

City of Portland



**1010-BES
Bureau of Environmental Services**

Bureau Affirmative Action Program (AAP) Plan Reports

**FY 16 - 17
Annual Year-End
AAP Reports
07/01/2016 to 12/31/2017**

Note: The City of Portland changed its Affirmative Action Program Plan from a fiscal year plan to a calendar year plan. As a result, the FY16-17 AAP plan year had six quarters and extended from July 1, 2016 to December 31, 2017.



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	47	5	3	5	0	0	1		
88 Employees	%	15.91	53.41	5.68	3.41	5.68	0.00	0.00	1.14		
2 - Professionals	#	26	65	15	3	2	0	0	6		
154 Employees	%	16.88	42.21	9.74	1.95	1.30	0.00	0.00	3.90		
3 - Technicians	#	30	43	8	5	8	2	2	5		
159 Employees	%	18.87	27.04	5.03	3.14	5.03	1.26	1.26	3.14		
6 - Administrative Support	#	13	26	5	5	0	1	0	2		
38 Employees	%	34.21	68.42	13.16	13.16	0.00	2.63	0.00	5.26		
7 - Skilled Workers	#	17	7	3	5	2	1	2	4		
89 Employees	%	19.10	7.87	3.37	5.62	2.25	1.12	2.25	4.49		
8 - Service	#	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		
535 Employees	Totals #	100	189	36	21	17	4	4	18		
	%	18.69	35.33	6.73	3.93	3.18	0.75	0.75	3.36		

**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		
2 Employees	1	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1EN - Officials/Admin - Environmental		#	3	16	2	1	0	0	0	0		
28 Employees	1	%	10.71	57.14	7.14	3.57	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	3	6	1	1	1	0	0	0		
21 Employees	1	%	14.29	28.57	4.76	4.76	4.76	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	0	0	0	0	0	0	0	0		
3 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	5	15	2	1	2	0	0	0		
18 Employees	1	%	27.78	83.33	11.11	5.56	11.11	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		#	2	4	0	0	1	0	0	1		
6 Employees	1	%	33.33	66.67	0.00	0.00	16.67	0.00	0.00	16.67		
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		
6 Employees	1	%	0.00	50.00	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		
10 Employees	2	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	2	5	2	0	0	0	0	0		
7 Employees	2	%	28.57	71.43	28.57	0.00	0.00	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	5	24	1	1	1	0	0	2		
46 Employees	2	%	10.87	52.17	2.17	2.17	2.17	0.00	0.00	4.35		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2ER - Professionals - Engineering & Related		#	17	24	11	2	1	0	0	3		
76 Employees	2	%	22.37	31.58	14.47	2.63	1.32	0.00	0.00	3.95		
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		#	1	7	0	0	0	0	0	1		
9 Employees	2	%	11.11	77.78	0.00	0.00	0.00	0.00	0.00	11.11		
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		
13 Employees	3	%	15.38	0.00	0.00	0.00	7.69	0.00	0.00	7.69		
3EN - Technicians - Environmental		#	9	20	1	3	2	0	0	3		
45 Employees	3	%	20.00	44.44	2.22	6.67	4.44	0.00	0.00	6.67		
3ER - Technicians - Engineering & Related		#	17	16	7	2	3	2	2	1		
81 Employees	3	%	20.99	19.75	8.64	2.47	3.70	2.47	2.47	1.23		
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		
6EN - Administrative Support - Environmental		#	0	2	0	0	0	0	0	0		
3 Employees	6	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	2	10	0	1	0	0	0	1		
10 Employees	6	%	20.00	100.00	0.00	10.00	0.00	0.00	0.00	10.00		
6OS - Administrative Support - Office Support		#	6	10	2	3	0	0	0	1		
11 Employees	6	%	54.55	90.91	18.18	27.27	0.00	0.00	0.00	9.09		
6PM - Administrative Support - Program Management		#	2	3	0	1	0	1	0	0		
4 Employees	6	%	50.00	75.00	0.00	25.00	0.00	25.00	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		#	3	0	3	0	0	0	0	0		
6 Employees	6	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7EN - Skilled Craft - Environmental		#	14	6	3	4	1	1	2	3		
71 Employees	7	%	19.72	8.45	4.23	5.63	1.41	1.41	2.82	4.23		
7GM - Skilled Craft - General Maintenance/Trades		#	3	1	0	1	1	0	0	1		
17 Employees	7	%	17.65	5.88	0.00	5.88	5.88	0.00	0.00	5.88		
8ER - Service Maintenance - Engineering and Related		#	0	1	0	0	0	0	0	0		
6 Employees	8	%	0.00	16.67	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		
535 Employees	Totals	#	100	189	36	21	17	4	4	18		
		%	18.69	35.33	6.73	3.93	3.18	0.75	0.75	3.36		

