| 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

3WA

Technicians - Water

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|------|-------|------|------|------|------|------|------|--|--|
| 30000141 - Water Quality Inspector III | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000140 - Water Quality Inspector II | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 4 Employees | % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000136 - Water Service Inspector II | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000135 - Water Service Inspector I | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 7 Employees | % | 0.00 | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 13 Employees | Totals # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 23.08 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

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 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 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 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000138 - Water Security Specialist | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 8 Employees | % | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 9 Employees | | | | | | | | | | | |
| | Totals | | | | | | | | | | |
| | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 22.22 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

6ER

Administrative Support - Engineering Related

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|----------------------------------|--------|--------|--------|--------|------|--------|--------|------|------|------|--|
| 30000349 - Right of Way Agent II | # | 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 | | |
| 1 Employee | Totals | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | | |
| | | % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 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 | 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 | | |
| 30000434 - Administrative Assistant | # | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 33.33 | 100.00 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000433 - Administrative Specialist, Sr | # | 2 | 6 | 0 | 2 | 0 | 0 | 0 | 0 | | |
| 6 Employees | % | 33.33 | 100.00 | 0.00 | 33.33 | 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 | | |
| 14 Employees | Totals # | 4 | 14 | 0 | 3 | 0 | 0 | 0 | 1 | | |
| | % | 28.57 | 100.00 | 0.00 | 21.43 | 0.00 | 0.00 | 0.00 | 7.14 | | |

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|--------|--------|-------|-------|-------|-------|------|--------|--|--|
| 30000018 - Customer Accounts Specialist II | # | 1 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 9 Employees | % | 11.11 | 55.56 | 0.00 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000013 - Office Support Specialist III | # | 2 | 3 | 0 | 1 | 0 | 1 | 0 | 0 | | |
| 3 Employees | % | 66.67 | 100.00 | 0.00 | 33.33 | 0.00 | 33.33 | 0.00 | 0.00 | | |
| 30000017 - Customer Accounts Specialist I | # | 13 | 27 | 5 | 6 | 2 | 0 | 0 | 0 | | |
| 42 Employees | % | 30.95 | 64.29 | 11.90 | 14.29 | 4.76 | 0.00 | 0.00 | 0.00 | | |
| 30000029 - Service Dispatcher | # | 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 | | |
| 30001558 - Timekeeping 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 | | |
| 30000012 - Office Support Specialist 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 | | |
| 60 Employees | Totals # | 18 | 37 | 5 | 8 | 3 | 1 | 0 | 1 | | |
| | % | 30.00 | 61.67 | 8.33 | 13.33 | 5.00 | 1.67 | 0.00 | 1.67 | | |

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|-------|--------|------|------|-------|------|------|------|--|--|
| 30000463 - Program Specialist | # | 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 | | |
| 30000462 - Program Specialist, Assistant | # | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 100.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 5 Employees | Totals # | 1 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| | % | 20.00 | 100.00 | 0.00 | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

