

# City of Portland



**1010-BES**  
**Bureau of Environmental Services**

## **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	#	10	42	4	3	2	0	0	1		
84 Employees	%	11.90	50.00	4.76	3.57	2.38	0.00	0.00	1.19		
2 - Professionals	#	19	62	14	2	2	0	0	1		
145 Employees	%	13.10	42.76	9.66	1.38	1.38	0.00	0.00	0.69		
3 - Technicians	#	27	47	7	4	11	1	2	2		
157 Employees	%	17.20	29.94	4.46	2.55	7.01	0.64	1.27	1.27		
6 - Administrative Support	#	11	25	3	4	0	1	0	3		
39 Employees	%	28.21	64.10	7.69	10.26	0.00	2.56	0.00	7.69		
7 - Skilled Workers	#	16	8	6	3	2	1	2	2		
91 Employees	%	17.58	8.79	6.59	3.30	2.20	1.10	2.20	2.20		
8 - Service	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
<b>522 Employees</b>	<b>Totals #</b>	<b>83</b>	<b>185</b>	<b>34</b>	<b>16</b>	<b>17</b>	<b>3</b>	<b>4</b>	<b>9</b>		
	<b>%</b>	<b>15.90</b>	<b>35.44</b>	<b>6.51</b>	<b>3.07</b>	<b>3.26</b>	<b>0.57</b>	<b>0.77</b>	<b>1.72</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		
1CR - Officials/Admin - Community Relations		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1EN - Officials/Admin - Environmental		#	3	14	2	1	0	0	0	0		
27 Employees	1	%	11.11	51.85	7.41	3.70	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	1	3	1	0	0	0	0	0		
21 Employees	1	%	4.76	14.29	4.76	0.00	0.00	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	0	1	0	0	0	0	0	0		
3 Employees	1	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	2	13	1	1	0	0	0	0		
15 Employees	1	%	13.33	86.67	6.67	6.67	0.00	0.00	0.00	0.00		
1PL - Officials/Admin - Planning		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	3	5	0	1	1	0	0	1		
8 Employees	1	%	37.50	62.50	0.00	12.50	12.50	0.00	0.00	12.50		
1SP - Officials/Admin - Store & Purchases		#	1	1	0	0	1	0	0	0		
2 Employees	1	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
1WA - Officials/Admin - Water		#	0	3	0	0	0	0	0	0		
5 Employees	1	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	1	2	1	0	0	0	0	0		
5 Employees	2	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
2BO - Professionals - Botanic		#	0	3	0	0	0	0	0	0		
11 Employees	2	%	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	0	5	0	0	0	0	0	0		
5 Employees	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	4	23	1	1	1	0	0	1		
43 Employees	2	%	9.30	53.49	2.33	2.33	2.33	0.00	0.00	2.33		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2ER - Professionals - Engineering & Related		#	14	22	12	1	1	0	0	0		
72 Employees	2	%	19.44	30.56	16.67	1.39	1.39	0.00	0.00	0.00		
2FL - Professionals - Financial		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	7	0	0	0	0	0	0		
8 Employees	2	%	0.00	87.50	0.00	0.00	0.00	0.00	0.00	0.00		
3BI - Technicians - Building Inspections		#	1	0	0	0	1	0	0	0		
2 Employees	3	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
3EL - Technicians - Electronics		#	2	0	0	0	1	0	0	1		
15 Employees	3	%	13.33	0.00	0.00	0.00	6.67	0.00	0.00	6.67		
3EN - Technicians - Environmental		#	5	21	1	1	3	0	0	0		
44 Employees	3	%	11.36	47.73	2.27	2.27	6.82	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	18	19	6	3	5	1	2	1		
78 Employees	3	%	23.08	24.36	7.69	3.85	6.41	1.28	2.56	1.28		
3LB - Technicians - Laboratory		#	1	7	0	0	1	0	0	0		
14 Employees	3	%	7.14	50.00	0.00	0.00	7.14	0.00	0.00	0.00		
3RM - Technicians - Risk Management		#	0	0	0	0	0	0	0	0		
4 Employees	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6CR - Administrative Support - Community Relations		#	0	1	0	0	0	0	0	0		
2 Employees	6	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
6EN - Administrative Support - Environmental		#	0	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		
6GA - Administrative Support - General Administrative		#	3	9	0	1	0	0	0	2		
9 Employees	6	%	33.33	100.00	0.00	11.11	0.00	0.00	0.00	22.22		
6OS - Administrative Support - Office Support		#	5	11	2	2	0	0	0	1		
12 Employees	6	%	41.67	91.67	16.67	16.67	0.00	0.00	0.00	8.33		
6PM - Administrative Support - Program Management		#	2	3	0	1	0	1	0	0		
5 Employees	6	%	40.00	60.00	0.00	20.00	0.00	20.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	0	1	0	0	0	0	0	0		
4 Employees	6	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
6WA - Administrative Support - Water		#	1	0	1	0	0	0	0	0		
4 Employees	6	%	25.00	0.00	25.00	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		
7BT - Skilled Craft - Building Trades		#	0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7EN - Skilled Craft - Environmental		#	15	7	6	3	1	1	2	2		
73 Employees	7	%	20.55	9.59	8.22	4.11	1.37	1.37	2.74	2.74		
7GM - Skilled Craft - General Maintenance/Trades		#	1	1	0	0	1	0	0	0		
17 Employees	7	%	5.88	5.88	0.00	0.00	5.88	0.00	0.00	0.00		
8ER - Service Maintenance - Engineering and Related		#	0	1	0	0	0	0	0	0		
5 Employees	8	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	0	0	0	0	0	0	0	0		
1 Employee	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
522 Employees	Totals	#	83	185	34	16	17	3	4	9		
		%	15.90	35.44	6.51	3.07	3.26	0.57	0.77	1.72		

