

**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 | # | 7 | 7 | 3 | 1 | 3 | 0 | 0 | 0 | | |
| 23 Employees | % | 30.43 | 30.43 | 13.04 | 4.35 | 13.04 | 0.00 | 0.00 | 0.00 | | |
| 2 - Professionals | # | 2 | 4 | 1 | 0 | 0 | 0 | 0 | 1 | | |
| 9 Employees | % | 22.22 | 44.44 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | 11.11 | | |
| 3 - Technicians | # | 2 | 4 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| 6 Employees | % | 33.33 | 66.67 | 0.00 | 16.67 | 16.67 | 0.00 | 0.00 | 0.00 | | |
| 4 - Protective Service Workers: Sworn | # | 132 | 46 | 40 | 24 | 37 | 20 | 1 | 10 | | |
| 663 Employees | % | 19.91 | 6.94 | 6.03 | 3.62 | 5.58 | 3.02 | 0.15 | 1.51 | | |
| 6 - Administrative Support | # | 1 | 11 | 0 | 0 | 0 | 0 | 1 | 0 | | |
| 12 Employees | % | 8.33 | 91.67 | 0.00 | 0.00 | 0.00 | 0.00 | 8.33 | 0.00 | | |
| 7 - Skilled Workers | # | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 16 Employees | % | 12.50 | 0.00 | 6.25 | 0.00 | 6.25 | 0.00 | 0.00 | 0.00 | | |
| 8 - Service | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 2 Employees | % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |
| 731 Employees | Totals # | 147 | 72 | 45 | 26 | 42 | 20 | 2 | 12 | | |
| | % | 20.11 | 9.85 | 6.16 | 3.56 | 5.75 | 2.74 | 0.27 | 1.64 | | |

**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 | 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 | | |
| 1FI - Officials/Admin - Fire | | # | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | | |
| 11 Employees | 1 | % | 27.27 | 18.18 | 9.09 | 9.09 | 9.09 | 0.00 | 0.00 | 0.00 | | |
| 1FL - Officials/Admin - Financial | | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 1 Employee | 1 | % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |
| 1GA - Officials/Admin - General Administrative | | # | 3 | 3 | 2 | 0 | 1 | 0 | 0 | 0 | | |
| 8 Employees | 1 | % | 37.50 | 37.50 | 25.00 | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 | | |
| 1PM - Officials/Admin - Program Management | | # | 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 | | |
| 2AC - Professionals - Accounting | | # | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | | |
| 3 Employees | 2 | % | 66.67 | 66.67 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 33.33 | | |
| 2ER - Professionals - Engineering & Related | | # | 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 | | |
| 2FI - Professionals - Fire | | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | 2 | % | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2GA - Professionals - General Administrative | | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | 2 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2IT - Professionals - Information Technology | | # | 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 | | |
| 3ER - Technicians - Engineering & Related | | # | 2 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| 3 Employees | 3 | % | 66.67 | 100.00 | 0.00 | 33.33 | 33.33 | 0.00 | 0.00 | 0.00 | | |
| 3PM - Technicians - Program Management | | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | 3 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 3VI - Technicians - Video | | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | 3 | % | 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 | | |
|--|----------|---|-------|--------|-------|------|-------|------|-------|-------|--|--|
| 4FI-4 - Protective Service-Sworn-Fire-Executive | | # | 3 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | | |
| 15 Employees | 4 | % | 20.00 | 6.67 | 13.33 | 0.00 | 6.67 | 0.00 | 0.00 | 0.00 | | |
| 4FI-3 - Protective Service-Sworn-Fire-Senior Level | | # | 6 | 5 | 3 | 0 | 3 | 0 | 0 | 0 | | |
| 43 Employees | 4 | % | 13.95 | 11.63 | 6.98 | 0.00 | 6.98 | 0.00 | 0.00 | 0.00 | | |
| 4FI-2 - Protective Service-Sworn-Fire-Mid Level | | # | 40 | 14 | 11 | 13 | 7 | 6 | 0 | 3 | | |
| 169 Employees | 4 | % | 23.67 | 8.28 | 6.51 | 7.69 | 4.14 | 3.55 | 0.00 | 1.78 | | |
| 4FI-1 - Protective Service-Sworn-Fire-Entry | | # | 83 | 26 | 24 | 11 | 26 | 14 | 1 | 7 | | |
| 436 Employees | 4 | % | 19.04 | 5.96 | 5.50 | 2.52 | 5.96 | 3.21 | 0.23 | 1.61 | | |
| 6AC - Administrative Support - Accounting | | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | 6 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6GA - Administrative Support - General Administrative | | # | 1 | 8 | 0 | 0 | 0 | 0 | 1 | 0 | | |
| 9 Employees | 6 | % | 11.11 | 88.89 | 0.00 | 0.00 | 0.00 | 0.00 | 11.11 | 0.00 | | |
| 6OS - Administrative Support - Office Support | | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | 6 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 7AM - Skilled Craft - Auto Maintenance | | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 11 Employees | 7 | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 7BT - Skilled Craft - Building Trades | | # | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 4 Employees | 7 | % | 50.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |
| 7GM - Skilled Craft - General Maintenance/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 | | |
| 8GM - Service Maintenance - General Maintenance/Trades | | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 2 Employees | 8 | % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |
| 731 Employees | Totals | # | 147 | 72 | 45 | 26 | 42 | 20 | 2 | 12 | | |
| | | % | 20.11 | 9.85 | 6.16 | 3.56 | 5.75 | 2.74 | 0.27 | 1.64 | | |