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

Job Group Analysis

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 | | |
| 3 Employees | % | 33.33 | 66.67 | 33.33 | 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 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 11 Employees | % | 9.09 | 27.27 | 0.00 | 9.09 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 15 Employees | Totals # | 2 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| | % | 13.33 | 40.00 | 6.67 | 6.67 | 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 | | |
| 8 Employees | % | 25.00 | 0.00 | 0.00 | 12.50 | 12.50 | 0.00 | 0.00 | 0.00 | | |
| 30000116 - Electrician | # | 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 | | |
| 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 | | |
| 30000110 - Carpenter | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 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 | | |
| 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 | | |
| 30000105 - Construction Equipment Operator | # | 2 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | | |
| 19 Employees | % | 10.53 | 5.26 | 0.00 | 0.00 | 5.26 | 5.26 | 0.00 | 0.00 | | |
| 44 Employees | Totals # | 4 | 2 | 0 | 1 | 2 | 1 | 0 | 0 | | |
| | Totals % | 9.09 | 4.55 | 0.00 | 2.27 | 4.55 | 2.27 | 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 | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Totals | % | 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 | | |
|--|---|-------|-------|-------|-------|-------|-------|-------|-------|--|--|
| 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 | | |
| 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 | | |
| 30000148 - Water Treatment Operator, Lead | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000154 - Operating Engineer III | # | 4 | 2 | 0 | 0 | 2 | 1 | 0 | 1 | | |
| 11 Employees | % | 36.36 | 18.18 | 0.00 | 0.00 | 18.18 | 9.09 | 0.00 | 9.09 | | |
| 30000147 - Water Treatment Operator II | # | 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 | | |
| 30000143 - Water Meter Technician III | # | 3 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | | |
| 6 Employees | % | 50.00 | 0.00 | 16.67 | 0.00 | 0.00 | 33.33 | 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 | # | 5 | 2 | 2 | 1 | 1 | 1 | 0 | 0 | | |
| 25 Employees | % | 20.00 | 8.00 | 8.00 | 4.00 | 4.00 | 4.00 | 0.00 | 0.00 | | |
| 30000153 - Operating Engineer II | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000142 - Water Meter Technician II | # | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | | |
| 4 Employees | % | 50.00 | 25.00 | 25.00 | 0.00 | 0.00 | 0.00 | 25.00 | 0.00 | | |
| 30000146 - Water Treatment Operator I | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000151 - Watershed Specialist II | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000144 - Water Operations Mechanic, Apprentice | # | 5 | 0 | 0 | 3 | 0 | 1 | 0 | 1 | | |
| 8 Employees | % | 62.50 | 0.00 | 0.00 | 37.50 | 0.00 | 12.50 | 0.00 | 12.50 | | |
| 30002158 - Water Meter Technician I | # | 2 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | | |
| 4 Employees | % | 50.00 | 0.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | | |
| 30000149 - Watershed Specialist I | # | 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 | | |

Job Group Analysis

7WA

Skilled Craft - Water

EEO Code: 7

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | |
|------------------|--------|-----|-------|------|------|------|------|------|------|------|--|--|
| 81 Employees | Totals | # | 22 | 6 | 4 | 6 | 3 | 6 | 1 | 2 | | |
| | | % | 27.16 | 7.41 | 4.94 | 7.41 | 3.70 | 7.41 | 1.23 | 2.47 | | |

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 | | |
| 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 | # | 6 | 4 | 0 | 2 | 3 | 1 | 0 | 0 | | |
| 26 Employees | % | 23.08 | 15.38 | 0.00 | 7.69 | 11.54 | 3.85 | 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 | # | 3 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | | |
| 13 Employees | % | 23.08 | 23.08 | 7.69 | 7.69 | 7.69 | 0.00 | 0.00 | 0.00 | | |
| 30000076 - Utility Worker 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 | | |
| 30000075 - Utility Worker II, Apprentice | # | 10 | 4 | 0 | 3 | 5 | 0 | 0 | 2 | | |
| 19 Employees | % | 52.63 | 21.05 | 0.00 | 15.79 | 26.32 | 0.00 | 0.00 | 10.53 | | |
| 30000073 - Maintenance Worker | # | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 68 Employees | | | | | | | | | | | |
| | Totals | # | 20 | 11 | 1 | 7 | 9 | 1 | 0 | 2 | |
| | | % | 29.41 | 16.18 | 1.47 | 10.29 | 13.24 | 1.47 | 0.00 | 2.94 | |

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

| 1DR | | Officials/Admin - Directors | | | | | | | |
|-----------|-------------------|-----------------------------|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 17.28 | 28.55 | 6.32 | 3.38 | 4.71 | 0.34 | 0.59 | 1.96 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.827E | 0.714E | 0.937E | 0.966E | 0.953E | 0.997E | 0.994E | 0.980E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 1CR | | Officials/Admin - Community Relations | | | | | | | |
|-----------|-------------------|---------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 6.89 | 55.03 | 0.88 | 5.07 | 0.31 | 0.17 | 0.04 | 0.44 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.931E | | 0.991E | 0.949E | 0.997E | 0.998E | 1.000E | 0.996E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 1EN | | Officials/Admin - Environmental | | | | | | | |
|-----------|-------------------|---------------------------------|-------|--------|--------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 3 | Employment % | 0.00 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 9.80 | 12.71 | 2.92 | 0.11 | 5.27 | 0.32 | 0.00 | 1.16 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.734E | | 0.915E | 0.997E | 0.850E | 0.990E | | 0.966E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 1ER | | Officials/Admin - Engineering & Related | | | | | | | |
|-----------|-------------------|---|-------|--------|--------|--------|--------|--------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 19 | Employment % | 10.53 | 26.32 | 0.00 | 0.00 | 5.26 | 0.00 | 0.00 | 5.26 |
| | Availability % | 18.14 | 13.75 | 8.24 | 1.36 | 6.28 | 0.49 | 0.10 | 1.64 |
| | Emp Less Avail? | YES | | YES | | | | | |
| | Statistical Value | 0.303E | | 0.195E | 0.771E | 0.663E | 0.911E | 0.981E | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | 1 | | 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