# **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		
30000419 - Environmental Services Director	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001359 - Environmental Svcs Public Affairs Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000660 - Watershed Services Group Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000669 - Environmental Monitoring Svcs Group Mgr	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000676 - Wastewater Operations Group Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000674 - Wastewater Treatment Manager	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000675 - Wastewater Collections System Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000678 - Environmental Policy Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000659 - Watershed Division Manager	#	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		
30001735 - Environmental Investigations 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		
30001736 - Environmental Compliance Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000664 - Environmental Program Manager, Sr	#	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		
30000670 - Laboratory Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000677 - Portland Harbor Superfund Technical Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000671 - Biosolids/Reuse Program Manager	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000663 - Environmental Program Manager	#	1	4	1	0	0	0	0	0		
9 Employees	%	11.11	44.44	11.11	0.00	0.00	0.00	0.00	0.00		
30000667 - Watershed Revegetation Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
27 Employees	Totals	#	3	14	2	1	0	0	0	0	
		%	11.11	51.85	7.41	3.70	0.00	0.00	0.00	0.00	

# Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000683 - Engineer, Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000682 - Engineer, Principal	#	0	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		
30000689 - Capital Program Mgmt & Controls 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		
30000681 - Engineer, Supervising	#	1	2	1	0	0	0	0	0		
9 Employees	%	11.11	22.22	11.11	0.00	0.00	0.00	0.00	0.00		
30000686 - Capital Project Manager 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		
30000691 - Public Works Inspection Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000690 - Public Works Inspection Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000698 - Property Acquisition & Services Manager	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
21 Employees	Totals #	1	3	1	0	0	0	0	0		
	%	4.76	14.29	4.76	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000569 - Financial Analyst, Principal	#	0	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		
3 Employees	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002358 - Environmental Services Director, Asst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000441 - Business Operations Manager	#	0	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		
30000453 - Management Analyst, Principal	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	#	1	4	0	1	0	0	0	0		
5 Employees	%	20.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	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		
30000450 - Management Assistant	#	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		
15 Employees	Totals #	2	13	1	1	0	0	0	0		
	%	13.33	86.67	6.67	6.67	0.00	0.00	0.00	0.00		

# Job Group Analysis

1PL

Officials/Admin - Planning

EEO Code: 1

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

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000466 - Program Manager, Sr	#	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		
30000465 - Program Manager	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000470 - Contractor Dev Program 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		
30000464 - Program Coordinator	#	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		
8 Employees	Totals #	3	5	0	1	1	0	0	1		
	%	37.50	62.50	0.00	12.50	12.50	0.00	0.00	12.50		

# 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	#	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		
30000468 - Stores System Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	1	1	0	0	1	0	0	0		
	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		

# Job Group Analysis

1WA

Officials/Admin - Water

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000656 - Water Resources Program Manager	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals	#	3	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	0	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		
30000063 - Accountant II	#	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		
5 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