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		
30000494 - Community Outreach & Invlvmt Program 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		
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

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		
30000659 - Watershed Division Manager	#	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		
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	6	1	0	0	0	0	0		
11 Employees	%	9.09	54.55	9.09	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		
28 Employees	Totals #	3	16	2	1	0	0	0	0		
	Totals %	10.71	57.14	7.14	3.57	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	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		
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		
7 Employees	%	14.29	28.57	14.29	0.00	0.00	0.00	0.00	0.00		
30000686 - Capital Project Manager 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		
30000691 - Public Works Inspection Manager	#	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		
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	#	3	6	1	1	1	0	0	0		
	%	14.29	28.57	4.76	4.76	4.76	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	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	#	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

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	#	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		
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	#	2	5	0	1	1	0	0	0		
5 Employees	%	40.00	100.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	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		
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		
18 Employees	Totals #	5	15	2	1	2	0	0	0		
	Totals %	27.78	83.33	11.11	5.56	11.11	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		
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		
6 Employees	Totals #	2	4	0	0	1	0	0	1		
	%	33.33	66.67	0.00	0.00	16.67	0.00	0.00	16.67		

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		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees	#	0	3	0	0	0	0	0	0		
Totals	%	0.00	50.00	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		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	30.00	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	#	2	2	2	0	0	0	0	0		
4 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	0		
	%	28.57	71.43	28.57	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000340 - Hydrogeologist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001958 - Statistician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000459 - Environmental Policy Analyst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000666 - Watershed Revegetation Program Supvr	#	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		
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		
30000339 - Environmental Specialist-Generalist	#	4	15	0	1	1	0	0	2		
30 Employees	%	13.33	50.00	0.00	3.33	3.33	0.00	0.00	6.67		
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		
46 Employees	Totals #	5	24	1	1	1	0	0	2		
	%	10.87	52.17	2.17	2.17	2.17	0.00	0.00	4.35		

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	#	9	4	6	1	1	0	0	1		
26 Employees	%	34.62	15.38	23.08	3.85	3.85	0.00	0.00	3.85		
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	#	1	5	0	0	0	0	0	1		
13 Employees	%	7.69	38.46	0.00	0.00	0.00	0.00	0.00	7.69		
30000700 - Communications Engineer	#	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		
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		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	2	7	1	0	0	0	0	1		
13 Employees	%	15.38	53.85	7.69	0.00	0.00	0.00	0.00	7.69		
76 Employees	Totals #	17	24	11	2	1	0	0	3		
	%	22.37	31.58	14.47	2.63	1.32	0.00	0.00	3.95		

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	#	1	4	0	0	0	0	0	1		
5 Employees	%	20.00	80.00	0.00	0.00	0.00	0.00	0.00	20.00		
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		
9 Employees											
	Totals	#	1	7	0	0	0	0	1		
		%	11.11	77.78	0.00	0.00	0.00	0.00	11.11		

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	Totals	#	1	0	0	1	0	0	0		
		%	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		
11 Employees	%	9.09	0.00	0.00	0.00	0.00	0.00	0.00	9.09		
30000401 - Electronic Systems Technician	#	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		
13 Employees	Totals #	2	0	0	0	1	0	0	1		
	%	15.38	0.00	0.00	0.00	7.69	0.00	0.00	7.69		

