

City of Portland



1160-PPR
Portland Parks & Recreation

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

FY 16 - 17
2nd Quarter (Semi-Annual)
AAP Reports
07/01/2016 to 12/31/2016



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	#	11	34	4	2	3	0	0	2			
59 Employees	%	18.64	57.63	6.78	3.39	5.08	0.00	0.00	3.39			
2 - Professionals	#	9	24	2	0	2	1	0	4			
39 Employees	%	23.08	61.54	5.13	0.00	5.13	2.56	0.00	10.26			
3 - Technicians	#	2	6	0	0	1	0	0	1			
19 Employees	%	10.53	31.58	0.00	0.00	5.26	0.00	0.00	5.26			
5 - Protective Service Workers: Non-sworn	#	7	5	0	4	0	0	1	2			
18 Employees	%	38.89	27.78	0.00	22.22	0.00	0.00	5.56	11.11			
6 - Administrative Support	#	10	20	2	5	2	1	0	0			
34 Employees	%	29.41	58.82	5.88	14.71	5.88	2.94	0.00	0.00			
7 - Skilled Workers	#	13	4	1	4	3	1	1	3			
51 Employees	%	25.49	7.84	1.96	7.84	5.88	1.96	1.96	5.88			
8 - Service	#	102	157	17	36	31	4	0	14			
367 Employees	%	27.79	42.78	4.63	9.81	8.45	1.09	0.00	3.81			
587 Employees	Totals	#	154	250	26	51	42	7	26			
		%	26.24	42.59	4.43	8.69	7.16	1.19	0.34	4.43		

**Job Group
Analysis
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	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		
1BT - Officials/Admin - Building Trades		#	0	0	0	0	0	0	0	0		
3 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1CR - Officials/Admin - Community Relations		#	0	2	0	0	0	0	0	0		
2 Employees	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	2	10	0	0	1	0	0	1		
12 Employees	1	%	16.67	83.33	0.00	0.00	8.33	0.00	0.00	8.33		
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		#	4	10	2	0	1	0	0	1		
19 Employees	1	%	21.05	52.63	10.53	0.00	5.26	0.00	0.00	5.26		
1PM - Officials/Admin - Program Management		#	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		
1PR - Officials/Admin - Parks/Recreation		#	5	8	2	2	1	0	0	0		
16 Employees	1	%	31.25	50.00	12.50	12.50	6.25	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	1	3	1	0	0	0	0	0		
4 Employees	2	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
2BO - Professionals - Botanic		#	5	13	1	0	1	1	0	2		
18 Employees	2	%	27.78	72.22	5.56	0.00	5.56	5.56	0.00	11.11		
2CR - Professionals - Community Relations		#	0	1	0	0	0	0	0	0		
3 Employees	2	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	1	1	0	0	1	0	0	0		
3 Employees	2	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	1	0	0	0	0	0	0		
4 Employees	2	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	2	3	0	0	0	0	0	2		
4 Employees	2	%	50.00	75.00	0.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2PR - Professionals - Parks/Recreation	#		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		
3BO - Technicians - Botanic	#		0	2	0	0	0	0	0	0		
11 Employees	3	%	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related	#		2	3	0	0	1	0	0	1		
7 Employees	3	%	28.57	42.86	0.00	0.00	14.29	0.00	0.00	14.29		
3RM - Technicians - Risk Management	#		0	1	0	0	0	0	0	0		
1 Employee	3	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5CI - Protective Service - Non-Sworn - Code Inspections	#		1	0	0	1	0	0	0	0		
1 Employee	5	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
5PR - Protective Service - Non-Sworn - Parks/Recreation	#		6	5	0	3	0	0	1	2		
17 Employees	5	%	35.29	29.41	0.00	17.65	0.00	0.00	5.88	11.76		
6CR - Administrative Support - Community Relations	#		1	0	1	0	0	0	0	0		
1 Employee	6	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative	#		4	9	0	2	1	1	0	0		
11 Employees	6	%	36.36	81.82	0.00	18.18	9.09	9.09	0.00	0.00		
6OS - Administrative Support - Office Support	#		1	7	0	1	0	0	0	0		
8 Employees	6	%	12.50	87.50	0.00	12.50	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management	#		4	4	1	2	1	0	0	0		
12 Employees	6	%	33.33	33.33	8.33	16.67	8.33	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases	#		0	0	0	0	0	0	0	0		
2 Employees	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades	#		3	0	0	1	0	0	1	1		
9 Employees	7	%	33.33	0.00	0.00	11.11	0.00	0.00	11.11	11.11		
7GM - Skilled Craft - General Maintenance/Trades	#		8	3	1	2	2	1	0	2		
32 Employees	7	%	25.00	9.38	3.13	6.25	6.25	3.13	0.00	6.25		
7PR - Skilled Craft - Parks/Recreation	#		2	1	0	1	1	0	0	0		
10 Employees	7	%	20.00	10.00	0.00	10.00	10.00	0.00	0.00	0.00		
8BO - Service Maintenance - Botanic	#		7	5	1	0	5	0	0	1		
45 Employees	8	%	15.56	11.11	2.22	0.00	11.11	0.00	0.00	2.22		
8GM - Service Maintenance - General Maintenance/Trades	#		22	11	8	5	7	0	0	2		
105 Employees	8	%	20.95	10.48	7.62	4.76	6.67	0.00	0.00	1.90		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8PR - Service Maintenance - Parks/Recreation		#	73	141	8	31	19	4	0	11		
217 Employees	8	%	33.64	64.98	3.69	14.29	8.76	1.84	0.00	5.07		
587 Employees	Totals	#	154	250	26	51	42	7	2	26		
		%	26.24	42.59	4.43	8.69	7.16	1.19	0.34	4.43		

