

# City of Portland



**1130-PWB**  
**Portland Water Bureau**

## **Bureau**

# **Affirmative Action Program**

## **(AAP) Plan Reports**

**FY 16 - 17**

**2<sup>nd</sup> 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	#	14	39	7	3	3	0	0	1			
83 Employees	%	16.87	46.99	8.43	3.61	3.61	0.00	0.00	1.20			
2 - Professionals	#	16	35	9	3	0	0	0	4			
96 Employees	%	16.67	36.46	9.38	3.13	0.00	0.00	0.00	4.17			
3 - Technicians	#	8	25	3	3	2	0	0	0			
76 Employees	%	10.53	32.89	3.95	3.95	2.63	0.00	0.00	0.00			
5 - Protected Service Workers: Non-sworn	#	0	3	0	0	0	0	0	0			
11 Employees	%	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00			
6 - Administrative Support	#	27	61	5	12	6	1	0	3			
99 Employees	%	27.27	61.62	5.05	12.12	6.06	1.01	0.00	3.03			
7 - Skilled Workers	#	26	7	4	7	5	7	1	2			
131 Employees	%	19.85	5.34	3.05	5.34	3.82	5.34	0.76	1.53			
8 - Service	#	20	12	2	7	8	1	0	2			
68 Employees	%	29.41	17.65	2.94	10.29	11.76	1.47	0.00	2.94			
<b>564 Employees</b>	<b>Totals</b>	<b>#</b>	<b>111</b>	<b>182</b>	<b>30</b>	<b>35</b>	<b>24</b>	<b>9</b>	<b>12</b>			
		<b>%</b>	<b>19.68</b>	<b>32.27</b>	<b>5.32</b>	<b>6.21</b>	<b>4.26</b>	<b>1.60</b>	<b>0.18</b>	<b>2.13</b>		

**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		
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		#	2	5	2	0	0	0	0	0		
7 Employees	1	%	28.57	71.43	28.57	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	7	17	4	2	1	0	0	0		
26 Employees	1	%	26.92	65.38	15.38	7.69	3.85	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	2	5	1	1	0	0	0	0		
13 Employees	1	%	15.38	38.46	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	5	1	0	0	0	0	0		
6 Employees	2	%	16.67	83.33	16.67	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	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		
2EN - Professionals - Environmental		#	2	7	0	0	0	0	0	2		
12 Employees	2	%	16.67	58.33	0.00	0.00	0.00	0.00	0.00	16.67		
2ER - Professionals - Engineering & Related		#	10	14	7	1	0	0	0	2		
59 Employees	2	%	16.95	23.73	11.86	1.69	0.00	0.00	0.00	3.39		
2FL - Professionals - Financial		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	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		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	3	0	0	0	0	0	0		
6 Employees	3	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related	#		7	12	3	3	1	0	0	0		
40 Employees	3	%	17.50	30.00	7.50	7.50	2.50	0.00	0.00	0.00		
3LB - Technicians - Laboratory	#		1	4	0	0	1	0	0	0		
8 Employees	3	%	12.50	50.00	0.00	0.00	12.50	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	3	0	0	0	0	0	0		
10 Employees	5	%	0.00	30.00	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	34	4	7	4	1	0	2		
60 Employees	6	%	30.00	56.67	6.67	11.67	6.67	1.67	0.00	3.33		
6PM - Administrative Support - Program Management	#		1	5	0	0	1	0	0	0		
6 Employees	6	%	16.67	83.33	0.00	0.00	16.67	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		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6WA - Administrative Support - Water		#	3	7	1	2	0	0	0	0		
15 Employees	6	%	20.00	46.67	6.67	13.33	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	4	2	0	1	2	1	0	0		
46 Employees	7	%	8.70	4.35	0.00	2.17	4.35	2.17	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	5	4	6	3	6	1	2		
84 Employees	7	%	26.19	5.95	4.76	7.14	3.57	7.14	1.19	2.38		
8BO - Service Maintenance - Botanic		#	0	0	0	0	0	0	0	0		
1 Employee	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	20	12	2	7	8	1	0	2		
67 Employees	8	%	29.85	17.91	2.99	10.45	11.94	1.49	0.00	2.99		
564 Employees	Totals	#	111	182	30	35	24	9	1	12		
		%	19.68	32.27	5.32	6.21	4.26	1.60	0.18	2.13		