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	#	5	14	1	1	1	0	0	2		
32 Employees	%	15.63	43.75	3.13	3.13	3.13	0.00	0.00	6.25		
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		
30000337 - Environmental Technician I	#	3	3	0	2	0	0	0	1		
5 Employees	%	60.00	60.00	0.00	40.00	0.00	0.00	0.00	20.00		
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		
45 Employees											
	Totals	#	9	20	1	3	2	0	3		
		%	20.00	44.44	2.22	6.67	4.44	0.00	6.67		

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	#	2	4	2	0	0	0	0	0		
9 Employees	%	22.22	44.44	22.22	0.00	0.00	0.00	0.00	0.00		
30000330 - CAD Technician III	#	1	1	0	0	0	0	1	0		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	20.00	0.00		
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	2	1	0	1	0	1	0		
13 Employees	%	23.08	15.38	7.69	0.00	7.69	0.00	7.69	0.00		
30000228 - Public Works Inspector	#	2	3	0	1	0	1	0	0		
16 Employees	%	12.50	18.75	0.00	6.25	0.00	6.25	0.00	0.00		
30000325 - Engineering Technician II	#	5	5	3	0	1	0	0	1		
23 Employees	%	21.74	21.74	13.04	0.00	4.35	0.00	0.00	4.35		
30000329 - CAD Technician II	#	1	1	0	1	0	0	0	0		
7 Employees	%	14.29	14.29	0.00	14.29	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	#	2	0	0	0	1	1	0	0		
3 Employees	%	66.67	0.00	0.00	0.00	33.33	33.33	0.00	0.00		
81 Employees											
	Totals	#	17	16	7	2	3	2	2	1	
		%	20.99	19.75	8.64	2.47	3.70	2.47	2.47	1.23	

Job Group Analysis

3LB

Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002507 - Laboratory Coordinator-CL	#	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		
30002506 - Laboratory Analytical Specialist-CL	#	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		
30002505 - Laboratory Analyst II-CL	#	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

6EN

Administrative Support - Environmental

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000163 - Wastewater Operations Specialist	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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	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		
30000433 - Administrative Specialist, Sr	#	1	7	0	1	0	0	0	0		
7 Employees	%	14.29	100.00	0.00	14.29	0.00	0.00	0.00	0.00		
10 Employees	Totals #	2	10	0	1	0	0	0	1		
	%	20.00	100.00	0.00	10.00	0.00	0.00	0.00	10.00		

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	2	6	1	1	0	0	0	0		
6 Employees	%	33.33	100.00	16.67	16.67	0.00	0.00	0.00	0.00		
30000828 - Records Specialist	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	3	3	1	1	0	0	0	1		
4 Employees	%	75.00	75.00	25.00	25.00	0.00	0.00	0.00	25.00		
11 Employees	Totals #	6	10	2	3	0	0	0	1		
	%	54.55	90.91	18.18	27.27	0.00	0.00	0.00	9.09		

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		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
4 Employees	Totals #	2	3	0	1	0	1	0	0		
	%	50.00	75.00	0.00	25.00	0.00	25.00	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		
30002485 - Storekeepr/Acquisition Specialist III-CL	#	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		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	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	#	3	0	3	0	0	0	0	0		
6 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals #	3	0	3	0	0	0	0	0		
	%	50.00	0.00	50.00	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	#	1	0	0	1	0	0	0	0		
5 Employees	%	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000157 - Industrial Maintenance Millwright	#	3	1	0	0	1	1	0	1		
28 Employees	%	10.71	3.57	0.00	0.00	3.57	3.57	0.00	3.57		
30000161 - Wastewater Operator II	#	9	5	3	2	0	0	2	2		
37 Employees	%	24.32	13.51	8.11	5.41	0.00	0.00	5.41	5.41		
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		
71 Employees											
	Totals	#	14	6	3	4	1	1	2	3	
		%	19.72	8.45	4.23	5.63	1.41	1.41	2.82	4.23	

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		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	2	1	0	1	0	0	0	1		
10 Employees	%	20.00	10.00	0.00	10.00	0.00	0.00	0.00	10.00		
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		
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		
17 Employees	Totals #	3	1	0	1	1	0	0	1		
	%	17.65	5.88	0.00	5.88	5.88	0.00	0.00	5.88		