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 | | |
|-----------------------|---|------|------|------|------|------|------|------|------|--|--|
| 30000432 - Fire 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 | | |
| 1 Employee | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| Totals | | | | | | | | | | | |

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------------------|--------|------|------|------|------|------|------|------|------|------|--|
| 30000497 - Public Information Manager | # | 0 | 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

1FI

Officials/Admin - Fire

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--------------------------------|----------|--------|-------|--------|-------|-------|------|------|------|--|--|
| 30000825 - Fire Division Chief | # | 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 | | |
| 30000826 - Fire Marshal | # | 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 | | |
| 30000823 - Fire Chief, Deputy | # | 2 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| 8 Employees | % | 25.00 | 25.00 | 0.00 | 12.50 | 12.50 | 0.00 | 0.00 | 0.00 | | |
| 11 Employees | Totals # | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | | |
| | % | 27.27 | 18.18 | 9.09 | 9.09 | 9.09 | 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 | | |
|---|--------|--------|--------|--------|------|--------|--------|------|------|------|--|
| 30000566 - Financial Analyst, Assistant | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | | |
| | | % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | |

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|--------|--------|--------|------|-------|------|------|------|--|--|
| 30000442 - Business Operations Manager, Sr | # | 1 | 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 | | |
| 30000441 - Business Operations Manager | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000453 - Management Analyst, Principal | # | 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 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 50.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 30000451 - Management Analyst | # | 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 | | |
| 8 Employees | Totals # | 3 | 3 | 2 | 0 | 1 | 0 | 0 | 0 | | |
| | % | 37.50 | 37.50 | 25.00 | 0.00 | 12.50 | 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 | | |
|--------------------------------|--------|------|--------|------|------|------|------|------|------|--|--|
| 30000464 - 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 | | |
| 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

2AC

Professionals - Accounting

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------|----------|--------|--------|--------|------|------|------|------|--------|--|--|
| 30000064 - Accountant III | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 1 Employee | % | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | | |
| 30000063 - Accountant II | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000062 - Accountant I | # | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 100.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 3 Employees | Totals # | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | | |
| | % | 66.67 | 66.67 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 33.33 | | |

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-------------------------------------|--------|------|------|------|------|------|------|------|------|------|--|
| 30002333 - Engineer-Fire Protection | # | 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

2FI

Professionals - Fire

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|----------------------------------|---|------|-------|------|------|------|------|------|------|--|--|
| 30000800 - Fire Training Officer | # | 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

2GA

Professionals - General Administrative

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------|--------|------|--------|------|------|------|------|------|------|--|--|
| 30000474 - EAP Specialist | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 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