2BO

Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000320 - Botanic Spec II-Generalist	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	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		
11 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000495 - Public Information Officer	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000493 - Community Outreach & Informtn Rep, Sr	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000492 - Community Outreach & Informtn Rep	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals #	0	5	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000340 - Hydrogeologist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000459 - Environmental Policy Analyst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001958 - Statistician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000662 - Environmental Program Coordinator	#	0	6	0	0	0	0	0	0		
8 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000666 - Watershed Revegetation Program Supvr	#	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		
30000339 - Environmental Specialist-Generalist	#	3	14	0	1	1	0	0	1		
27 Employees	%	11.11	51.85	0.00	3.70	3.70	0.00	0.00	3.70		
30002037 - Field Science Specialist	#	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		
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		
43 Employees	Totals #	4	23	1	1	1	0	0	1		
	Totals %	9.30	53.49	2.33	2.33	2.33	0.00	0.00	2.33		

# Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	1	5	1	0	0	0	0	0		
14 Employees	%	7.14	35.71	7.14	0.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	7	1	7	0	0	0	0	0		
20 Employees	%	35.00	5.00	35.00	0.00	0.00	0.00	0.00	0.00		
30000366 - Engineer-Electrical	#	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		
30000367 - Engineer-Geotechnical	#	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		
30000368 - Engineer-Mechanical	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000358 - Engineering Associate, Sr-Civil	#	0	6	0	0	0	0	0	0		
11 Employees	%	0.00	54.55	0.00	0.00	0.00	0.00	0.00	0.00		
30000700 - Communications Engineer	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000692 - Maps & Records Supervisor	#	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		
30000313 - Landscape Architect	#	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		
30000353 - Engineering Associate-Civil	#	2	7	1	0	1	0	0	0		
17 Employees	%	11.76	41.18	5.88	0.00	5.88	0.00	0.00	0.00		
72 Employees	Totals #	14	22	12	1	1	0	0	0		
	%	19.44	30.56	16.67	1.39	1.39	0.00	0.00	0.00		



# Job Group Analysis

2FL

Professionals - Financial

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000576 - Economist, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	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		
30000880 - Inf Syst Analyst, Principal-GIS,Vertical	#	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		
30000449 - Business Systems Analyst, Sr	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000373 - Graphics Designer III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000447 - Business Systems Analyst, Assistant	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Employees	Totals #	0	7	0	0	0	0	0	0		
	%	0.00	87.50	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		
30000836 - Development Supervisor II	#	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		
2 Employees	#	1	0	0	0	1	0	0	0		
Totals	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		

# Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000239 - Instrument Technician	#	1	0	0	0	0	0	0	1		
12 Employees	%	8.33	0.00	0.00	0.00	0.00	0.00	0.00	8.33		
30000401 - Electronic Systems Technician	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
15 Employees	Totals #	2	0	0	0	1	0	0	1		
	%	13.33	0.00	0.00	0.00	6.67	0.00	0.00	6.67		

# Job Group Analysis

3EN

Technicians - Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000672 - Data Acquisition & Mgmt Supervisor	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000338 - Environmental Technician II	#	4	18	1	1	2	0	0	0		
36 Employees	%	11.11	50.00	2.78	2.78	5.56	0.00	0.00	0.00		
30002038 - Field Science Technician	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
30002039 - Field Science Technician Trainee	#	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		
44 Employees	Totals #	5	21	1	1	3	0	0	0		
	Totals %	11.36	47.73	2.27	2.27	6.82	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	#	3	4	2	0	1	0	0	0		
8 Employees	%	37.50	50.00	25.00	0.00	12.50	0.00	0.00	0.00		
30000330 - CAD Technician III	#	1	1	0	0	0	0	1	0		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	0.00	25.00	0.00		
30000343 - GIS Technician III	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000229 - Public Works Inspector, Sr	#	3	1	1	1	0	0	1	0		
10 Employees	%	30.00	10.00	10.00	10.00	0.00	0.00	10.00	0.00		
30000228 - Public Works Inspector	#	3	4	0	1	1	1	0	0		
15 Employees	%	20.00	26.67	0.00	6.67	6.67	6.67	0.00	0.00		
30000325 - Engineering Technician II	#	5	7	2	0	2	0	0	1		
24 Employees	%	20.83	29.17	8.33	0.00	8.33	0.00	0.00	4.17		
30000329 - CAD Technician II	#	1	1	0	1	0	0	0	0		
8 Employees	%	12.50	12.50	0.00	12.50	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000342 - GIS Technician II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000328 - CAD Technician I	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
78 Employees	Totals #	18	19	6	3	5	1	2	1		
	Totals %	23.08	24.36	7.69	3.85	6.41	1.28	2.56	1.28		