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			
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		
	%	0.00	16.67	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		
30002494 - Auto Equip Oper II: Tractr-Trailr-CL	#	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 %	15.44	26.21	4.55	4.18	5.15	0.43	0.06	1.08
	Emp Less Avail?								
	Statistical Value	0.846E	0.738E	0.954E	0.958E	0.948E	0.996E	0.999E	0.989E
	Stat Significant?								
	Shortfall								

1CR		Officials/Admin - 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 %	19.29	61.86	2.84	8.44	5.88	0.59	0.03	1.50
	Emp Less Avail?								
	Statistical Value	0.651E	0.617E	0.944E	0.838E	0.886E	0.988E	0.999E	0.970E
	Stat Significant?								
	Shortfall								

1EN		Officials/Admin - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
28	Employment %	10.71	57.14	7.14	3.57	0.00	0.00	0.00	0.00
	Availability %	20.17	33.10	11.06	2.25	4.51	0.11	0.19	2.06
	Emp Less Avail?	YES		YES		YES			
	Statistical Value	0.155E		0.388E		0.275E	0.970E	0.948E	0.558E
	Stat Significant?								
	Shortfall	2		1		1			

1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
21	Employment %	14.29	28.57	4.76	4.76	4.76	0.00	0.00	0.00
	Availability %	17.94	12.66	5.26	4.19	6.90	0.41	0.06	1.13
	Emp Less Avail?								
	Statistical Value	0.464E		0.696E		0.570E	0.917E	0.987E	0.788E
	Stat Significant?								
	Shortfall								

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

Incumbency vs. Estimated Availability

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.14	33.64	12.32	7.15	5.74	0.16	0.06	1.74
	Emp Less Avail?		YES						
	Statistical Value	0.387E	0.292E	0.674E	0.800E	0.837E	0.995E	0.998E	0.949E
	Stat Significant?								
	Shortfall		1						
1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	27.78	83.33	11.11	5.56	11.11	0.00	0.00	0.00
	Availability %	21.71	40.16	7.18	6.88	5.87	0.36	0.06	1.37
	Emp Less Avail?								
	Statistical Value				0.646E		0.937E	0.989E	0.780E
	Stat Significant?								
	Shortfall								
1PL		Officials/Admin - Planning							
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 %	16.15	7.15	1.89	3.52	9.09	0.45	0.09	1.11
	Emp Less Avail?								
	Statistical Value	0.838E		0.981E	0.965E	0.909E	0.996E	0.999E	0.989E
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	33.33	66.67	0.00	0.00	16.67	0.00	0.00	16.67
	Availability %	25.58	46.52	5.54	9.15	8.83	0.48	0.07	1.51
	Emp Less Avail?								
	Statistical Value			0.710E	0.562E		0.972E	0.996E	
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

1SP		Officials/Admin - Store & Purchases							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00
	Emp Less Avail?	21.58	53.27	3.77	8.29	7.84	0.45	0.12	1.09
	Statistical Value		0.716E	0.926E	0.841E		0.991E	0.998E	0.978E
	Stat Significant?								
	Shortfall								
1WA		Officials/Admin - Water							
Total Emp 6	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	21.72	37.21	7.62	5.04	6.86	0.30	0.16	1.74
	Statistical Value	YES							
	Stat Significant?	0.230E		0.622E	0.733E	0.653E	0.982E	0.990E	0.900E
	Shortfall	1							
2AC		Professionals - Accounting							
Total Emp 5	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	26.81	59.99	10.40	8.12	6.64	0.35	0.10	1.19
	Statistical Value								
	Stat Significant?	0.595E	0.318E		0.655E	0.709E	0.983E	0.995E	0.942E
	Shortfall								
2BO		Professionals - Botanic							
Total Emp 10	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	13.55	27.98	3.99	3.87	4.06	0.56	0.11	0.95
	Statistical Value	YES							
	Stat Significant?	0.233E		0.666E	0.674E	0.661E	0.945E	0.989E	0.909E
	Shortfall	1							