# **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

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		
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		
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		
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		
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		
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		
	%	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	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
7 Employees											
	Totals	#	2	5	2	0	0	0	0		
		%	28.57	71.43	28.57	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		
30002433 - Water Utility Director, Assistant	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000454 - Capital Improvmt 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		
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		
26 Employees	Totals #	7	17	4	2	1	0	0	0		
	Totals %	26.92	65.38	15.38	7.69	3.85	0.00	0.00	0.00		

# Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000466 - Program Manager, Sr	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	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		
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	5	1	1	0	0	0	0		
	%	15.38	38.46	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	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant II	#	0	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	5	1	0	0	0	0	0		
	%	16.67	83.33	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	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000492 - Community Outreach & Informtn Rep	#	0	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	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

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		
30000339 - Environmental Specialist-Generalist	#	0	3	0	0	0	0	0	0		
7 Employees	%	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00		
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		
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		
12 Employees											
	Totals	#	2	7	0	0	0	0	2		
		%	16.67	58.33	0.00	0.00	0.00	0.00	16.67		

# 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		
15 Employees	%	26.67	20.00	20.00	6.67	0.00	0.00	0.00	0.00		
30000695 - Surveying Supvr/Water Rights Examiner	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	#	2	0	1	0	0	0	0	1		
5 Employees	%	40.00	0.00	20.00	0.00	0.00	0.00	0.00	20.00		
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		
59 Employees											
	Totals	#	10	14	7	1	0	0	2		
		%	16.95	23.73	11.86	1.69	0.00	0.00	3.39		

# 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	#	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

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	#	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		
30000204 - Applications Analyst III-Generalist	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000449 - Business Systems Analyst, Sr	#	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	#	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

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		
	%	0.00	66.67	0.00	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	#	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

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		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000337 - Environmental Technician I	#	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		
6 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
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		
30000325 - Engineering Technician II	#	0	4	0	0	0	0	0	0		
9 Employees	%	0.00	44.44	0.00	0.00	0.00	0.00	0.00	0.00		
30000329 - CAD Technician II	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000342 - GIS Technician II	#	1	1	1	0	0	0	0	0		
5 Employees	%	20.00	20.00	20.00	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		
40 Employees											
	Totals	#	7	12	3	3	1	0	0		
		%	17.50	30.00	7.50	7.50	2.50	0.00	0.00		

# Job Group Analysis

3LB

Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002384 - Laboratory 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		
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	#	1	3	0	0	1	0	0	0		
4 Employees	%	25.00	75.00	0.00	0.00	25.00	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		
8 Employees	Totals #	1	4	0	0	1	0	0	0		
	%	12.50	50.00	0.00	0.00	12.50	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	#	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

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	3	0	0	0	0	0	0		
9 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees											
	Totals	#	0	3	0	0	0	0	0		
		%	0.00	30.00	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	#	1	1	0	0	1	0	0	0		
Totals	%	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	4	0	1	0	0	0	0		
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	2	5	0	2	0	0	0	0		
5 Employees	%	40.00	100.00	0.00	40.00	0.00	0.00	0.00	0.00		
30000403 - Remittance Technician	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	2	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		
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		
30000017 - Customer Accounts Specialist I	#	13	23	4	5	3	0	0	1		
41 Employees	%	31.71	56.10	9.76	12.20	7.32	0.00	0.00	2.44		
30000029 - Service Dispatcher	#	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		
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	34	4	7	4	1	0	2		
	%	30.00	56.67	6.67	11.67	6.67	1.67	0.00	3.33		

# 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		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
6 Employees	Totals #	1	5	0	0	1	0	0	0		
	%	16.67	83.33	0.00	0.00	16.67	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	#	2	4	0	2	0	0	0	0		
11 Employees	%	18.18	36.36	0.00	18.18	0.00	0.00	0.00	0.00		
15 Employees	Totals #	3	7	1	2	0	0	0	0		
	%	20.00	46.67	6.67	13.33	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		
5 Employees	%	0.00	20.00	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		
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		
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		
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		
20 Employees	%	10.00	5.00	0.00	0.00	5.00	5.00	0.00	0.00		
46 Employees	Totals #	4	2	0	1	2	1	0	0		
	%	8.70	4.35	0.00	2.17	4.35	2.17	0.00	0.00		



# Job Group Analysis

7PR

Skilled Craft - Parks/Recreation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000759 - Parks Maintenance Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

