

City of Portland



**1160-PPR
Portland Parks & Recreation**

Bureau Affirmative Action Program (AAP) Plan Reports

**2019 AAP Annual Plan Reports
1/1/2018 to 12/31/2018**



**Job Group
Analysis
Summary by EEO
Category Report**

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	11	29	1	3	4	0	0	3		
57 Employees	%	19.30	50.88	1.75	5.26	7.02	0.00	0.00	5.26		
2 - Professionals	#	18	33	3	2	5	1	0	7		
55 Employees	%	32.73	60.00	5.45	3.64	9.09	1.82	0.00	12.73		
3 - Technicians	#	2	5	1	0	0	0	0	1		
20 Employees	%	10.00	25.00	5.00	0.00	0.00	0.00	0.00	5.00		
5 - Protective Service Workers: Non-Sworn	#	11	9	1	5	2	1	1	1		
26 Employees	%	42.31	34.62	3.85	19.23	7.69	3.85	3.85	3.85		
6 - Administrative Support	#	17	39	1	13	2	0	0	1		
63 Employees	%	26.98	61.90	1.59	20.63	3.17	0.00	0.00	1.59		
7 - Skilled Workers	#	14	6	1	5	3	1	1	3		
52 Employees	%	26.92	11.54	1.92	9.62	5.77	1.92	1.92	5.77		
8 - Service	#	94	130	16	30	31	1	0	16		
318 Employees	%	29.56	40.88	5.03	9.43	9.75	0.31	0.00	5.03		
591 Employees	Totals #	167	251	24	58	47	4	2	32		
	%	28.26	42.47	4.06	9.81	7.95	0.68	0.34	5.41		

**Job Group
Analysis
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1CR - Officials/Admin - Community Relations		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1DR - Officials/Admin - Directors		#	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		
1ER - Officials/Admin - Engineering & Related		#	3	7	0	0	2	0	0	1		
15 Employees	1	%	20.00	46.67	0.00	0.00	13.33	0.00	0.00	6.67		
1FL - Officials/Admin - Financial		#	0	3	0	0	0	0	0	0		
4 Employees	1	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	8	15	1	3	2	0	0	2		
34 Employees	1	%	23.53	44.12	2.94	8.82	5.88	0.00	0.00	5.88		
1PM - Officials/Admin - Program Management		#	0	2	0	0	0	0	0	0		
2 Employees	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	2	5	1	0	0	0	0	1		
5 Employees	2	%	40.00	100.00	20.00	0.00	0.00	0.00	0.00	20.00		
2BO - Professionals - Botanic		#	6	14	1	0	1	1	0	3		
22 Employees	2	%	27.27	63.64	4.55	0.00	4.55	4.55	0.00	13.64		
2CR - Professionals - Community Relations		#	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		
2ER - Professionals - Engineering & Related		#	2	0	0	0	2	0	0	0		
3 Employees	2	%	66.67	0.00	0.00	0.00	66.67	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	2	3	0	0	1	0	0	1		
4 Employees	2	%	50.00	75.00	0.00	0.00	25.00	0.00	0.00	25.00		
2PL - Professionals - Planning		#	2	4	0	0	0	0	0	2		
5 Employees	2	%	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		
2PM - Professionals - Program Management		#	4	6	1	2	1	0	0	0		
14 Employees	2	%	28.57	42.86	7.14	14.29	7.14	0.00	0.00	0.00		
2PR - Professionals - Parks/Recreation		#	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		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3BO - Technicians - Botanic	#		0	2	0	0	0	0	0	0		
10 Employees	3	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related	#		2	2	1	0	0	0	0	1		
8 Employees	3	%	25.00	25.00	12.50	0.00	0.00	0.00	0.00	12.50		
3RM - Technicians - Risk Management	#		0	1	0	0	0	0	0	0		
2 Employees	3	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
5CI - Protective Service - Non-Sworn - Code Inspections	#		1	0	0	1	0	0	0	0		
1 Employee	5	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
5PR - Protective Service - Non-Sworn - Parks/Recreation	#		10	9	1	4	2	1	1	1		
25 Employees	5	%	40.00	36.00	4.00	16.00	8.00	4.00	4.00	4.00		
6ER - Administrative Support - Engineering Related	#		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	#		13	26	0	11	1	0	0	1		
45 Employees	6	%	28.89	57.78	0.00	24.44	2.22	0.00	0.00	2.22		
6OS - Administrative Support - Office Support	#		1	6	0	1	0	0	0	0		
6 Employees	6	%	16.67	100.00	0.00	16.67	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management	#		3	6	1	1	1	0	0	0		
9 Employees	6	%	33.33	66.67	11.11	11.11	11.11	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases	#		0	0	0	0	0	0	0	0		
2 Employees	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades	#		2	0	0	0	0	0	1	1		
5 Employees	7	%	40.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00		
7GM - Skilled Craft - General Maintenance/Trades	#		12	6	1	5	3	1	0	2		
47 Employees	7	%	25.53	12.77	2.13	10.64	6.38	2.13	0.00	4.26		
8BO - Service Maintenance - Botanic	#		11	6	1	0	8	0	0	2		
47 Employees	8	%	23.40	12.77	2.13	0.00	17.02	0.00	0.00	4.26		
8GM - Service Maintenance - General Maintenance/Trades	#		19	12	6	4	7	0	0	2		
99 Employees	8	%	19.19	12.12	6.06	4.04	7.07	0.00	0.00	2.02		
8PR - Service Maintenance - Parks/Recreation	#		64	112	9	26	16	1	0	12		
172 Employees	8	%	37.21	65.12	5.23	15.12	9.30	0.58	0.00	6.98		