2IT

Professionals - Information Technology

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|--------|------|------|------|------|------|------|------|------|------|--|
| 30000449 - Business Systems Analyst, Sr | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 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

3ER

Technicians - Engineering & Related

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|----------|--------|--------|------|-------|--------|------|------|------|--|--|
| 30000336 - Fire Land Use Review Technician | # | 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 | | |
| 30000333 - Development Services Technician II | # | 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 | | |
| 3 Employees | Totals # | 2 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| | % | 66.67 | 100.00 | 0.00 | 33.33 | 33.33 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

3PM

Technicians - Program Management

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--------------------------------|--------|------|--------|------|------|------|------|------|------|--|--|
| 30000489 - EMS 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 | | |
| 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

3VI

Technicians - Video

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|---|------|------|------|------|------|------|------|------|--|--|
| 30000518 - Video Production 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 | | |
| 2 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

4FI-4

Protective Service-Sworn-Fire-Executive

EEO Code: 4

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|---|-------|------|-------|------|------|------|------|------|--|--|
| 30000807 - Fire Battalion Chief, Staff | # | 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 | | |
| 30000806 - Fire Battalion Chief | # | 3 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | | |
| 13 Employees | % | 23.08 | 7.69 | 15.38 | 0.00 | 7.69 | 0.00 | 0.00 | 0.00 | | |
| 15 Employees | # | 3 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | | |
| Totals | % | 20.00 | 6.67 | 13.33 | 0.00 | 6.67 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

4FI-3

Protective Service-Sworn-Fire-Senior Level

EEO Code: 4

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|-------|-------|------|------|-------|------|------|------|--|--|
| 30000817 - Fire Captain, Staff | # | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 4 Employees | % | 25.00 | 0.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |
| 30000816 - Fire Inspector, Sr - Specialist | # | 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 | | |
| 30000811 - Fire Inspector, Sr | # | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 6 Employees | % | 16.67 | 33.33 | 0.00 | 0.00 | 16.67 | 0.00 | 0.00 | 0.00 | | |
| 30000803 - Fire Captain | # | 4 | 2 | 3 | 0 | 1 | 0 | 0 | 0 | | |
| 31 Employees | % | 12.90 | 6.45 | 9.68 | 0.00 | 3.23 | 0.00 | 0.00 | 0.00 | | |
| 43 Employees | Totals # | 6 | 5 | 3 | 0 | 3 | 0 | 0 | 0 | | |
| | % | 13.95 | 11.63 | 6.98 | 0.00 | 6.98 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

4FI-2

Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--------------------------------------|--------|-------|-------|-------|-------|-------|-------|------|-------|--|--|
| 30000819 - EMS Specialist | # | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 3 Employees | % | 33.33 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 33.33 | | |
| 30000812 - Fire Inspector/Specialist | # | 6 | 4 | 0 | 2 | 2 | 2 | 0 | 0 | | |
| 17 Employees | % | 35.29 | 23.53 | 0.00 | 11.76 | 11.76 | 11.76 | 0.00 | 0.00 | | |
| 30000815 - Fire Investigator | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 0.00 | 40.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000801 - Fire Lieutenant, Staff | # | 5 | 0 | 3 | 0 | 0 | 1 | 0 | 1 | | |
| 11 Employees | % | 45.45 | 0.00 | 27.27 | 0.00 | 0.00 | 9.09 | 0.00 | 9.09 | | |
| 30000808 - Fire Inspector | # | 7 | 3 | 0 | 5 | 1 | 1 | 0 | 0 | | |
| 21 Employees | % | 33.33 | 14.29 | 0.00 | 23.81 | 4.76 | 4.76 | 0.00 | 0.00 | | |
| 30000798 - Fire Lieutenant | # | 18 | 3 | 6 | 6 | 4 | 1 | 0 | 1 | | |
| 102 Employees | % | 17.65 | 2.94 | 5.88 | 5.88 | 3.92 | 0.98 | 0.00 | 0.98 | | |
| 30000822 - Harbor Pilot | # | 3 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | | |
| 10 Employees | % | 30.00 | 0.00 | 20.00 | 0.00 | 0.00 | 10.00 | 0.00 | 0.00 | | |
| 169 Employees | | | | | | | | | | | |
| | Totals | # | 40 | 14 | 11 | 13 | 7 | 6 | 3 | | |
| | | % | 23.67 | 8.28 | 6.51 | 7.69 | 4.14 | 3.55 | 1.78 | | |