Job Group Analysis Report

Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000428 - Parks & Recreation Director	#	0	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

1BT

Officials/Admin - Building Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000718 - Facilities Construction Project Manager	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000720 - Facilities Construction Proj Spec,Supvsg	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

1CR

Officials/Admin - Community Relations

EEO Code: 1

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

Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000687 - Capital Project Manager III	#	2	6	0	0	1	0	0	1		
8 Employees	%	25.00	75.00	0.00	0.00	12.50	0.00	0.00	12.50		
30001733 - Parks Property & Business Devel 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		
30000686 - Capital Project Manager 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		
12 Employees	Totals #	2	10	0	0	1	0	0	1		
	%	16.67	83.33	0.00	0.00	8.33	0.00	0.00	8.33		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000567 - Financial Analyst	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	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		
30000441 - Business Operations Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	1	0	0	0	0	0	0	1		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	0.00	33.33		
30000454 - Capital Improvmt Program Planning Supvr	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000439 - Parks & Rec Administrative Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	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		
30000450 - Management Assistant	#	2	1	2	0	0	0	0	0		
2 Employees	%	100.00	50.00	100.00	0.00	0.00	0.00	0.00	0.00		
19 Employees	Totals #	4	10	2	0	1	0	0	1		
	Totals %	21.05	52.63	10.53	0.00	5.26	0.00	0.00	5.26		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000465 - 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		
30000464 - 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		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1PR

Officials/Admin - Parks/Recreation

EEO Code: 1

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

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant II	#	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		
30000062 - Accountant I	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	#	1	3	1	0	0	0	0	0		
	%	25.00	75.00	25.00	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		
30000317 - Botanic Spec II-Arboretum Collection	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000319 - Botanic Spec II-Environmental Education	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	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		
30000322 - Botanic Spec II-Pest Mgmt	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000323 - Botanic Spec II-Rose Garden	#	0	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		
30001005 - Botanic Spec II-Forestry	#	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		
30000316 - Botanic Spec I-Youth & Comnty Programs	#	2	5	0	0	0	1	0	1		
5 Employees	%	40.00	100.00	0.00	0.00	0.00	20.00	0.00	20.00		
30000878 - Botanic Spec I-Forestry	#	2	1	1	0	1	0	0	0		
2 Employees	%	100.00	50.00	50.00	0.00	50.00	0.00	0.00	0.00		
30001333 - Botanic Spec I-Trails	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001584 - Botanic Spec I-Community Gardens	#	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		
18 Employees	#	5	13	1	0	1	1	0	2		
Totals	%	27.78	72.22	5.56	0.00	5.56	5.56	0.00	11.11		