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Incumbency vs. Estimated Availability

2CR		Professionals - Community Relations							
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 %	33.48	64.78	3.14	16.09	11.07	1.21	0.14	1.83
	Emp Less Avail?				YES				
	Statistical Value	0.567E			0.293E	0.440E	0.918E	0.990E	0.879E
	Stat Significant?								
	Shortfall				1				
2EN		Professionals - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
46	Employment %	10.87	52.17	2.17	2.17	2.17	0.00	0.00	4.35
	Availability %	12.98	26.66	3.62	3.64	3.78	0.77	0.08	1.10
	Emp Less Avail?								
	Statistical Value	0.426		0.525	0.531	0.571	0.597	0.192	
	Stat Significant?								
	Shortfall								
2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
76	Employment %	22.37	31.58	14.47	2.63	1.32	0.00	0.00	3.95
	Availability %	21.48	13.23	9.86	4.40	5.48	0.28	0.11	1.36
	Emp Less Avail?				YES	YES			
	Statistical Value				0.752	1.595	0.462	0.289	
	Stat Significant?								
	Shortfall				1	3			
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 %	26.84	33.40	11.53	5.48	8.77	0.20	0.06	0.80
	Emp Less Avail?								
	Statistical Value	0.732E	0.666E	0.885E	0.945E	0.912E	0.998E	0.999E	0.992E
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

2IT		Professionals - Information Technology							
Total Emp 9	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	11.11	77.78	0.00	0.00	0.00	0.00	0.00	11.11
	Emp Less Avail?	29.64	32.98	12.82	8.46	6.53	0.24	0.17	1.41
	Statistical Value	YES		YES					
	Stat Significant?	0.202E		0.291E	0.451E	0.545E	0.979E	0.985E	
	Shortfall	1		1					
3BI		Technicians - Building Inspections							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
	Emp Less Avail?	30.95	47.61	10.97	8.10	8.67	0.92	0.18	2.12
	Statistical Value		0.274E	0.793E	0.845E		0.982E	0.996E	0.958E
	Stat Significant?								
	Shortfall								
3EL		Technicians - Electronics							
Total Emp 13	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	15.38	0.00	0.00	0.00	7.69	0.00	0.00	7.69
	Emp Less Avail?	29.01	19.50	7.77	9.17	9.83	0.51	0.15	1.57
	Statistical Value	YES	YES	YES	YES				
	Stat Significant?	0.225E	0.060E	0.349E	0.286E	0.630E	0.936E	0.981E	
	Shortfall	1	2	1	1				
3EN		Technicians - Environmental							
Total Emp 45	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	20.00	44.44	2.22	6.67	4.44	0.00	0.00	6.67
	Emp Less Avail?	30.91	47.08	10.91	8.12	8.70	0.91	0.18	2.11
	Statistical Value	YES	YES	YES		YES			
	Stat Significant?	1.584	0.354	1.869	0.357	1.013	0.643	0.285	
	Shortfall	4	1	3		1			

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Incumbency vs. Estimated Availability