| 1FL | | Officials/Admin - Financial | | | | | | | |
|-----------|-------------------|--|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 7 | Employment % | 14.29 | 71.43 | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 13.86 | 45.02 | 4.44 | 4.15 | 3.38 | 0.03 | 0.02 | 1.87 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | 0.743E | 0.786E | 0.998E | 0.999E | 0.876E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 1GA | | Officials/Admin - General Administrative | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 25 | Employment % | 28.00 | 64.00 | 16.00 | 8.00 | 4.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 14.53 | 57.10 | 10.75 | 1.00 | 1.50 | 0.32 | 0.05 | 0.89 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | | | 0.923E | 0.988E | 0.800E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 1PM | | Officials/Admin - Program Management | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 13 | Employment % | 15.38 | 46.15 | 7.69 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 18.87 | 48.59 | 5.87 | 4.96 | 3.64 | 0.56 | 0.15 | 3.71 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.544E | 0.541E | | | 0.618E | 0.930E | 0.981E | 0.612E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 1SP | | Officials/Admin - Store & Purchases | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 9.80 | 53.46 | 3.75 | 0.60 | 3.47 | 0.18 | 0.00 | 1.80 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.814E | | 0.926E | 0.988E | 0.932E | 0.996E | | 0.964E |
| | 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

| 1WA | | Officials/Admin - Water | | | | | | | |
|-----------|-------------------|-------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 12 | Employment % | 8.33 | 25.00 | 0.00 | 0.00 | 8.33 | 0.00 | 0.00 | 0.00 |
| | Availability % | 20.44 | 34.15 | 7.85 | 1.44 | 7.80 | 0.44 | 0.26 | 2.68 |
| | Emp Less Avail? | YES | YES | | | | | | |
| | Statistical Value | 0.263E | 0.370E | 0.375E | 0.840E | | 0.948E | 0.969E | 0.722E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | 1 | 1 | | | | | | |
| 2AC | | Professionals - Accounting | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 6 | Employment % | 16.67 | 66.67 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 13.31 | 61.26 | 5.33 | 4.78 | 1.61 | 0.16 | 0.08 | 1.33 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | 0.745E | 0.907E | 0.990E | 0.995E | 0.923E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 2CR | | Professionals - Community Relations | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 3 | Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 15.51 | 52.96 | 5.90 | 1.65 | 6.36 | 0.70 | 0.00 | 0.91 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.603E | | 0.833E | 0.951E | 0.821E | 0.979E | | 0.973E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 2EN | | Professionals - Environmental | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 11 | Employment % | 18.18 | 63.64 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 18.18 |
| | Availability % | 8.44 | 32.33 | 1.24 | 1.03 | 4.23 | 0.00 | 1.39 | 0.56 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 0.872E | 0.892E | 0.622E | | 0.857E | |
| | 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

| 2ER | | Professionals - Engineering & Related | | | | | | | |
|-----------|-------------------|---------------------------------------|-------|-------|------|-------|-------|------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 57 | Employment % | 15.79 | 24.56 | 10.53 | 1.75 | 0.00 | 0.00 | 0.00 | 3.51 |
| | Availability % | 12.32 | 13.74 | 6.84 | 0.43 | 1.87 | 0.68 | 0.00 | 2.50 |
| | Emp Less Avail? | | | | | YES | | | |
| | Statistical Value | | | | | 1.042 | 0.625 | | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | 1 | | | |