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

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

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000365 - Engineer-Civil	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000930 - Landscape Architect Project Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000358 - Engineering Associate, Sr-Civil	#	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 #	1	1	0	0	1	0	0	0		
	%	33.33	33.33	0.00	0.00	33.33	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		
30000449 - Business Systems Analyst, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000448 - Business Systems Analyst	#	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		
30000372 - Graphics Designer 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		
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

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000392 - Planner, Sr City-Environmental	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000394 - Planner, Sr City-Parks	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000386 - Planner II. City-Parks	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
4 Employees	Totals #	2	3	0	0	0	0	0	2		
	%	50.00	75.00	0.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis

2PR

Professionals - Parks/Recreation

EEO Code: 2

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

3BO

Technicians - Botanic

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002008 - Community Garden Technician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001383 - Botanic Technician II	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000831 - Botanic Technician I	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	18.18	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	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	0	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		
30000329 - CAD Technician II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	2	2	0	0	1	0	0	1		
3 Employees	%	66.67	66.67	0.00	0.00	33.33	0.00	0.00	33.33		
7 Employees	Totals #	2	3	0	0	1	0	0	1		
	%	28.57	42.86	0.00	0.00	14.29	0.00	0.00	14.29		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

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

Job Group Analysis

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

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

Job Group Analysis

5PR

Protective Service - Non-Sworn - Parks/Recreation

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000758 - Parks Security Manager	#	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		
30000757 - Park Ranger Supervisor	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30001709 - Park Ranger	#	5	4	0	2	0	0	1	2		
14 Employees	%	35.71	28.57	0.00	14.29	0.00	0.00	7.14	14.29		
17 Employees	Totals #	6	5	0	3	0	0	1	2		
	%	35.29	29.41	0.00	17.65	0.00	0.00	5.88	11.76		

Job Group Analysis

6CR

Administrative Support - Community Relations

EEO Code: 6

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

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000435 - Executive Assistant, Director's	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000436 - Administrative Supervisor I	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	3	6	0	1	1	1	0	0		
6 Employees	%	50.00	100.00	0.00	16.67	16.67	16.67	0.00	0.00		
11 Employees	Totals #	4	9	0	2	1	1	0	0		
	%	36.36	81.82	0.00	18.18	9.09	9.09	0.00	0.00		

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	1	5	0	1	0	0	0	0		
6 Employees	%	16.67	83.33	0.00	16.67	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	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		
8 Employees	Totals #	1	7	0	1	0	0	0	0		
	%	12.50	87.50	0.00	12.50	0.00	0.00	0.00	0.00		

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000463 - Program Specialist	#	3	2	0	2	1	0	0	0		
7 Employees	%	42.86	28.57	0.00	28.57	14.29	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	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		
12 Employees	Totals #	4	4	1	2	1	0	0	0		
	%	33.33	33.33	8.33	16.67	8.33	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		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000714 - Facilities Maintenance Supervisor, Sr	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000713 - Facilities 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		
30000071 - Facilities Maintenance Technician	#	2	0	0	0	0	0	1	1		
6 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	16.67	16.67		
9 Employees	Totals #	3	0	0	1	0	0	1	1		
	%	33.33	0.00	0.00	11.11	0.00	0.00	11.11	11.11		