3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
81	Employment %	20.99	19.75	8.64	2.47	3.70	2.47	2.47	1.23
	Availability %	26.51	27.49	7.40	7.42	9.02	0.79	0.18	1.71
	Emp Less Avail?	YES	YES		YES	YES			
	Statistical Value	1.126	1.560		1.700	1.670			0.330
	Stat Significant?								
	Shortfall	4	6		4	4			
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 %	34.72	47.76	14.38	6.76	9.97	1.08	0.12	2.42
	Emp Less Avail?	YES		YES					
	Statistical Value	0.043E		0.114E	0.375E	0.586E	0.859E	0.983E	0.710E
	Stat Significant?	YES							
	Shortfall	3		2					
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 %	24.79	41.84	3.51	10.59	8.21	0.80	0.07	1.61
	Emp Less Avail?		YES						
	Statistical Value	0.320E	0.114E	0.867E	0.639E	0.710E	0.968E	0.997E	0.937E
	Stat Significant?								
	Shortfall		1						
6EN		Administrative Support - 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 %	31.99	49.27	5.82	13.52	10.74	0.64	0.11	1.15
	Emp Less Avail?								
	Statistical Value	0.315E		0.835E	0.647E	0.711E	0.981E	0.997E	0.966E
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	20.00	100.00	0.00	10.00	0.00	0.00	0.00	10.00
	Availability %	24.52	90.47	2.78	9.47	10.25	0.55	0.14	1.34
	Emp Less Avail?					YES			
	Statistical Value	0.540E		0.754E		0.339E	0.946E	0.986E	
	Stat Significant?								
	Shortfall					1			
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	54.55	90.91	18.18	27.27	0.00	0.00	0.00	9.09
	Availability %	35.51	79.52	4.27	14.91	13.75	0.70	0.23	1.61
	Emp Less Avail?					YES			
	Statistical Value					0.196E	0.926E	0.975E	
	Stat Significant?								
	Shortfall					1			
6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	75.00	0.00	25.00	0.00	25.00	0.00	0.00
	Availability %	31.78	74.81	4.03	13.78	11.39	0.69	0.24	1.66
	Emp Less Avail?								
	Statistical Value			0.848E		0.616E		0.990E	0.935E
	Stat Significant?								
	Shortfall								
6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	37.96	47.28	3.81	15.87	15.50	0.74	0.24	1.81
	Emp Less Avail?	YES							
	Statistical Value	0.148E	0.354E	0.856E	0.501E	0.510E	0.971E	0.990E	0.930E
	Stat Significant?								
	Shortfall	1							

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Incumbency vs. Estimated Availability

6WA		Administrative Support - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	30.47	37.48	1.55	14.10	12.26	0.80	0.19	1.57
	Emp Less Avail?		YES						
	Statistical Value		0.060E		0.402E	0.456E	0.953E	0.989E	0.909E
	Stat Significant?								
	Shortfall		2						
7BT		Skilled Craft - Building 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 %	27.96	4.02	2.46	9.04	14.32	0.77	0.23	1.15
	Emp Less Avail?								
	Statistical Value	0.720E	0.960E	0.975E	0.910E	0.857E	0.992E	0.998E	0.988E
	Stat Significant?								
	Shortfall								
7EN		Skilled Craft - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
71	Employment %	19.72	8.45	4.23	5.63	1.41	1.41	2.82	4.23
	Availability %	17.46	4.04	1.08	7.17	6.84	1.09	0.07	1.20
	Emp Less Avail?				YES	YES			
	Statistical Value				0.502	1.813			
	Stat Significant?								
	Shortfall				1	3			
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	17.65	5.88	0.00	5.88	5.88	0.00	0.00	5.88
	Availability %	28.79	3.44	1.34	7.35	17.81	0.78	0.18	1.29
	Emp Less Avail?	YES				YES			
	Statistical Value	0.234E		0.795E	0.641E	0.167E	0.875E	0.970E	
	Stat Significant?								
	Shortfall		1				2		

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Incumbency vs. Estimated Availability

8ER		Service Maintenance - Engineering and Related							
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 %	35.98	40.46	6.19	12.14	15.65	0.47	0.19	1.35
	Emp Less Avail?	YES	YES						
	Statistical Value	0.069E	0.226E	0.682E	0.460E	0.360E	0.972E	0.989E	0.922E
	Stat Significant?								
	Shortfall	2	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 %	49.33	5.10	1.40	11.21	34.44	0.75	0.20	1.34
	Emp Less Avail?								
	Statistical Value	0.507E	0.949E	0.986E	0.888E	0.656E	0.992E	0.998E	0.987E
	Stat Significant?								
	Shortfall								