Job Group Analysis Summary

Job Group & Name	EEO Code	Min	Fem	Asi	Blk	His	Ind	Pac	Two			
591 Employees	Totals	#	167	251	24	58	47	4	2	32		
		%	28.26	42.47	4.06	9.81	7.95	0.68	0.34	5.41		

Job Group Analysis Report

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003096 - Public Information Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003039 - Director 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		
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

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003015 - Capital Project Manager IV	#	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		
30003014 - Capital Project Manager III	#	2	4	0	0	1	0	0	1		
8 Employees	%	25.00	50.00	0.00	0.00	12.50	0.00	0.00	12.50		
30003013 - Capital Project Manager II	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
15 Employees	Totals #	3	7	0	0	2	0	0	1		
	%	20.00	46.67	0.00	0.00	13.33	0.00	0.00	6.67		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003055 - Financial Analyst 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			
30003054 - Financial Analyst I	#	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			
4 Employees	Totals		#	0	3	0	0	0	0	0		
	%	0.00	75.00	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		
30003083 - Manager III	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30003082 - Manager 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		
30003081 - Manager I	#	6	3	1	3	1	0	0	1		
14 Employees	%	42.86	21.43	7.14	21.43	7.14	0.00	0.00	7.14		
30003008 - Analyst 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		
30003007 - Analyst II	#	0	4	0	0	0	0	0	0		
6 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30003006 - Analyst I	#	1	4	0	0	0	0	0	1		
7 Employees	%	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29		
34 Employees	Totals #	8	15	1	3	2	0	0	2		
	%	23.53	44.12	2.94	8.82	5.88	0.00	0.00	5.88		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	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		
2 Employees	#	0	2	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

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003001 - Accounting 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		
30000064 - Accountant III	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant II	#	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		
30000062 - Accountant I	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals #	2	5	1	0	0	0	0	1		
	%	40.00	100.00	20.00	0.00	0.00	0.00	0.00	20.00		

Job Group Analysis

2BO

Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000317 - Botanic Spec II-Arboretum Collection	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000319 - Botanic Spec II-Environmental Education	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000322 - Botanic Spec II-Pest Mgmt	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000323 - Botanic Spec II-Rose Garden	#	0	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		
30001005 - Botanic Spec II-Forestry	#	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		
30000316 - Botanic Spec I-Youth & Comnty Programs	#	2	4	0	0	0	0	0	2		
5 Employees	%	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		
30000878 - Botanic Spec I-Forestry	#	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		
30001333 - Botanic Spec I-Trails	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001584 - Botanic Spec I-Community Gardens	#	2	2	0	0	0	1	0	1		
2 Employees	%	100.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00		
22 Employees	#	6	14	1	0	1	1	0	3		
	%	27.27	63.64	4.55	0.00	4.55	4.55	0.00	13.64		

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information 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		
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

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000365 - Engineer-Civil	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000361 - Engineering Associate, Sr-Mechanical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
3 Employees	Totals #	2	0	0	0	2	0	0	0		
	%	66.67	0.00	0.00	0.00	66.67	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		
30003012 - Business Systems Analyst III	#	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		
30003011 - Business Systems Analyst 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		
30003010 - Business Systems Analyst I	#	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		
30000372 - Graphics Designer II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals #	2	3	0	0	1	0	0	1		
	%	50.00	75.00	0.00	0.00	25.00	0.00	0.00	25.00		