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000630 - Public Works Supervisor II	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
30001159 - Plumber	#	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		
30000110 - Carpenter	#	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		
30000112 - Painter	#	2	0	1	1	0	0	0	0		
3 Employees	%	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00		
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	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000098 - Maintenance Mechanic	#	3	2	0	0	2	1	0	0		
14 Employees	%	21.43	14.29	0.00	0.00	14.29	7.14	0.00	0.00		
32 Employees	#	8	3	1	2	2	1	0	2		
	%	25.00	9.38	3.13	6.25	6.25	3.13	0.00	6.25		

Job Group Analysis

7PR

Skilled Craft - Parks/Recreation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000766 - Raceway Maintenance Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001685 - Parks Maintenance Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000759 - Parks Maintenance Supervisor	#	2	1	0	1	1	0	0	0		
6 Employees	%	33.33	16.67	0.00	16.67	16.67	0.00	0.00	0.00		
30000760 - Parks Facilities 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		
30000761 - Parks Turf Maint, Irrigatn & Equip 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		
10 Employees											
	Totals	#	2	1	0	1	1	0	0		
		%	20.00	10.00	0.00	10.00	10.00	0.00	0.00		

Job Group Analysis

8BO

Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001334 - Horticultural Services Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000250 - Tree Inspector	#	2	0	1	0	1	0	0	0		
10 Employees	%	20.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00		
30000248 - Arborist III	#	1	1	0	0	1	0	0	0		
6 Employees	%	16.67	16.67	0.00	0.00	16.67	0.00	0.00	0.00		
30000253 - Horticulturist, 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		
30000252 - Horticulturist	#	2	2	0	0	2	0	0	0		
21 Employees	%	9.52	9.52	0.00	0.00	9.52	0.00	0.00	0.00		
30001738 - Arborist 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		
30001737 - Arborist I	#	2	1	0	0	1	0	0	1		
4 Employees	%	50.00	25.00	0.00	0.00	25.00	0.00	0.00	25.00		
45 Employees	#	7	5	1	0	5	0	0	1		
	%	15.56	11.11	2.22	0.00	11.11	0.00	0.00	2.22		

Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000087 - Greenskeeper III	#	2	0	0	1	1	0	0	0		
6 Employees	%	33.33	0.00	0.00	16.67	16.67	0.00	0.00	0.00		
30000084 - Parks Maintenance Crew Leader	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000082 - Parks Technician, Lead	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000086 - Greenskeeper II	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000077 - Utility Worker II	#	4	1	2	2	0	0	0	0		
10 Employees	%	40.00	10.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000081 - Parks Technician	#	6	4	1	0	4	0	0	1		
31 Employees	%	19.35	12.90	3.23	0.00	12.90	0.00	0.00	3.23		
30000101 - Automotive Equipment Oper I	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000080 - Turf Maintenance Technician	#	4	2	2	1	1	0	0	0		
15 Employees	%	26.67	13.33	13.33	6.67	6.67	0.00	0.00	0.00		
30000085 - Greenskeeper I	#	2	0	1	1	0	0	0	0		
14 Employees	%	14.29	0.00	7.14	7.14	0.00	0.00	0.00	0.00		
30000076 - Utility Worker I	#	2	1	1	0	0	0	0	1		
11 Employees	%	18.18	9.09	9.09	0.00	0.00	0.00	0.00	9.09		
30000073 - Maintenance Worker	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
105 Employees	Totals #	22	11	8	5	7	0	0	2		
	Totals %	20.95	10.48	7.62	4.76	6.67	0.00	0.00	1.90		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000745 - Recreation Supervisor II	#	3	3	0	2	0	0	0	1		
5 Employees	%	60.00	60.00	0.00	40.00	0.00	0.00	0.00	20.00		
30000749 - Arts Programs Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000750 - Music Programs Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000753 - Aquatic Program Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000764 - Golf Course Superintendent	#	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		
30000768 - Natural Areas Supervisor	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000928 - Sports Management Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000744 - Recreation Supervisor I	#	3	7	0	2	1	0	0	0		
10 Employees	%	30.00	70.00	0.00	20.00	10.00	0.00	0.00	0.00		
30000269 - Recreation Coord I-Teen	#	3	2	0	2	1	0	0	0		
5 Employees	%	60.00	40.00	0.00	40.00	20.00	0.00	0.00	0.00		
30000284 - Recreation Coord II-Aquatics	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000285 - Recreation Coord II-Music	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000287 - Recreation Coord II-Public Events Permit	#	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		
30000288 - Recreation Coord II-Fitness	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000292 - Recreation Coord II-Senior Recreation	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002033 - Recreation Coord II-Sports	#	0	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		
30002034 - Recreation Coord II-Educ & Enrichment	#	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		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002036 - Recreation Coord II-Special Events&Mktg	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000268 - Recreation Coord I-Aquatics	#	0	7	0	0	0	0	0	0		
9 Employees	%	0.00	77.78	0.00	0.00	0.00	0.00	0.00	0.00		
30000273 - Recreation Coord I-Adaptive & Inclusive	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000275 - Recreation Coord I-Public Events Permit	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000276 - Recreation Coord I-Generalist	#	14	23	1	6	3	2	0	2		
33 Employees	%	42.42	69.70	3.03	18.18	9.09	6.06	0.00	6.06		
30000278 - Recreation Coord I-Arts	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000280 - Recreation Coord I-Senior Recreation	#	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		
30000281 - Recreation Coord I-Custmr Svc Supp/Trg	#	2	3	0	1	0	0	0	1		
4 Employees	%	50.00	75.00	0.00	25.00	0.00	0.00	0.00	25.00		
30002258 - Recreation Facility Technician	#	2	1	0	0	2	0	0	0		
6 Employees	%	33.33	16.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000256 - Recreation Leader-FT-Aquatics	#	3	10	1	1	0	0	0	1		
12 Employees	%	25.00	83.33	8.33	8.33	0.00	0.00	0.00	8.33		
30000257 - Recreation Leader-FT-Music	#	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		
30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep	#	7	7	4	1	2	0	0	0		
12 Employees	%	58.33	58.33	33.33	8.33	16.67	0.00	0.00	0.00		
30000261 - Recreation Leader-FT-Generalist	#	13	25	1	4	5	0	0	3		
35 Employees	%	37.14	71.43	2.86	11.43	14.29	0.00	0.00	8.57		
30000262 - Recreation Leader-FT-Pre-School	#	8	22	0	4	2	1	0	1		
24 Employees	%	33.33	91.67	0.00	16.67	8.33	4.17	0.00	4.17		
30000263 - Recreation Leader-FT-Arts	#	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		
30000267 - Recreation Leader-FT-Tennis	#	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

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002408 - Recreation Leader-FT-Instructor	#	6	4	1	3	0	1	0	1		
17 Employees	%	35.29	23.53	5.88	17.65	0.00	5.88	0.00	5.88		
30002409 - Recreation Leader-FT-Fitness&Membership	#	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		
30002411 - Recreation Leader-FT-Teen	#	5	4	0	4	0	0	0	1		
6 Employees	%	83.33	66.67	0.00	66.67	0.00	0.00	0.00	16.67		
217 Employees	Totals #	73	141	8	31	19	4	0	11		
	%	33.64	64.98	3.69	14.29	8.76	1.84	0.00	5.07		

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								

1BT		Officials/Admin - Building Trades							
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 %	7.55	14.02	0.98	0.70	4.68	0.22	0.06	0.92
	Emp Less Avail?								
	Statistical Value	0.790E	0.636E	0.971E	0.979E	0.866E	0.993E	0.998E	0.973E
	Stat Significant?								
	Shortfall								

1CR		Officials/Admin - Community Relations							
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 %	6.89	55.03	0.88	5.07	0.31	0.17	0.04	0.44
	Emp Less Avail?								
	Statistical Value	0.867E		0.982E	0.901E	0.994E	0.997E	0.999E	0.991E
	Stat Significant?								
	Shortfall								