Total Employment: 535

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	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1CR		Officials/Admin - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	1.2	0.1	0.2	0.1	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		
28	# Employed	3	16	2	1	0	0	0	0		
	# Available	5.6	9.3	3.1	0.6	1.3	0.0	0.1	0.6		
	Persons Required	2	0	1	0	1	0	0	0		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	3	6	1	1	1	0	0	0		
	# Available	3.8	2.7	1.1	0.9	1.4	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.8	1.0	0.4	0.2	0.2	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	5	15	2	1	2	0	0	0		
	# Available	3.9	7.2	1.3	1.2	1.1	0.1	0.0	0.2		
	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	0.2	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		
6	# Employed	2	4	0	0	1	0	0	1		
	# Available	1.5	2.8	0.3	0.5	0.5	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1SP		Officials/Admin - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.4	1.1	0.1	0.2	0.2	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		
6	# Employed	0	3	0	0	0	0	0	0		
	# Available	1.3	2.2	0.5	0.3	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	1.3	3.0	0.5	0.4	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2BO		Professionals - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	0	3	0	0	0	0	0	0		
	# Available	1.4	2.8	0.4	0.4	0.4	0.1	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	5	2	0	0	0	0	0		
	# Available	2.3	4.5	0.2	1.1	0.8	0.1	0.0	0.1		
	Persons Required	0	0	0	1	0	0	0	0		
2EN		Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
46	# Employed	5	24	1	1	1	0	0	2		
	# Available	6.0	12.3	1.7	1.7	1.7	0.4	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
76	# Employed	17	24	11	2	1	0	0	3		
	# Available	16.3	10.1	7.5	3.3	4.2	0.2	0.1	1.0		
	Persons Required	0	0	0	1	3	0	0	0		

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	0.3	0.3	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	1	7	0	0	0	0	0	1		
	# Available	2.7	3.0	1.2	0.8	0.6	0.0	0.0	0.1		
	Persons Required	1	0	1	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	0.6	1.0	0.2	0.2	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	2	0	0	0	1	0	0	1		
	# Available	3.8	2.5	1.0	1.2	1.3	0.1	0.0	0.2		
	Persons Required	1	2	1	1	0	0	0	0		
3EN		Technicians - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
45	# Employed	9	20	1	3	2	0	0	3		
	# Available	13.9	21.2	4.9	3.7	3.9	0.4	0.1	0.9		
	Persons Required	4	1	3	0	1	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
81	# Employed	17	16	7	2	3	2	2	1		
	# Available	21.5	22.3	6.0	6.0	7.3	0.6	0.1	1.4		
	Persons Required	4	6	0	4	4	0	0	0		
3LB		Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	1	7	0	0	1	0	0	0		
	# Available	4.9	6.7	2.0	0.9	1.4	0.2	0.0	0.3		
	Persons Required	3	0	2	0	0	0	0	0		
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	1.0	1.7	0.1	0.4	0.3	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

6EN		Administrative Support - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.0	1.5	0.2	0.4	0.3	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		
10	# Employed	2	10	0	1	0	0	0	1		
	# Available	2.5	9.0	0.3	0.9	1.0	0.1	0.0	0.1		
	Persons Required	0	0	0	0	1	0	0	0		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	6	10	2	3	0	0	0	1		
	# Available	3.9	8.7	0.5	1.6	1.5	0.1	0.0	0.2		
	Persons Required	0	0	0	0	1	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	1	0	1	0	0		
	# Available	1.3	3.0	0.2	0.6	0.5	0.0	0.0	0.1		
	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	1.5	1.9	0.2	0.6	0.6	0.0	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		
6WA		Administrative Support - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	3	0	3	0	0	0	0	0		
	# Available	1.8	2.2	0.1	0.8	0.7	0.0	0.0	0.1		
	Persons Required	0	2	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	0.3	0.0	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
7EN		Skilled Craft - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
71	# Employed	14	6	3	4	1	1	2	3		
	# Available	12.4	2.9	0.8	5.1	4.9	0.8	0.0	0.9		
	Persons Required	0	0	0	1	3	0	0	0		

Shortfall

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	3	1	0	1	1	0	0	1		
	# Available	4.9	0.6	0.2	1.2	3.0	0.1	0.0	0.2		
	Persons Required	1	0	0	0	2	0	0	0		
8ER		Service Maintenance - Engineering and Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	1	0	0	0	0	0	0		
	# Available	2.2	2.4	0.4	0.7	0.9	0.0	0.0	0.1		
	Persons Required	2	1	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	0.5	0.1	0.0	0.1	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.