# Job Group Analysis

3LB

Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001285 - Laboratory Coordinator	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30001284 - Laboratory Analytical Specialist	#	1	2	0	0	1	0	0	0		
5 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
30001283 - Laboratory Analyst II	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
14 Employees	Totals #	1	7	0	0	1	0	0	0		
	%	7.14	50.00	0.00	0.00	7.14	0.00	0.00	0.00		

# Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

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



# Job Group Analysis

6CR

Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000491 - Community Outreach & Informtn Assistant	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

6EN

Administrative Support - Environmental

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000163 - Wastewater Operations Specialist	#	0	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		
3 Employees	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

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		
30000434 - Administrative Assistant	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	2	4	0	1	0	0	0	1		
4 Employees	%	50.00	100.00	0.00	25.00	0.00	0.00	0.00	25.00		
9 Employees	Totals #	3	9	0	1	0	0	0	2		
	%	33.33	100.00	0.00	11.11	0.00	0.00	0.00	22.22		

# 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	#	1	5	1	0	0	0	0	0		
5 Employees	%	20.00	100.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	3	5	1	1	0	0	0	1		
6 Employees	%	50.00	83.33	16.67	16.67	0.00	0.00	0.00	16.67		
30000828 - Records Specialist	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
12 Employees	Totals #	5	11	2	2	0	0	0	1		
	%	41.67	91.67	16.67	16.67	0.00	0.00	0.00	8.33		

# 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	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	1	1	0	0	0	1	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00		
5 Employees	Totals #	2	3	0	1	0	1	0	0		
	%	40.00	60.00	0.00	20.00	0.00	20.00	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	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		
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

6WA

Administrative Support - Water

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000644 - Maintenance Planner/Scheduler	#	1	0	1	0	0	0	0	0		
4 Employees	%	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	1	0	1	0	0	0	0		
		%	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000712 - Facilities Services Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	



# Job Group Analysis

7EN

Skilled Craft - Environmental

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000673 - Wastewater Treatment O&M Supervisor	#	2	0	1	1	0	0	0	0		
5 Employees	%	40.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000157 - Industrial Maintenance Millwright	#	4	1	1	0	1	1	0	1		
28 Employees	%	14.29	3.57	3.57	0.00	3.57	3.57	0.00	3.57		
30000161 - Wastewater Operator II	#	8	6	4	1	0	0	2	1		
39 Employees	%	20.51	15.38	10.26	2.56	0.00	0.00	5.13	2.56		
30000155 - Industrial Maintenance Millwright, Appr	#	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		
73 Employees	Totals #	15	7	6	3	1	1	2	2		
	%	20.55	9.59	8.22	4.11	1.37	1.37	2.74	2.74		

# Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000635 - Electrical/Instrumentation Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	0	1	0	0	0	0	0	0		
9 Employees	%	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00		
30000126 - Industrial Machinist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000114 - Industrial Painter	#	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		
17 Employees	Totals #	1	1	0	0	1	0	0	0		
	%	5.88	5.88	0.00	0.00	5.88	0.00	0.00	0.00		

# Job Group Analysis

8ER

Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000346 - Materials Testing Technician III	#	0	0	0	0	0	0	0	0			
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
30000345 - Materials Testing Technician II	#	0	1	0	0	0	0	0	0			
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00			
5 Employees	Totals		#	0	1	0	0	0	0	0		
	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00			

# Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

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

# **Incumbency vs. Estimated Availability Report**

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

**Incumbency vs. Estimated Availability**

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

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

1EN		Officials/Admin - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
27	Employment %	11.11	51.85	7.41	3.70	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?					YES			
	Statistical Value					0.232E	0.917E		0.730E
	Stat Significant?								
	Shortfall					1			

1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
21	Employment %	4.76	14.29	4.76	0.00	0.00	0.00	0.00	0.00
	Availability %	18.14	13.75	8.24	1.36	6.28	0.49	0.10	1.64
	Emp Less Avail?	YES				YES			
	Statistical Value	0.084E		0.474E	0.750E	0.256E	0.902E	0.979E	0.707E
	Stat Significant?								
	Shortfall	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