7WA

Skilled Craft - Water

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000650 - Water Treatment Operations Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000652 - Water Maintenance Supervisor, Sr	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30001081 - Watershed & Conduit Supvr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000148 - Water Treatment Operator, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000147 - Water Treatment Operator II	#	0	0	0	0	0	0	0	0		
8 Employees	%	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		
12 Employees	%	33.33	16.67	0.00	0.00	16.67	8.33	0.00	8.33		
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	#	6	2	2	1	1	2	0	0		
29 Employees	%	20.69	6.90	6.90	3.45	3.45	6.90	0.00	0.00		
30000153 - Operating Engineer 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		
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	#	4	0	0	3	0	0	0	1		
5 Employees	%	80.00	0.00	0.00	60.00	0.00	0.00	0.00	20.00		
30002158 - Water Meter Technician I	#	2	0	0	1	0	1	0	0		
6 Employees	%	33.33	0.00	0.00	16.67	0.00	16.67	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			
84 Employees	Totals	#	22	5	4	6	3	6	1	2		
		%	26.19	5.95	4.76	7.14	3.57	7.14	1.19	2.38		

# Job Group Analysis

8BO

Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000252 - Horticulturist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	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

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	#	7	4	0	3	3	1	0	0		
25 Employees	%	28.00	16.00	0.00	12.00	12.00	4.00	0.00	0.00		
30000081 - Parks Technician	#	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		
30000101 - Automotive Equipment Oper I	#	4	4	1	1	2	0	0	0		
16 Employees	%	25.00	25.00	6.25	6.25	12.50	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	#	8	4	1	2	3	0	0	2		
17 Employees	%	47.06	23.53	5.88	11.76	17.65	0.00	0.00	11.76		
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		
67 Employees											
	Totals	#	20	12	2	7	8	1	0	2	
		%	29.85	17.91	2.99	10.45	11.94	1.49	0.00	2.99	

# **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								

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					

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	28.57	71.43	28.57	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								

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## Incumbency vs. Estimated Availability

1GA		Officials/Admin - General Administrative							
Total Emp 26	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	26.92	65.38	15.38	7.69	3.85	0.00	0.00	0.00
	Emp Less Avail?	14.53	57.10	10.75	1.00	1.50	0.32	0.05	0.89
	Statistical Value						0.920E	0.987E	0.793E
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp 13	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	15.38	38.46	7.69	7.69	0.00	0.00	0.00	0.00
	Emp Less Avail?	18.87	48.59	5.87	4.96	3.64	0.56	0.15	3.71
	Statistical Value		YES						
	Stat Significant?	0.544E	0.327E			0.618E	0.930E	0.981E	0.612E
	Shortfall		1						
1SP		Officials/Admin - Store & Purchases							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	9.80	53.46	3.75	0.60	3.47	0.18	0.00	1.80
	Statistical Value								
	Stat Significant?	0.814E		0.926E	0.988E	0.932E	0.996E		0.964E
	Shortfall								
1WA		Officials/Admin - Water							
Total Emp 12	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	8.33	25.00	0.00	0.00	8.33	0.00	0.00	0.00
	Emp Less Avail?	20.44	34.15	7.85	1.44	7.80	0.44	0.26	2.68
	Statistical Value	YES	YES						
	Stat Significant?	0.263E	0.370E	0.375E	0.840E		0.948E	0.969E	0.722E
	Shortfall	1	1						

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## Incumbency vs. Estimated Availability

2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	83.33	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	66.67	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
12	Employment %	16.67	58.33	0.00	0.00	0.00	0.00	0.00	16.67
	Availability %	8.44	32.33	1.24	1.03	4.23	0.00	1.39	0.56
	Emp Less Avail?								
	Statistical Value			0.861E	0.883E	0.595E		0.845E	
	Stat Significant?								
	Shortfall								
2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
59	Employment %	16.95	23.73	11.86	1.69	0.00	0.00	0.00	3.39
	Availability %	12.32	13.74	6.84	0.43	1.87	0.68	0.00	2.50
	Emp Less Avail?					YES			
	Statistical Value					1.060	0.636		
	Stat Significant?								
	Shortfall					1			

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## Incumbency vs. Estimated Availability

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								

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								

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								

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## Incumbency vs. Estimated Availability

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							
3EN		Technicians - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	0.00	50.00	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	0.283E	0.486E	0.672E	0.903E	0.897E	0.904E		0.630E
	Stat Significant?								
	Shortfall	1							
3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
40	Employment %	17.50	30.00	7.50	7.50	2.50	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		0.228			0.362	0.667	0.190	1.188
	Stat Significant?								
	Shortfall								1

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## Incumbency vs. Estimated Availability