Job Group Analysis

4FI-1

Protective Service-Sworn-Fire-Entry

EEO Code: 4

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|------------------------------------|----------|-------|-------|------|------|------|------|------|------|--|--|
| 30000795 - Fire Fighter Specialist | # | 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 | | |
| 30000793 - Fire Fighter | # | 83 | 25 | 24 | 11 | 26 | 14 | 1 | 7 | | |
| 434 Employees | % | 19.12 | 5.76 | 5.53 | 2.53 | 5.99 | 3.23 | 0.23 | 1.61 | | |
| 436 Employees | Totals # | 83 | 26 | 24 | 11 | 26 | 14 | 1 | 7 | | |
| | % | 19.04 | 5.96 | 5.50 | 2.52 | 5.96 | 3.21 | 0.23 | 1.61 | | |

Job Group Analysis

6AC

Administrative Support - Accounting

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|----------------------------------|--------|------|--------|------|------|------|------|------|------|--|--|
| 30000061 - Accounting Technician | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 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

6GA

Administrative Support - General Administrative

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|--------|--------|------|------|------|------|--------|------|--|--|
| 30000435 - Executive Assistant, Director's | # | 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 | | |
| 30000436 - Administrative Supervisor I | # | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | | |
| 1 Employee | % | 100.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | | |
| 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 | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 4 Employees | % | 0.00 | 75.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 9 Employees | Totals # | 1 | 8 | 0 | 0 | 0 | 0 | 1 | 0 | | |
| | % | 11.11 | 88.89 | 0.00 | 0.00 | 0.00 | 0.00 | 11.11 | 0.00 | | |

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|----------|------|--------|------|------|------|------|------|------|--|--|
| 30001558 - Timekeeping Specialist | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000012 - Office Support Specialist II | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 Employees | Totals # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

7AM

Skilled Craft - Auto Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|----------|------|------|------|------|------|------|------|------|--|--|
| 30000708 - Vehicle Maintenance Supervisor II | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000707 - Vehicle Maintenance Supervisor 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 | | |
| 30000132 - Vehicle & Equipment Mechanic, Lead | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000131 - Vehicle & Equipment Mechanic | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 8 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 11 Employees | Totals # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|--------|------|-------|------|-------|------|------|------|--|--|
| 30000714 - Facilities Maintenance Supervisor, Sr | # | 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 | | |
| 30000072 - Facilities Maintenance Technician, Lead | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000071 - Facilities Maintenance Technician | # | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 2 Employees | % | 100.00 | 0.00 | 50.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 4 Employees | Totals # | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| | Totals % | 50.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--------------------|---|------|------|------|------|------|------|------|------|--|--|
| 30000112 - Painter | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Totals | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------------|--------|-------|-------|------|------|------|------|------|-------|--|--|
| 30002490 - Utility Worker II-CL | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 2 Employees | % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |
| 2 Employees | Totals | # | 1 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| | | % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |

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 % | 15.89 | 26.73 | 4.93 | 4.09 | 5.38 | 0.41 | 0.06 | 1.03 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 1CR | | Officials/Admin - Community Relations | | | | | | | |
|-----------|-------------------|---------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| 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 % | 10.03 | 62.78 | 1.75 | 6.39 | 0.61 | 0.34 | 0.08 | 0.87 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | 0.372E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 1FI | | Officials/Admin - Fire | | | | | | | |
|-----------|-------------------|------------------------|--------|------|------|------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 11 | Employment % | 27.27 | 18.18 | 9.09 | 9.09 | 9.09 | 0.00 | 0.00 | 0.00 |
| | Availability % | 13.11 | 30.59 | 4.60 | 2.45 | 3.15 | 0.52 | 0.35 | 2.04 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | | 0.521E | | | | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | 1 | | | | | | |