| 2FL | | Professionals - Financial | | | | | | | |
|-----------|-------------------|---------------------------|--------|------|------|------|------|------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 0.750E | | | | | | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 2HR | | Professionals - Human Resources | | | | | | | |
|-----------|-------------------|---------------------------------|--------|--------|--------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 15.38 | 72.51 | 4.81 | 3.61 | 4.38 | 0.17 | 0.00 | 2.41 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.846E | 0.275E | 0.952E | 0.964E | 0.956E | 0.998E | | 0.976E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 2IT | | Professionals - Information Technology | | | | | | | |
|-----------|-------------------|--|--------|------|-------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 11 | Employment % | 27.27 | 45.45 | 9.09 | 18.18 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 8.56 | 47.28 | 4.76 | 0.36 | 2.34 | 0.03 | 0.00 | 1.07 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 0.573E | | | 0.771E | 0.997E | | 0.888E |
| | 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

| 2PL | | Professionals - Planning | | | | | | | |
|-----------|-------------------|--------------------------|--------|--------|------|------|------|------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 3.51 | 50.88 | 3.51 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.965E | 0.491E | 0.965E | | | | | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 2WA | | Professionals - Water | | | | | | | |
|-----------|-------------------|-----------------------|-------|--------|------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 3 | Employment % | 0.00 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 14.27 | 28.41 | 1.69 | 0.00 | 6.23 | 1.69 | 0.00 | 4.65 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.630E | | 0.950E | | 0.825E | 0.950E | | 0.867E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 3BI | | Technicians - Building Inspections | | | | | | | |
|-----------|-------------------|------------------------------------|--------|--------|--------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 18.83 | 59.41 | 6.28 | 1.67 | 1.67 | 1.67 | 0.00 | 7.53 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.812E | | 0.937E | 0.983E | 0.983E | 0.983E | | 0.925E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 3EL | | Technicians - Electronics | | | | | | | |
|-----------|-------------------|---------------------------|--------|--------|--------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 6 | Employment % | 0.00 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 24.76 | 21.15 | 11.74 | 2.38 | 7.49 | 1.29 | 0.00 | 1.85 |
| | Emp Less Avail? | YES | | | | | | | |
| | Statistical Value | 0.181E | 0.627E | 0.473E | 0.865E | 0.627E | 0.925E | | 0.894E |
| | 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

| 3EN | | Technicians - Environmental | | | | | | | |
|-----------|-------------------|-----------------------------|--------|--------|--------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 5 | Employment % | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 18.97 | 58.53 | 6.41 | 1.68 | 1.80 | 1.66 | 0.00 | 7.40 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | 0.349E | 0.099E | 0.718E | 0.919E | 0.913E | 0.920E | | 0.681E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | 1 | | | | | | |

| 3ER | | Technicians - Engineering & Related | | | | | | | |
|-----------|-------------------|-------------------------------------|-------|------|------|-------|-------|-------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 38 | Employment % | 18.42 | 34.21 | 7.89 | 7.89 | 2.63 | 0.00 | 0.00 | 0.00 |
| | Availability % | 16.86 | 31.68 | 7.14 | 1.53 | 3.56 | 1.10 | 0.09 | 3.41 |
| | Emp Less Avail? | | | | | | | | YES |
| | Statistical Value | | | | | 0.309 | 0.650 | 0.185 | 1.158 |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 3LB | | Technicians - Laboratory | | | | | | | |
|-----------|-------------------|--------------------------|-------|--------|------|--------|------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 7 | Employment % | 0.00 | 57.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 29.91 | 22.90 | 8.88 | 0.00 | 4.67 | 0.00 | 0.00 | 16.36 |
| | Emp Less Avail? | YES | | | | | | | YES |
| | Statistical Value | 0.083E | | 0.522E | | 0.715E | | | 0.286E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | 2 | | | | | | | |

| 3RM | | Technicians - Risk Management | | | | | | | |
|-----------|-------------------|-------------------------------|-------|--------|------|--------|------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 18.32 | 31.57 | 4.42 | 0.00 | 8.83 | 0.00 | 0.00 | 5.08 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.667E | | 0.914E | | 0.831E | | | 0.901E |
| | 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

| 3WA | | Technicians - Water | | | | | | | |
|-----------|-------------------|---------------------|--------|--------|--------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 13 | Employment % | 0.00 | 23.08 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 18.83 | 59.41 | 6.28 | 1.67 | 1.67 | 1.67 | 0.00 | 7.53 |
| | Emp Less Avail? | YES | YES | | | | | | |
| | Statistical Value | 0.066E | 0.018E | 0.430E | 0.803E | 0.803E | 0.803E | | 0.361E |
| | Stat Significant? | | YES | | | | | | |
| | Shortfall | 2 | 4 | | | | | | |