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003090 - Planner, Supervising	#	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		
30000392 - Planner, Sr City-Environmental	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000394 - Planner, Sr City-Parks	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000386 - Planner II. City-Parks	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
5 Employees	Totals #	2	4	0	0	0	0	0	2		
	Totals %	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	2	4	0	1	1	0	0	0		
5 Employees	%	40.00	80.00	0.00	20.00	20.00	0.00	0.00	0.00		
30003028 - Coordinator II	#	2	2	1	1	0	0	0	0		
9 Employees	%	22.22	22.22	11.11	11.11	0.00	0.00	0.00	0.00		
14 Employees	Totals #	4	6	1	2	1	0	0	0		
	%	28.57	42.86	7.14	14.29	7.14	0.00	0.00	0.00		

Job Group Analysis

2PR

Professionals - Parks/Recreation

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003022 - City Forester	#	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

3BO

Technicians - Botanic

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001383 - Botanic Technician II	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002008 - Community Garden Technician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000831 - Botanic Technician I	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	20.00	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		
30000343 - GIS Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	0	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		
30000329 - CAD Technician II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	1	1	0	0	0	0	0	1		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000324 - Engineering Technician 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		
8 Employees	Totals #	2	2	1	0	0	0	0	1		
	%	25.00	25.00	12.50	0.00	0.00	0.00	0.00	12.50		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003100 - Risk 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		
30003099 - Risk Specialist 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		
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

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

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

Job Group Analysis

5PR

Protective Service - Non-Sworn - Parks/Recreation

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30001709 - Park Ranger	#	10	9	1	4	2	1	1	1			
25 Employees	%	40.00	36.00	4.00	16.00	8.00	4.00	4.00	4.00			
25 Employees	Totals	#	10	9	1	4	2	1	1	1		
		%	40.00	36.00	4.00	16.00	8.00	4.00	4.00	4.00		

Job Group Analysis

6ER

Administrative Support - Engineering Related

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent 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		
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		
30003104 - Supervisor II	#	1	7	0	1	0	0	0	0		
12 Employees	%	8.33	58.33	0.00	8.33	0.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	8	9	0	7	1	0	0	0		
20 Employees	%	40.00	45.00	0.00	35.00	5.00	0.00	0.00	0.00		
30003004 - Administrative Specialist III	#	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		
30003003 - Administrative Specialist II	#	4	8	0	3	0	0	0	1		
10 Employees	%	40.00	80.00	0.00	30.00	0.00	0.00	0.00	10.00		
45 Employees	Totals #	13	26	0	11	1	0	0	1		
	%	28.89	57.78	0.00	24.44	2.22	0.00	0.00	2.22		

Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	1	4	0	1	0	0	0	0		
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000014 - Office Support Specialist, Lead	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000011 - Office Support Specialist I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals #	1	6	0	1	0	0	0	0		
	%	16.67	100.00	0.00	16.67	0.00	0.00	0.00	0.00		

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000463 - Program Specialist	#	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		
30003027 - Coordinator I - NE	#	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		
30003235 - Coordinator I - E	#	2	4	1	1	0	0	0	0		
6 Employees	%	33.33	66.67	16.67	16.67	0.00	0.00	0.00	0.00		
9 Employees											
	Totals										
	#	3	6	1	1	1	0	0	0		
	%	33.33	66.67	11.11	11.11	11.11	0.00	0.00	0.00		

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002485 - Storekeepr/Acquisition Specialist III-CL	#	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	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

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002487 - Facilities Maintenance Technician-CL	#	2	0	0	0	0	0	1	1		
5 Employees	%	40.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00		
5 Employees	Totals	#	2	0	0	0	0	1	1		
		%	40.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00	

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003080 - 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		
30003079 - Maintenance Supervisor I - E	#	4	3	0	3	1	0	0	0		
15 Employees	%	26.67	20.00	0.00	20.00	6.67	0.00	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
30001159 - Plumber	#	2	1	0	1	0	0	0	1		
3 Employees	%	66.67	33.33	0.00	33.33	0.00	0.00	0.00	33.33		
30000112 - Painter	#	2	0	1	1	0	0	0	0		
3 Employees	%	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00		
30002499 - Carpenter-CL	#	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		
30000127 - General Mechanic	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000098 - Maintenance Mechanic	#	3	1	0	0	2	1	0	0		
13 Employees	%	23.08	7.69	0.00	0.00	15.38	7.69	0.00	0.00		
30002495 - Construction Equipment Operator-CL	#	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		
47 Employees	#	12	6	1	5	3	1	0	2		
	%	25.53	12.77	2.13	10.64	6.38	2.13	0.00	4.26		