| 1FL | | Officials/Admin - Financial | | | | | | | |
|-----------|-------------------|-----------------------------|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 13.87 | 45.23 | 4.44 | 4.18 | 3.38 | 0.02 | 0.01 | 1.87 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 1.000E | 1.000E | | 1.000E | 1.000E | 1.000E |
| | 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

| 1GA | | Officials/Admin - General Administrative | | | | | | | |
|----------------|-------------------|--|--------|--------|--------|--------|--------|--------|--------|
| Total Emp 8 | Employment % | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| | Availability % | 37.50 | 37.50 | 25.00 | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 |
| | Emp Less Avail? | 10.77 | 41.59 | 4.55 | 1.62 | 2.49 | 0.54 | 0.07 | 1.47 |
| | Statistical Value | | 1.000E | | 1.000E | | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 1PM | | Officials/Admin - Program Management | | | | | | | |
| 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? | 18.99 | 48.81 | 5.89 | 5.06 | 3.65 | 0.56 | 0.15 | 3.71 |
| | Statistical Value | 1.000E | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 2AC | | Professionals - Accounting | | | | | | | |
| Total Emp 3 | Employment % | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| | Availability % | 66.67 | 66.67 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 33.33 |
| | Emp Less Avail? | 14.79 | 65.07 | 8.89 | 0.57 | 2.69 | 0.27 | 0.13 | 2.22 |
| | Statistical Value | | | | 1.000E | 1.000E | 1.000E | 1.000E | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 2ER | | Professionals - Engineering & Related | | | | | | | |
| 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? | 12.25 | 13.76 | 6.76 | 0.44 | 1.86 | 0.69 | 0.00 | 2.51 |
| | Statistical Value | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | | 1.000E |
| | 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

| 2FI | | Professionals - Fire | | | | | | | |
|-----------|-------------------|--|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 3 | Employment % | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 14.36 | 78.26 | 3.29 | 1.98 | 9.09 | 0.00 | 0.00 | 0.00 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | 1.000E | 0.121E | 1.000E | 1.000E | 1.000E | | | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | 1 | | | | | | |
| 2GA | | Professionals - General Administrative | | | | | | | |
| 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 % | 13.10 | 59.96 | 7.65 | 0.57 | 3.05 | 0.19 | 0.09 | 1.54 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 2IT | | Professionals - Information Technology | | | | | | | |
| 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 % | 8.59 | 47.19 | 4.77 | 0.37 | 2.33 | 0.03 | 0.00 | 1.10 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 3ER | | Technicians - Engineering & Related | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 3 | Employment % | 66.67 | 100.00 | 0.00 | 33.33 | 33.33 | 0.00 | 0.00 | 0.00 |
| | Availability % | 17.00 | 32.32 | 7.15 | 1.55 | 3.56 | 1.13 | 0.09 | 3.52 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 1.000E | | | 1.000E | 1.000E | 1.000E |
| | 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

| 3PM | | Technicians - Program Management | | | | | | | |
|-----------|-------------------|----------------------------------|--------|--------|------|--------|------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 18.32 | 31.57 | 4.42 | 0.00 | 8.83 | 0.00 | 0.00 | 5.08 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | | 1.000E | | 1.000E | | | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 3VI | | Technicians - Video | | | | | | | |
|-----------|-------------------|---------------------|--------|--------|------|--------|------|------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 6.31 | 4.50 | 4.50 | 0.00 | 1.80 | 0.00 | 0.00 | 0.00 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | 1.000E | 1.000E | | 1.000E | | | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 4FI-4 | | Protective Service-Sworn-Fire-Executive | | | | | | | |
|-----------|-------------------|---|--------|-------|------|--------|------|------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 15 | Employment % | 20.00 | 6.67 | 13.33 | 0.00 | 6.67 | 0.00 | 0.00 | 0.00 |
| | Availability % | 16.28 | 11.63 | 9.30 | 0.00 | 6.98 | 0.00 | 0.00 | 0.00 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 1.000E | | | 1.000E | | | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 4FI-3 | | Protective Service-Sworn-Fire-Senior Level | | | | | | | |
|-----------|-------------------|--|-------|------|-------|------|-------|------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 43 | Employment % | 13.95 | 11.63 | 6.98 | 0.00 | 6.98 | 0.00 | 0.00 | 0.00 |
| | Availability % | 22.42 | 7.27 | 6.06 | 7.27 | 4.24 | 3.64 | 0.00 | 1.21 |
| | Emp Less Avail? | YES | | | YES | | YES | | |
| | Statistical Value | 1.331 | | | 1.836 | | 1.274 | | 0.726 |
| | Stat Significant? | | | | | | | | |
| | Shortfall | 3 | | | 3 | | 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