| 5LE | | Protective Service - Non-Sworn - Law Enforcement | | | | | | | |
|-----------|-------------------|--|--------|--------|--------|------|------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 7.39 | 62.68 | 2.34 | 0.94 | 0.00 | 0.00 | 0.00 | 4.12 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.926E | 0.373E | 0.977E | 0.991E | | | | 0.959E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 5WA | | Protective Service - Non-Sworn - Water | | | | | | | |
|-----------|-------------------|--|--------|--------|--------|------|------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 9 | Employment % | 0.00 | 22.22 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 7.39 | 62.68 | 2.34 | 0.94 | 0.00 | 0.00 | 0.00 | 4.12 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | 0.501E | 0.033E | 0.808E | 0.919E | | | | 0.685E |
| | Stat Significant? | | YES | | | | | | |
| | Shortfall | | 3 | | | | | | |

| 6ER | | Administrative Support - Engineering Related | | | | | | | |
|-----------|-------------------|--|--------|--------|--------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 11.34 | 78.83 | 2.01 | 3.80 | 2.64 | 0.45 | 0.00 | 2.46 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 0.980E | 0.962E | | 0.996E | | 0.975E |
| | 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

| 6GA | | Administrative Support - General Administrative | | | | | | | |
|-----------|-------------------|---|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 14 | Employment % | 28.57 | 100.00 | 0.00 | 21.43 | 0.00 | 0.00 | 0.00 | 7.14 |
| | Availability % | 13.72 | 88.23 | 3.56 | 1.44 | 5.21 | 0.56 | 0.38 | 2.54 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 0.602E | | 0.473E | 0.924E | 0.948E | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 6OS | | Administrative Support - Office Support | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 60 | Employment % | 30.00 | 61.67 | 8.33 | 13.33 | 5.00 | 1.67 | 0.00 | 1.67 |
| | Availability % | 17.11 | 77.41 | 6.50 | 2.16 | 4.71 | 0.88 | 0.39 | 2.49 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | | 2.916 | | | | | 0.485 | 0.409 |
| | Stat Significant? | | YES | | | | | | |
| | Shortfall | | 9 | | | | | | |
| 6PM | | Administrative Support - Program Management | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 5 | Employment % | 20.00 | 100.00 | 0.00 | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 16.72 | 75.37 | 5.80 | 2.28 | 7.07 | 0.77 | 0.38 | 0.43 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 0.742E | 0.891E | | 0.962E | 0.981E | 0.979E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 6SP | | Administrative Support - Store & Purchases | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 3 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 22.52 | 48.40 | 6.57 | 3.38 | 8.87 | 0.75 | 0.95 | 2.00 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | 0.465E | 0.137E | 0.816E | 0.902E | 0.757E | 0.978E | 0.972E | 0.941E |
| | 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

| 6WA | | Administrative Support - Water | | | | | | | |
|-----------|-------------------|--------------------------------|-------|------|------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 15 | Employment % | 13.33 | 40.00 | 6.67 | 6.67 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 7.24 | 38.69 | 0.79 | 1.70 | 1.36 | 2.72 | 0.00 | 0.68 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | | 0.814E | 0.661E | | 0.903E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 7GM | | Skilled Craft - General Maintenance/Trades | | | | | | | |
|-----------|-------------------|--|------|-------|------|-------|------|-------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 44 | Employment % | 9.09 | 4.55 | 0.00 | 2.27 | 4.55 | 2.27 | 0.00 | 0.00 |
| | Availability % | 18.00 | 3.62 | 2.24 | 1.45 | 10.08 | 0.80 | 0.53 | 2.89 |
| | Emp Less Avail? | YES | | | | YES | | | YES |
| | Statistical Value | 1.538 | | 1.004 | | 1.219 | | 0.484 | 1.144 |
| | Stat Significant? | | | | | | | | |
| | Shortfall | 3 | | | | 2 | | | 1 |