1FL		Officials/Admin - Financial							
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?	13.86	45.02	4.44	4.15	3.38	0.03	0.02	1.87
	Statistical Value								
	Stat Significant?	0.639E	0.574E	0.873E	0.881E	0.902E	0.999E	0.999E	0.945E
	Shortfall								
1GA		Officials/Admin - General Administrative							
Total Emp 15	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	13.33	86.67	6.67	6.67	0.00	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								
	Stat Significant?	0.625E		0.510E		0.797E	0.953E	0.993E	0.875E
	Shortfall								
1PL		Officials/Admin - Planning							
Total Emp 1	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?	13.50	7.44	2.33	1.07	7.73	0.60	0.18	1.57
	Statistical Value								
	Stat Significant?	0.865E		0.977E	0.989E	0.923E	0.994E	0.998E	0.984E
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp 8	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	37.50	62.50	0.00	12.50	12.50	0.00	0.00	12.50
	Emp Less Avail?	18.87	48.59	5.87	4.96	3.64	0.56	0.15	3.71
	Statistical Value								
	Stat Significant?			0.616E			0.956E	0.988E	
	Shortfall								

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## Incumbency vs. Estimated Availability

1SP		Officials/Admin - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00
	Availability %	9.80	53.46	3.75	0.60	3.47	0.18	0.00	1.80
	Emp Less Avail?								
	Statistical Value		0.714E	0.926E	0.988E		0.996E		0.964E
	Stat Significant?								
	Shortfall								

1WA		Officials/Admin - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.44	34.15	7.85	1.44	7.80	0.44	0.26	2.68
	Emp Less Avail?	YES							
	Statistical Value	0.319E		0.664E	0.930E	0.666E	0.978E	0.987E	0.873E
	Stat Significant?								
	Shortfall	1							

2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	40.00	20.00	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?		YES						
	Statistical Value		0.296E		0.783E	0.922E	0.992E	0.996E	0.935E
	Stat Significant?								
	Shortfall		1						

2BO		Professionals - Botanic							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
	Emp Less Avail?								
	Statistical Value	0.420E				0.599E		0.713E	
	Stat Significant?								
	Shortfall								

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## Incumbency vs. Estimated Availability

2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	15.51	52.96	5.90	1.65	6.36	0.70	0.00	0.91
	Emp Less Avail?								
	Statistical Value	0.431E		0.738E	0.920E	0.720E	0.965E		0.955E
	Stat Significant?								
	Shortfall								

  

2EN		Professionals - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
43	Employment %	9.30	53.49	2.33	2.33	2.33	0.00	0.00	2.33
	Availability %	8.44	32.33	1.24	1.03	4.23	0.00	1.39	0.56
	Emp Less Avail?								
	Statistical Value					0.620		0.779	
	Stat Significant?								
	Shortfall								

  

2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
72	Employment %	19.44	30.56	16.67	1.39	1.39	0.00	0.00	0.00
	Availability %	12.32	13.74	6.84	0.43	1.87	0.68	0.00	2.50
	Emp Less Avail?								YES
	Statistical Value					0.301	0.702		1.359
	Stat Significant?								
	Shortfall								1

  

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

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## Incumbency vs. Estimated Availability

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	0.00	87.50	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	0.489E		0.677E	0.972E	0.827E	0.998E		0.918E
	Stat Significant?								
	Shortfall								
3BI		Technicians - Building Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	0.00	0.00	50.00	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						
	Statistical Value		0.165E	0.878E	0.967E		0.967E		0.855E
	Stat Significant?								
	Shortfall		1						
3EL		Technicians - Electronics							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	13.33	0.00	0.00	0.00	6.67	0.00	0.00	6.67
	Availability %	24.76	21.15	11.74	2.38	7.49	1.29	0.00	1.85
	Emp Less Avail?	YES	YES	YES					
	Statistical Value	0.243E	0.057E	0.154E	0.697E	0.689E	0.823E		
	Stat Significant?								
	Shortfall	1	3	1					
3EN		Technicians - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
44	Employment %	11.36	47.73	2.27	2.27	6.82	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	YES	YES					YES
	Statistical Value	1.287	1.454	1.120			0.862		1.875
	Stat Significant?								
	Shortfall	3	4	1					3