Job Group Analysis

8BO

Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001739 - Arborist IV	#	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		
30000250 - Tree Inspector	#	2	0	1	0	1	0	0	0		
10 Employees	%	20.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00		
30000248 - Arborist III	#	3	1	0	0	2	0	0	1		
7 Employees	%	42.86	14.29	0.00	0.00	28.57	0.00	0.00	14.29		
30002504 - Horticulturist, Lead-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		
30002503 - Horticulturist-CL	#	5	5	0	0	4	0	0	1		
23 Employees	%	21.74	21.74	0.00	0.00	17.39	0.00	0.00	4.35		
30001738 - Arborist II	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001737 - Arborist I	#	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		
47 Employees	Totals #	11	6	1	0	8	0	0	2		
	Totals %	23.40	12.77	2.13	0.00	17.02	0.00	0.00	4.26		

Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000087 - Greenskeeper III	#	2	0	0	1	1	0	0	0		
5 Employees	%	40.00	0.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000084 - Parks Maintenance Crew Leader	#	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		
30002492 - Parks Technician, Lead-CL	#	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		
30000086 - Greenskeeper II	#	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		
30002490 - Utility Worker II-CL	#	3	0	1	2	0	0	0	0		
10 Employees	%	30.00	0.00	10.00	20.00	0.00	0.00	0.00	0.00		
30002491 - Parks Technician-CL	#	4	8	1	0	2	0	0	1		
31 Employees	%	12.90	25.81	3.23	0.00	6.45	0.00	0.00	3.23		
30002493 - Automotive Equipment Oper I-CL	#	1	0	0	0	1	0	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000080 - Turf Maintenance Technician	#	4	2	2	1	1	0	0	0		
15 Employees	%	26.67	13.33	13.33	6.67	6.67	0.00	0.00	0.00		
30000085 - Greenskeeper I	#	0	0	0	0	0	0	0	0		
10 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002489 - Utility Worker I-CL	#	4	2	1	0	2	0	0	1		
12 Employees	%	33.33	16.67	8.33	0.00	16.67	0.00	0.00	8.33		
99 Employees											
	Totals	#	19	12	6	4	7	0	2		
		%	19.19	12.12	6.06	4.04	7.07	0.00	2.02		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000284 - Recreation Coord II-Aquatics	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000286 - Recreation Coord II-Adaptive & Inclusive	#	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		
30000288 - Recreation Coord II-Fitness	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000292 - Recreation Coord II-Senior Recreation	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002033 - Recreation Coord II-Sports	#	0	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		
30002034 - Recreation Coord II-Educ & Enrichment	#	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		
30002036 - Recreation Coord II-Special Events&Mktg	#	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		
30000268 - Recreation Coord I-Aquatics	#	1	9	0	1	0	0	0	0		
10 Employees	%	10.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00		
30000269 - Recreation Coord I-Teen	#	4	1	0	3	1	0	0	0		
5 Employees	%	80.00	20.00	0.00	60.00	20.00	0.00	0.00	0.00		
30000273 - Recreation Coord I-Adaptive & Inclusive	#	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		
30000275 - Recreation Coord I-Public Events Permit	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000276 - Recreation Coord I-Generalist	#	14	22	2	5	4	1	0	2		
33 Employees	%	42.42	66.67	6.06	15.15	12.12	3.03	0.00	6.06		
30000278 - Recreation Coord I-Arts	#	2	4	0	1	1	0	0	0		
4 Employees	%	50.00	100.00	0.00	25.00	25.00	0.00	0.00	0.00		
30000280 - Recreation Coord I-Senior Recreation	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000281 - Recreation Coord I-Custmr Svc Supp/Trg	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
30000282 - Recreation Coord I-Tennis	#	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		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001508 - Recreation Coord I-Urban Parks	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000256 - Recreation Leader-FT-Aquatics	#	1	9	1	0	0	0	0	0		
10 Employees	%	10.00	90.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000257 - Recreation Leader-FT-Music	#	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		
30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep	#	6	7	3	1	1	0	0	1		
9 Employees	%	66.67	77.78	33.33	11.11	11.11	0.00	0.00	11.11		
30000261 - Recreation Leader-FT-Generalist	#	11	15	1	2	4	0	0	4		
27 Employees	%	40.74	55.56	3.70	7.41	14.81	0.00	0.00	14.81		
30000262 - Recreation Leader-FT-Pre-School	#	7	18	0	4	2	0	0	1		
20 Employees	%	35.00	90.00	0.00	20.00	10.00	0.00	0.00	5.00		
30000263 - Recreation Leader-FT-Arts	#	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		
30000267 - Recreation Leader-FT-Tennis	#	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		
30002408 - Recreation Leader-FT-Instructor	#	5	0	1	3	0	0	0	1		
11 Employees	%	45.45	0.00	9.09	27.27	0.00	0.00	0.00	9.09		
30002409 - Recreation Leader-FT-Fitness&Membership	#	1	1	0	0	0	0	0	1		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
30002411 - Recreation Leader-FT-Teen	#	6	5	0	5	0	0	0	1		
6 Employees	%	100.00	83.33	0.00	83.33	0.00	0.00	0.00	16.67		
30002258 - Recreation Facility Technician	#	2	0	0	0	2	0	0	0		
4 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000254 - Recreation Leader-PT/Seas	#	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		
172 Employees	Totals #	64	112	9	26	16	1	0	12		
	Totals %	37.21	65.12	5.23	15.12	9.30	0.58	0.00	6.98		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1CR		Officials/Admin - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	7.50	61.25	0.00	7.50	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E				
	Stat Significant?								
	Shortfall								