| 7PR | | Skilled Craft - Parks/Recreation | | | | | | | |
|-----------|-------------------|----------------------------------|--------|--------|--------|--------|------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 9.32 | 7.05 | 0.50 | 1.26 | 5.54 | 0.00 | 0.00 | 2.02 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.907E | 0.930E | 0.995E | 0.987E | 0.945E | | | 0.980E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 7WA | | Skilled Craft - Water | | | | | | | |
|-----------|-------------------|-----------------------|------|-------|------|-------|------|------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 81 | Employment % | 27.16 | 7.41 | 4.94 | 7.41 | 3.70 | 7.41 | 1.23 | 2.47 |
| | Availability % | 23.69 | 4.14 | 8.54 | 3.03 | 9.14 | 1.51 | 0.63 | 0.84 |
| | Emp Less Avail? | | | YES | | YES | | | |
| | Statistical Value | | | 1.160 | | 1.698 | | | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | 2 | | 4 | | | |

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 | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 68 | Employment % | 29.41 | 16.18 | 1.47 | 10.29 | 13.24 | 1.47 | 0.00 | 2.94 |
| | Availability % | 37.22 | 5.24 | 1.42 | 3.77 | 28.82 | 0.45 | 0.54 | 2.20 |
| | Emp Less Avail? | YES | | | | YES | | | |
| | Statistical Value | 1.332 | | | | 2.837 | | 0.608 | |
| | Stat Significant? | | | | | YES | | | |
| | Shortfall | 5 | | | | 10 | | | |

Total Employment: 551

W - Whole Person Rule

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

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

Shortfall Report (Persons Required)

(This is a supplemental report to the
“Incumbency vs. Estimated Availability”
Report)

Shortfall

| 1DR | | Officials/Admin - Directors | | | | | | | | | |
|-----------|------------------|-----------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.3 | 0.1 | 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 | 0.6 | 0.0 | 0.1 | 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 | 0.3 | 0.4 | 0.1 | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1ER | | Officials/Admin - Engineering & Related | | | | | | | | | |
|-----------|------------------|---|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 19 | # Employed | 2 | 5 | 0 | 0 | 1 | 0 | 0 | 1 | | |
| | # Available | 3.4 | 2.6 | 1.6 | 0.3 | 1.2 | 0.1 | 0.0 | 0.3 | | |
| | Persons Required | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | |

| 1FL | | Officials/Admin - Financial | | | | | | | | | |
|-----------|------------------|-----------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 7 | # Employed | 1 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 1.0 | 3.2 | 0.3 | 0.3 | 0.2 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1GA | | Officials/Admin - General Administrative | | | | | | | | | |
|-----------|------------------|--|------|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 25 | # Employed | 7 | 16 | 4 | 2 | 1 | 0 | 0 | 0 | | |
| | # Available | 3.6 | 14.3 | 2.7 | 0.3 | 0.4 | 0.1 | 0.0 | 0.2 | | |
| | 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 | | |
| 13 | # Employed | 2 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| | # Available | 2.5 | 6.3 | 0.8 | 0.6 | 0.5 | 0.1 | 0.0 | 0.5 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 1SP | | Officials/Admin - Store & Purchases | | | | | | | | | |
|-----------|------------------|---------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 1.1 | 0.1 | 0.0 | 0.1 | 0.0 | 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 | | |
| 12 | # Employed | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| | # Available | 2.5 | 4.1 | 0.9 | 0.2 | 0.9 | 0.1 | 0.0 | 0.3 | | |
| | Persons Required | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2AC | | Professionals - Accounting | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 6 | # Employed | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.8 | 3.7 | 0.3 | 0.3 | 0.1 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2CR | | Professionals - Community Relations | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 3 | # Employed | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.5 | 1.6 | 0.2 | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2EN | | Professionals - Environmental | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 11 | # Employed | 2 | 7 | 0 | 0 | 0 | 0 | 0 | 2 | | |
| | # Available | 0.9 | 3.6 | 0.1 | 0.1 | 0.5 | 0.0 | 0.2 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2ER | | Professionals - Engineering & Related | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 57 | # Employed | 9 | 14 | 6 | 1 | 0 | 0 | 0 | 2 | | |
| | # Available | 7.0 | 7.8 | 3.9 | 0.2 | 1.1 | 0.4 | 0.0 | 1.4 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 1 | 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 | 0.0 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2HR | | Professionals - Human Resources | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 2IT | | Professionals - Information Technology | | | | | | | | | |
|-----------|------------------|--|------|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 11 | # Employed | 3 | 5 | 1 | 2 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.9 | 5.2 | 0.5 | 0.0 | 0.3 | 0.0 | 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 | 0.0 | 0.5 | 0.0 | 0.0 | 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 | | |
| 3 | # Employed | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.4 | 0.9 | 0.1 | 0.0 | 0.2 | 0.1 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3BI | | Technicians - Building Inspections | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.6 | 0.1 | 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 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 1.5 | 1.3 | 0.7 | 0.1 | 0.4 | 0.1 | 0.0 | 0.1 | | |
| | Persons Required | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3EN | | Technicians - Environmental | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 5 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.9 | 2.9 | 0.3 | 0.1 | 0.1 | 0.1 | 0.0 | 0.4 | | |
| | Persons Required | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3ER | | Technicians - Engineering & Related | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 38 | # Employed | 7 | 13 | 3 | 3 | 1 | 0 | 0 | 0 | | |
| | # Available | 6.4 | 12.0 | 2.7 | 0.6 | 1.4 | 0.4 | 0.0 | 1.3 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 3LB | | Technicians - Laboratory | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 7 | # Employed | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 2.1 | 1.6 | 0.6 | 0.0 | 0.3 | 0.0 | 0.0 | 1.1 | | |
| | Persons Required | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |