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## Incumbency vs. Estimated Availability

3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
78	Employment %	23.08	24.36	7.69	3.85	6.41	1.28	2.56	1.28
	Availability %	16.86	31.68	7.14	1.53	3.56	1.10	0.09	3.41
	Emp Less Avail?		YES						YES
	Statistical Value		1.390						1.036
	Stat Significant?								
	Shortfall			5					
3LB		Technicians - Laboratory							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	7.14	50.00	0.00	0.00	7.14	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					YES
	Statistical Value	0.096E		0.272E					0.082E
	Stat Significant?								
	Shortfall		3		1				
3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	0.00	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?		YES						
	Statistical Value	0.445E	0.219E	0.835E		0.691E			0.812E
	Stat Significant?								
	Shortfall			1					
6CR		Administrative Support - Community Relations							
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 %	16.47	73.52	5.34	2.16	7.07	0.79	0.34	0.76
	Emp Less Avail?								
	Statistical Value	0.698E	0.459E	0.896E	0.957E	0.864E	0.984E	0.993E	0.985E
	Stat Significant?								
	Shortfall								

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## Incumbency vs. Estimated Availability

6EN		Administrative Support - Environmental							
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 %	8.23	48.83	0.00	4.45	3.34	0.44	0.00	0.00
	Emp Less Avail?		YES						
	Statistical Value	0.773E	0.134E		0.872E	0.903E	0.987E		
	Stat Significant?								
	Shortfall		1						
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	100.00	0.00	11.11	0.00	0.00	0.00	22.22
	Availability %	13.72	88.23	3.56	1.44	5.21	0.56	0.38	2.54
	Emp Less Avail?								
	Statistical Value			0.722E		0.618E	0.951E	0.966E	
	Stat Significant?								
	Shortfall								
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	41.67	91.67	16.67	16.67	0.00	0.00	0.00	8.33
	Availability %	17.11	77.41	6.50	2.16	4.71	0.88	0.39	2.49
	Emp Less Avail?								
	Statistical Value					0.560E	0.899E	0.954E	
	Stat Significant?								
	Shortfall								
6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	60.00	0.00	20.00	0.00	20.00	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		0.359E	0.742E		0.693E		0.981E	0.979E
	Stat Significant?								
	Shortfall								

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## Incumbency vs. Estimated Availability

6SP		Administrative Support - Store & Purchases							
Total Emp 4	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	22.52	48.40	6.57	3.38	8.87	0.75	0.95	2.00
	Statistical Value								
	Stat Significant?	0.360E	0.337E	0.762E	0.872E	0.690E	0.970E	0.963E	0.922E
	Shortfall								
6WA		Administrative Support - Water							
Total Emp 4	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	7.24	38.69	0.79	1.70	1.36	2.72	0.00	0.68
	Statistical Value		YES						
	Stat Significant?		0.141E		0.934E	0.947E	0.896E		0.973E
	Shortfall		1						
7BT		Skilled Craft - Building Trades							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	20.71	5.62	5.01	0.74	11.57	1.72	0.02	1.66
	Statistical Value								
	Stat Significant?	0.793E	0.944E	0.950E	0.993E	0.884E	0.983E	1.000E	0.983E
	Shortfall								
7EN		Skilled Craft - Environmental							
Total Emp 73	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	20.55	9.59	8.22	4.11	1.37	1.37	2.74	2.74
	Emp Less Avail?	7.82	9.62	6.54	1.28	0.00	0.00	0.00	0.00
	Statistical Value								
	Stat Significant?		0.009						
	Shortfall								

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## Incumbency vs. Estimated Availability

7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	5.88	5.88	0.00	0.00	5.88	0.00	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							
	Statistical Value	0.162E		0.680E	0.780E	0.477E	0.872E	0.914E	0.607E
	Stat Significant?								
	Shortfall	2							

8ER		Service Maintenance - Engineering and Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.89	37.01	11.30	1.17	11.15	1.64	0.47	2.17
	Emp Less Avail?	YES							
	Statistical Value	0.195E	0.390E	0.549E	0.943E	0.554E	0.921E	0.977E	0.896E
	Stat Significant?								
	Shortfall	1							