1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	16.67	83.33	0.00	0.00	8.33	0.00	0.00	8.33
	Availability %	18.14	13.75	8.24	1.36	6.28	0.49	0.10	1.64
	Emp Less Avail?								
	Statistical Value	0.625E		0.356E	0.848E		0.943E	0.988E	
	Stat Significant?								
	Shortfall								

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

Incumbency vs. Estimated Availability

1FL		Officials/Admin - Financial							
Total Emp		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 %	13.86	45.02	4.44	4.15	3.38	0.03	0.02	1.87
	Emp Less Avail?								
	Statistical Value	0.639E		0.873E	0.881E	0.902E	0.999E	0.999E	0.945E
	Stat Significant?								
	Shortfall								
1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	21.05	52.63	10.53	0.00	5.26	0.00	0.00	5.26
	Availability %	14.53	57.10	10.75	1.00	1.50	0.32	0.05	0.89
	Emp Less Avail?								
	Statistical Value		0.432E	0.665E	0.826E		0.941E	0.991E	
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.87	48.59	5.87	4.96	3.64	0.56	0.15	3.71
	Emp Less Avail?								
	Statistical Value	0.534E		0.834E	0.858E	0.895E	0.983E	0.996E	0.893E
	Stat Significant?								
	Shortfall								
1PR		Officials/Admin - Parks/Recreation							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	31.25	50.00	12.50	12.50	6.25	0.00	0.00	0.00
	Availability %	13.46	33.42	4.79	2.49	3.10	0.59	0.34	2.15
	Emp Less Avail?								
	Statistical Value						0.910E	0.947E	0.706E
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

2AC		Professionals - Accounting							
Total Emp 4	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	13.31	61.26	5.33	4.78	1.61	0.16	0.08	1.33
	Statistical Value				0.822E	0.937E	0.994E	0.997E	0.948E
	Stat Significant?								
	Shortfall								
2BO		Professionals - Botanic							
Total Emp 18	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	27.78	72.22	5.56	0.00	5.56	5.56	0.00	11.11
	Emp Less Avail?	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
	Statistical Value							0.575E	
	Stat Significant?								
	Shortfall								
2CR		Professionals - Community Relations							
Total Emp 3	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	15.51	52.96	5.90	1.65	6.36	0.70	0.00	0.91
	Statistical Value	0.603E	0.456E	0.833E	0.951E	0.821E	0.979E		0.973E
	Stat Significant?								
	Shortfall								
2ER		Professionals - Engineering & Related							
Total Emp 3	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00
	Emp Less Avail?	12.32	13.74	6.84	0.43	1.87	0.68	0.00	2.50
	Statistical Value			0.809E	0.987E		0.980E		0.927E
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	25.00	0.00	0.00	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	0.699E	0.354E	0.823E	0.986E	0.910E	0.999E		0.958E
	Stat Significant?								
	Shortfall								

2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	75.00	0.00	0.00	0.00	0.00	0.00	50.00
	Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value			0.867E					
	Stat Significant?								
	Shortfall								

2PR		Professionals - Parks/Recreation							
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 %	10.39	26.52	0.00	0.00	6.81	0.00	0.00	3.58
	Emp Less Avail?								
	Statistical Value	0.720E				0.809E			0.896E
	Stat Significant?								
	Shortfall								

3BO		Technicians - Botanic							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	0.00	18.18	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	0.101E	0.013E	0.490E	0.831E	0.831E	0.831E		0.423E
	Stat Significant?		YES						
	Shortfall	2	4						

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Incumbency vs. Estimated Availability