Shortfall

| 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 | 0.4 | 0.6 | 0.1 | 0.0 | 0.2 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3WA | | Technicians - Water | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 13 | # Employed | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 2.4 | 7.7 | 0.8 | 0.2 | 0.2 | 0.2 | 0.0 | 1.0 | | |
| | Persons Required | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 5LE | | Protective Service - Non-Sworn - Law Enforcement | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.1 | 0.6 | 0.0 | 0.0 | 0.0 | 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 | | |
| 9 | # Employed | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.7 | 5.6 | 0.2 | 0.1 | 0.0 | 0.0 | 0.0 | 0.4 | | |
| | Persons Required | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 6ER | | Administrative Support - Engineering Related | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 1 | 1 | 0 | 0 | 1 | 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 | | |
| 14 | # Employed | 4 | 14 | 0 | 3 | 0 | 0 | 0 | 1 | | |
| | # Available | 1.9 | 12.4 | 0.5 | 0.2 | 0.7 | 0.1 | 0.1 | 0.4 | | |
| | 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 | | |
| 60 | # Employed | 18 | 37 | 5 | 8 | 3 | 1 | 0 | 1 | | |
| | # Available | 10.3 | 46.4 | 3.9 | 1.3 | 2.8 | 0.5 | 0.2 | 1.5 | | |
| | Persons Required | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 6PM | | Administrative Support - Program Management | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 5 | # Employed | 1 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| | # Available | 0.8 | 3.8 | 0.3 | 0.1 | 0.4 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 6SP | | Administrative Support - Store & Purchases | | | | | | | | | |
|-----------|------------------|--|-----|-----|-----|------|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 3 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.7 | 1.5 | 0.2 | 0.1 | 0.3 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 6WA | | Administrative Support - Water | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 15 | # Employed | 2 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| | # Available | 1.1 | 5.8 | 0.1 | 0.3 | 0.2 | 0.4 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 7GM | | Skilled Craft - General Maintenance/Trades | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 44 | # Employed | 4 | 2 | 0 | 1 | 2 | 1 | 0 | 0 | | |
| | # Available | 7.9 | 1.6 | 1.0 | 0.6 | 4.4 | 0.4 | 0.2 | 1.3 | | |
| | Persons Required | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | | |
| 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 | 0.1 | 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 | | |
| 81 | # Employed | 22 | 6 | 4 | 6 | 3 | 6 | 1 | 2 | | |
| | # Available | 19.2 | 3.4 | 6.9 | 2.5 | 7.4 | 1.2 | 0.5 | 0.7 | | |
| | Persons Required | 0 | 0 | 2 | 0 | 4 | 0 | 0 | 0 | | |
| 8GM | | Service Maintenance - General Maintenance/Trades | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 68 | # Employed | 20 | 11 | 1 | 7 | 9 | 1 | 0 | 2 | | |
| | # Available | 25.3 | 3.6 | 1.0 | 2.6 | 19.6 | 0.3 | 0.4 | 1.5 | | |
| | Persons Required | 5 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | | |

W - Whole Person Rule

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