8GM		Service Maintenance - General Maintenance/Trades							
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 %	37.22	5.24	1.42	3.77	28.82	0.45	0.54	2.20
	Emp Less Avail?								
	Statistical Value	0.628E	0.948E	0.986E	0.962E	0.712E	0.996E	0.995E	0.978E
	Stat Significant?								
	Shortfall								

Total Employment: 522

W - Whole Person Rule

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

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# **Shortfall Report (Persons Required)**

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

**Shortfall**

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

1CR		Officials/Admin - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.6	0.0	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1EN		Officials/Admin - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
27	# Employed	3	14	2	1	0	0	0	0		
	# Available	2.6	3.4	0.8	0.0	1.4	0.1	0.0	0.3		
	Persons Required	0	0	0	0	1	0	0	0		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	1	3	1	0	0	0	0	0		
	# Available	3.8	2.9	1.7	0.3	1.3	0.1	0.0	0.3		
	Persons Required	2	0	0	0	1	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	1	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		
15	# Employed	2	13	1	1	0	0	0	0		
	# Available	2.2	8.6	1.6	0.2	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

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



# Shortfall

1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	3	5	0	1	1	0	0	1		
	# Available	1.5	3.9	0.5	0.4	0.3	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
1SP		Officials/Admin - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.2	1.1	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1WA		Officials/Admin - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	3	0	0	0	0	0	0		
	# Available	1.0	1.7	0.4	0.1	0.4	0.0	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		
2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.7	3.1	0.3	0.2	0.1	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		
2BO		Professionals - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.8	2.8	0.0	0.0	0.5	0.0	0.3	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	5	0	0	0	0	0	0		
	# Available	0.8	2.6	0.3	0.1	0.3	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		
43	# Employed	4	23	1	1	1	0	0	1		
	# Available	3.6	13.9	0.5	0.4	1.8	0.0	0.6	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
72	# Employed	14	22	12	1	1	0	0	0		
	# Available	8.9	9.9	4.9	0.3	1.3	0.5	0.0	1.8		
	Persons Required	0	0	0	0	0	0	0	1		

# Shortfall

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		
8	# Employed	0	7	0	0	0	0	0	0		
	# Available	0.7	3.8	0.4	0.0	0.2	0.0	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		
2	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.4	1.2	0.1	0.0	0.0	0.0	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		
3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	2	0	0	0	1	0	0	1		
	# Available	3.7	3.2	1.8	0.4	1.1	0.2	0.0	0.3		
	Persons Required	1	3	1	0	0	0	0	0		
3EN		Technicians - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
44	# Employed	5	21	1	1	3	0	0	0		
	# Available	8.3	25.8	2.8	0.7	0.8	0.7	0.0	3.3		
	Persons Required	3	4	1	0	0	0	0	3		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
78	# Employed	18	19	6	3	5	1	2	1		
	# Available	13.2	24.7	5.6	1.2	2.8	0.9	0.1	2.7		
	Persons Required	0	5	0	0	0	0	0	1		
3LB		Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	1	7	0	0	1	0	0	0		
	# Available	4.2	3.2	1.2	0.0	0.7	0.0	0.0	2.3		
	Persons Required	3	0	1	0	0	0	0	2		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.7	1.3	0.2	0.0	0.4	0.0	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		

## Shortfall

6CR		Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	1.5	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6EN		Administrative Support - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	1.5	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	9	0	1	0	0	0	2		
	# Available	1.2	7.9	0.3	0.1	0.5	0.1	0.0	0.2		
	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		
12	# Employed	5	11	2	2	0	0	0	1		
	# Available	2.1	9.3	0.8	0.3	0.6	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	3	0	1	0	1	0	0		
	# Available	0.8	3.8	0.3	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.9	1.9	0.3	0.1	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6WA		Administrative Support - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.3	1.5	0.0	0.1	0.1	0.1	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		
7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.1	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

7EN		Skilled Craft - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
73	# Employed	15	7	6	3	1	1	2	2		
	# Available	5.7	7.0	4.8	0.9	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	1	1	0	0	1	0	0	0		
	# Available	3.1	0.6	0.4	0.2	1.7	0.1	0.1	0.5		
	Persons Required	2	0	0	0	0	0	0	0		
8ER		Service Maintenance - Engineering and Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.4	1.9	0.6	0.1	0.6	0.1	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		
8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.1	0.0	0.0	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

W - Whole Person Rule

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