3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	28.57	42.86	0.00	0.00	14.29	0.00	0.00	14.29
	Availability %	16.86	31.68	7.14	1.53	3.56	1.10	0.09	3.41
	Emp Less Avail?								
	Statistical Value			0.595E	0.898E		0.925E	0.994E	
	Stat Significant?								
	Shortfall								
3RM		Technicians - Risk Management							
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 %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value	0.817E		0.956E		0.912E			0.949E
	Stat Significant?								
	Shortfall								
5CI		Protective Service - Non-Sworn - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?								
	Statistical Value		0.373E	0.977E					0.959E
	Stat Significant?								
	Shortfall								
5PR		Protective Service - Non-Sworn - Parks/Recreation							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	35.29	29.41	0.00	17.65	0.00	0.00	5.88	11.76
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?		YES						
	Statistical Value		0.011E	0.669E					
	Stat Significant?		YES						
	Shortfall		5						

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Incumbency vs. Estimated Availability

6CR		Administrative Support - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.47	73.52	5.34	2.16	7.07	0.79	0.34	0.76
	Emp Less Avail?								
	Statistical Value		0.265E		0.978E	0.929E	0.992E	0.997E	0.992E
	Stat Significant?								
	Shortfall								
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	36.36	81.82	0.00	18.18	9.09	9.09	0.00	0.00
	Availability %	13.72	88.23	3.56	1.44	5.21	0.56	0.38	2.54
	Emp Less Avail?								
	Statistical Value		0.378E	0.671E				0.959E	0.754E
	Stat Significant?								
	Shortfall								
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	87.50	0.00	12.50	0.00	0.00	0.00	0.00
	Availability %	17.11	77.41	6.50	2.16	4.71	0.88	0.39	2.49
	Emp Less Avail?								
	Statistical Value	0.591E		0.584E		0.680E	0.932E	0.969E	0.817E
	Stat Significant?								
	Shortfall								
6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	33.33	33.33	8.33	16.67	8.33	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?		YES						
	Statistical Value		0.005E				0.911E	0.955E	0.950E
	Stat Significant?		YES						
	Shortfall		5						

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Incumbency vs. Estimated Availability

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.52	48.40	6.57	3.38	8.87	0.75	0.95	2.00
	Emp Less Avail?								
	Statistical Value	0.600E	0.266E	0.873E	0.934E	0.830E	0.985E	0.981E	0.960E
	Stat Significant?								
	Shortfall								
7BT		Skilled Craft - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	0.00	0.00	11.11	0.00	0.00	11.11	11.11
	Availability %	20.71	5.62	5.01	0.74	11.57	1.72	0.02	1.66
	Emp Less Avail?					YES			
	Statistical Value		0.594E	0.630E		0.331E	0.855E		
	Stat Significant?								
	Shortfall					1			
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
32	Employment %	25.00	9.38	3.13	6.25	6.25	3.13	0.00	6.25
	Availability %	18.00	3.62	2.24	1.45	10.08	0.80	0.53	2.89
	Emp Less Avail?					YES			
	Statistical Value					0.720		0.413	
	Stat Significant?								
	Shortfall					1			
7PR		Skilled Craft - Parks/Recreation							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	20.00	10.00	0.00	10.00	10.00	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			0.951E					0.815E
	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

8BO		Service Maintenance - Botanic							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
45	Employment %	15.56	11.11	2.22	0.00	11.11	0.00	0.00	2.22
	Availability %	46.03	14.71	4.02	1.65	37.67	0.77	0.30	1.60
	Emp Less Avail?	YES	YES			YES			
	Statistical Value	4.102	0.682	0.614	0.869	3.677	0.591	0.368	
	Stat Significant?	YES				YES			
	Shortfall	13	1			11			

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
105	Employment %	20.95	10.48	7.62	4.76	6.67	0.00	0.00	1.90
	Availability %	37.22	5.24	1.42	3.77	28.82	0.45	0.54	2.20
	Emp Less Avail?	YES				YES			
	Statistical Value	3.448				5.012	0.689	0.755	0.206
	Stat Significant?	YES				YES			
	Shortfall	17				23			