| 4FI-2 | | Protective Service-Sworn-Fire-Mid Level | | | | | | | |
|-----------|-------------------|---|------|------|------|-------|------|-------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 169 | Employment % | 23.67 | 8.28 | 6.51 | 7.69 | 4.14 | 3.55 | 0.00 | 1.78 |
| | Availability % | 19.63 | 6.31 | 5.61 | 2.80 | 5.84 | 3.27 | 0.23 | 1.87 |
| | Emp Less Avail? | | | | | YES | | | |
| | Statistical Value | | | | | 0.941 | | 0.624 | 0.091 |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | 2 | | | |

| 4FI-1 | | Protective Service-Sworn-Fire-Entry | | | | | | | |
|-----------|-------------------|-------------------------------------|-------|------|-------|-------|------|------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 436 | Employment % | 19.04 | 5.96 | 5.50 | 2.52 | 5.96 | 3.21 | 0.23 | 1.61 |
| | Availability % | 20.90 | 7.50 | 1.29 | 8.20 | 8.39 | 1.29 | 0.13 | 1.61 |
| | Emp Less Avail? | YES | YES | | YES | YES | | | |
| | Statistical Value | 0.957 | 1.218 | | 4.321 | 1.828 | | | 0.007 |
| | Stat Significant? | | | | YES | | | | |
| | Shortfall | 8 | 6 | | 24 | 10 | | | |

| 6AC | | Administrative Support - Accounting | | | | | | | |
|-----------|-------------------|-------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| 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 % | 12.44 | 90.50 | 5.55 | 0.53 | 3.21 | 0.41 | 0.14 | 2.60 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 6GA | | Administrative Support - General Administrative | | | | | | | |
|-----------|-------------------|---|--------|--------|--------|--------|--------|-------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 9 | Employment % | 11.11 | 88.89 | 0.00 | 0.00 | 0.00 | 0.00 | 11.11 | 0.00 |
| | Availability % | 13.70 | 88.93 | 3.60 | 1.46 | 5.18 | 0.56 | 0.39 | 2.50 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | | 1.000E |
| | 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

| 6OS | | Administrative Support - Office Support | | | | | | | |
|-----------|-------------------|--|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 17.03 | 77.46 | 6.60 | 2.13 | 4.65 | 0.87 | 0.39 | 2.39 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 7AM | | Skilled Craft - Auto Maintenance | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 11 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 21.43 | 2.98 | 5.70 | 1.31 | 10.85 | 0.71 | 0.45 | 2.39 |
| | Emp Less Avail? | YES | | | | YES | | | |
| | Statistical Value | 0.136E | 1.000E | 1.000E | 1.000E | 0.622E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | 2 | | | | 1 | | | |
| 7BT | | Skilled Craft - Building Trades | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 4 | Employment % | 50.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 20.93 | 5.58 | 5.10 | 0.73 | 11.69 | 1.75 | 0.02 | 1.65 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 1.000E | | 1.000E | | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |
| 7GM | | Skilled Craft - 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 % | 17.41 | 3.61 | 2.05 | 1.43 | 9.79 | 0.78 | 0.54 | 2.83 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | 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

| 8GM | | Service Maintenance - General Maintenance/Trades | | | | | | | |
|-----------|-------------------|--|--------|--------|--------|--------|--------|--------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 |
| | Availability % | 37.42 | 4.40 | 1.28 | 3.81 | 29.08 | 0.45 | 0.57 | 2.23 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

Total Employment: 731

W - Whole Person Rule

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

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

Shortfall Report (Persons Required)