3LB		Technicians - Laboratory							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	50.00	0.00	0.00	12.50	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	0.257E		0.475E					0.240E
	Stat Significant?								
	Shortfall	1							1
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								
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								

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## Incumbency vs. Estimated Availability

5WA		Protective Service - Non-Sworn - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	0.00	30.00	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?		YES						
	Statistical Value	0.464E	0.075E	0.789E	0.910E				0.657E
	Stat Significant?								
	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								
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	56.67	6.67	11.67	6.67	1.67	0.00	3.33
	Availability %	17.11	77.41	6.50	2.16	4.71	0.88	0.39	2.49
	Emp Less Avail?		YES						
	Statistical Value		3.842					0.485	
	Stat Significant?		YES						
	Shortfall		12						

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

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	83.33	0.00	0.00	16.67	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	0.735E		0.699E	0.871E		0.955E	0.977E	0.974E
	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						
6WA		Administrative Support - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	20.00	46.67	6.67	13.33	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
46	Employment %	8.70	4.35	0.00	2.17	4.35	2.17	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			YES
	Statistical Value	1.643		1.027		1.291		0.495	1.170
	Stat Significant?								
	Shortfall	4		1		2			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

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
84	Employment %	26.19	5.95	4.76	7.14	3.57	7.14	1.19	2.38
	Availability %	23.69	4.14	8.54	3.03	9.14	1.51	0.63	0.84
	Emp Less Avail?			YES		YES			
	Statistical Value			1.239		1.771			
	Stat Significant?								
	Shortfall			3		4			

8BO		Service Maintenance - Botanic							
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 %	46.03	14.71	4.02	1.65	37.67	0.77	0.30	1.60
	Emp Less Avail?								
	Statistical Value	0.540E	0.853E	0.960E	0.984E	0.623E	0.992E	0.997E	0.984E
	Stat Significant?								
	Shortfall								

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
67	Employment %	29.85	17.91	2.99	10.45	11.94	1.49	0.00	2.99
	Availability %	37.22	5.24	1.42	3.77	28.82	0.45	0.54	2.20
	Emp Less Avail?	YES				YES			
	Statistical Value	1.248				3.051		0.603	
	Stat Significant?					YES			
	Shortfall	4				11			

Total Employment: 564

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		

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	2	5	2	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		
26	# Employed	7	17	4	2	1	0	0	0		
	# Available	3.8	14.8	2.8	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	5	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	1	0	0	0	0	0	0		

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		

## Shortfall

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	5	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	2	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		
12	# Employed	2	7	0	0	0	0	0	2		
	# Available	1.0	3.9	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		
59	# Employed	10	14	7	1	0	0	0	2		
	# Available	7.3	8.1	4.0	0.3	1.1	0.4	0.0	1.5		
	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		
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		

## Shortfall

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		
6	# Employed	0	3	0	0	0	0	0	0		
	# Available	1.1	3.5	0.4	0.1	0.1	0.1	0.0	0.4		
	Persons Required	1	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
40	# Employed	7	12	3	3	1	0	0	0		
	# Available	6.7	12.7	2.9	0.6	1.4	0.4	0.0	1.4		
	Persons Required	0	0	0	0	0	0	0	1		
3LB		Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	1	4	0	0	1	0	0	0		
	# Available	2.4	1.8	0.7	0.0	0.4	0.0	0.0	1.3		
	Persons Required	1	0	0	0	0	0	0	1		
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		

# Shortfall

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		
10	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.7	6.3	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	34	4	7	4	1	0	2		
	# Available	10.3	46.4	3.9	1.3	2.8	0.5	0.2	1.5		
	Persons Required	0	12	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	5	0	0	1	0	0	0		
	# Available	1.0	4.5	0.3	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
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	3	7	1	2	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		

## Shortfall

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
46	# Employed	4	2	0	1	2	1	0	0		
	# Available	8.3	1.7	1.0	0.7	4.6	0.4	0.2	1.3		
	Persons Required	4	0	1	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		
84	# Employed	22	5	4	6	3	6	1	2		
	# Available	19.9	3.5	7.2	2.5	7.7	1.3	0.5	0.7		
	Persons Required	0	0	3	0	4	0	0	0		
8BO		Service Maintenance - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.5	0.1	0.0	0.0	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
67	# Employed	20	12	2	7	8	1	0	2		
	# Available	24.9	3.5	1.0	2.5	19.3	0.3	0.4	1.5		
	Persons Required	4	0	0	0	11	0	0	0		

W - Whole Person Rule

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