8PR		Service Maintenance - Parks/Recreation							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
217	Employment %	33.64	64.98	3.69	14.29	8.76	1.84	0.00	5.07
	Availability %	20.71	70.27	4.83	4.11	6.89	0.52	0.00	4.38
	Emp Less Avail?		YES	YES					
	Statistical Value		1.706	0.786					
	Stat Significant?								
	Shortfall		11	2					

Total Employment: 587

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		

1BT		Officials/Admin - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.4	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1CR		Officials/Admin - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.1	1.1	0.0	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	2	10	0	0	1	0	0	1		
	# Available	2.2	1.7	1.0	0.2	0.8	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.4	1.4	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	4	10	2	0	1	0	0	1		
	# Available	2.8	10.8	2.0	0.2	0.3	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		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	1.5	0.2	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1PR		Officials/Admin - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	5	8	2	2	1	0	0	0		
	# Available	2.2	5.3	0.8	0.4	0.5	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	3	1	0	0	0	0	0		
	# Available	0.5	2.5	0.2	0.2	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2BO		Professionals - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	5	13	1	0	1	1	0	2		
	# Available	1.4	4.6	0.0	0.0	0.8	0.0	0.5	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		
3	# Employed	0	1	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		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.4	0.4	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	1.9	0.2	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	0	0	0	0	2		
	# Available	0.1	2.0	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PR		Professionals - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.3	0.8	0.0	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

3BO		Technicians - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	0	2	0	0	0	0	0	0		
	# Available	2.1	6.5	0.7	0.2	0.2	0.2	0.0	0.8		
	Persons Required	2	4	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	3	0	0	1	0	0	1		
	# Available	1.2	2.2	0.5	0.1	0.2	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.3	0.0	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
5CI		Protective Service - Non-Sworn - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.1	0.6	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
5PR		Protective Service - Non-Sworn - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	6	5	0	3	0	0	1	2		
	# Available	1.3	10.7	0.4	0.2	0.0	0.0	0.0	0.7		
	Persons Required	0	5	0	0	0	0	0	0		
6CR		Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.2	0.7	0.1	0.0	0.1	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		
11	# Employed	4	9	0	2	1	1	0	0		
	# Available	1.5	9.7	0.4	0.2	0.6	0.1	0.0	0.3		
	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		
8	# Employed	1	7	0	1	0	0	0	0		
	# Available	1.4	6.2	0.5	0.2	0.4	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	4	4	1	2	1	0	0	0		
	# Available	2.0	9.0	0.7	0.3	0.8	0.1	0.0	0.1		
	Persons Required	0	5	0	0	0	0	0	0		

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.5	1.0	0.1	0.1	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	0	0	1	0	0	1	1		
	# Available	1.9	0.5	0.5	0.1	1.0	0.2	0.0	0.1		
	Persons Required	0	0	0	0	1	0	0	0		

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
32	# Employed	8	3	1	2	2	1	0	2		
	# Available	5.8	1.2	0.7	0.5	3.2	0.3	0.2	0.9		
	Persons Required	0	0	0	0	1	0	0	0		

7PR		Skilled Craft - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	2	1	0	1	1	0	0	0		
	# Available	0.9	0.7	0.1	0.1	0.6	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

8BO		Service Maintenance - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
45	# Employed	7	5	1	0	5	0	0	1		
	# Available	20.7	6.6	1.8	0.7	17.0	0.3	0.1	0.7		
	Persons Required	13	1	0	0	11	0	0	0		

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
105	# Employed	22	11	8	5	7	0	0	2		
	# Available	39.1	5.5	1.5	4.0	30.3	0.5	0.6	2.3		
	Persons Required	17	0	0	0	23	0	0	0		

8PR		Service Maintenance - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
217	# Employed	73	141	8	31	19	4	0	11		
	# Available	44.9	152.5	10.5	8.9	15.0	1.1	0.0	9.5		
	Persons Required	0	11	2	0	0	0	0	0		

W - Whole Person Rule

Bureau Reports

FY16-17: 2nd Qtr. (Semi-annual) AAP Plan Reports (07/01/2016 - 12/31/2016)

Shortfall

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