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

Shortfall

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

| 1FI | | Officials/Admin - Fire | | | | | | | | | |
|-----------|------------------|------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 11 | # Employed | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | | |
| | # Available | 1.4 | 3.4 | 0.5 | 0.3 | 0.3 | 0.1 | 0.0 | 0.2 | | |
| | Persons Required | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1FL | | Officials/Admin - Financial | | | | | | | | | |
|-----------|------------------|-----------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| | # Available | 0.1 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | 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 | | |
| 8 | # Employed | 3 | 3 | 2 | 0 | 1 | 0 | 0 | 0 | | |
| | # Available | 0.9 | 3.3 | 0.4 | 0.1 | 0.2 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1PM | | Officials/Admin - Program Management | | | | | | | | | |
|-----------|------------------|--------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.5 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2AC | | Professionals - Accounting | | | | | | | | | |
|-----------|------------------|----------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 3 | # Employed | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | | |
| | # Available | 0.4 | 2.0 | 0.3 | 0.0 | 0.1 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 2ER | | Professionals - Engineering & Related | | | | | | | | | |
|-----------|------------------|---|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.1 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2FI | | Professionals - Fire | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 3 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.4 | 2.3 | 0.1 | 0.1 | 0.3 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2GA | | Professionals - General Administrative | | | | | | | | | |
| 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 | 0.1 | 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 | | |
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.1 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3ER | | Technicians - Engineering & Related | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 3 | # Employed | 2 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| | # Available | 0.5 | 1.0 | 0.2 | 0.0 | 0.1 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3PM | | Technicians - Program Management | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.3 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3VI | | Technicians - Video | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.1 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 4FI-4 | | Protective Service-Sworn-Fire-Executive | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 15 | # Employed | 3 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | | |
| | # Available | 2.4 | 1.7 | 1.4 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 4FI-3 | | Protective Service-Sworn-Fire-Senior Level | | | | | | | | | |
|-----------|------------------|---|------|-----|------|------|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 43 | # Employed | 6 | 5 | 3 | 0 | 3 | 0 | 0 | 0 | | |
| | # Available | 9.6 | 3.1 | 2.6 | 3.1 | 1.8 | 1.6 | 0.0 | 0.5 | | |
| | Persons Required | 3 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | | |
| 4FI-2 | | Protective Service-Sworn-Fire-Mid Level | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 169 | # Employed | 40 | 14 | 11 | 13 | 7 | 6 | 0 | 3 | | |
| | # Available | 33.2 | 10.7 | 9.5 | 4.7 | 9.9 | 5.5 | 0.4 | 3.2 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | | |
| 4FI-1 | | Protective Service-Sworn-Fire-Entry | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 436 | # Employed | 83 | 26 | 24 | 11 | 26 | 14 | 1 | 7 | | |
| | # Available | 91.1 | 32.7 | 5.6 | 35.8 | 36.6 | 5.6 | 0.6 | 7.0 | | |
| | Persons Required | 8 | 6 | 0 | 24 | 10 | 0 | 0 | 0 | | |
| 6AC | | Administrative Support - Accounting | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.1 | 0.9 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 6GA | | Administrative Support - General Administrative | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 9 | # Employed | 1 | 8 | 0 | 0 | 0 | 0 | 1 | 0 | | |
| | # Available | 1.2 | 8.0 | 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 | | |
| 2 | # Employed | 0 | 2 | 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 | | |
| 7AM | | Skilled Craft - Auto Maintenance | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 11 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 2.4 | 0.3 | 0.6 | 0.1 | 1.2 | 0.1 | 0.0 | 0.3 | | |
| | Persons Required | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 7BT | | Skilled Craft - Building Trades | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 4 | # Employed | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| | # Available | 0.8 | 0.2 | 0.2 | 0.0 | 0.5 | 0.1 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 7GM | | Skilled Craft - General Maintenance/Trades | | | | | | | | | |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 8GM | | Service Maintenance - General Maintenance/Trades | | | | | | | | | |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| | # Available | 0.7 | 0.1 | 0.0 | 0.1 | 0.6 | 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.