1DR		Officials/Admin - Directors							
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 %	18.43	29.76	4.17	6.06	6.34	0.49	0.09	1.30
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	20.00	46.67	0.00	0.00	13.33	0.00	0.00	6.67
	Availability %	16.66	9.96	6.51	1.14	6.73	0.49	0.13	1.65
	Emp Less Avail?								
	Statistical Value			0.619E	1.000E		1.000E	1.000E	
	Stat Significant?								
	Shortfall								

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	13.82	45.76	4.33	4.29	3.44	0.00	0.00	1.76
	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two
34	Employment %	23.53	44.12	2.94	8.82	5.88	0.00	0.00	5.88
	Availability %	10.27	41.32	4.48	1.17	2.72	0.37	0.09	1.50
	Emp Less Avail?								
	Statistical Value			0.434			0.355	0.175	
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
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 %	16.30	41.78	5.27	3.80	3.41	0.46	0.14	3.21
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	100.00	20.00	0.00	0.00	0.00	0.00	20.00
	Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall								
2BO		Professionals - Botanic							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	27.27	63.64	4.55	0.00	4.55	4.55	0.00	13.64
	Availability %	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
	Emp Less Avail?								
	Statistical Value					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

2CR		Professionals - 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 %	12.65	48.09	4.50	0.09	3.31	2.07	0.00	2.66
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								
2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	0.00	0.00	0.00	66.67	0.00	0.00	0.00
	Availability %	12.52	13.86	7.24	0.42	1.88	0.62	0.00	2.35
	Emp Less Avail?								
	Statistical Value		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
4	Employment %	50.00	75.00	0.00	0.00	25.00	0.00	0.00	25.00
	Availability %	13.19	41.95	7.77	1.18	2.41	0.16	0.00	1.66
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E		
	Stat Significant?								
	Shortfall								
2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00
	Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value			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

2PM		Professionals - Program Management							
Total Emp 14	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	28.57	42.86	7.14	14.29	7.14	0.00	0.00	0.00
	Emp Less Avail?	12.73	61.46	4.44	1.11	5.17	0.73	0.16	1.10
	Statistical Value		YES						
	Stat Significant?		0.175E				1.000E	1.000E	1.000E
	Shortfall			2					
2PR		Professionals - Parks/Recreation							
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?	10.39	26.52	0.00	0.00	6.81	0.00	0.00	3.58
	Statistical Value								
	Stat Significant?	1.000E				1.000E			1.000E
	Shortfall								
3BO		Technicians - Botanic							
Total Emp 10	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Statistical Value	YES	YES						
	Stat Significant?	0.225E	0.019E	1.000E	1.000E	1.000E	1.000E		1.000E
	Shortfall		YES						
3ER		Technicians - Engineering & Related							
Total Emp 8	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	25.00	25.00	12.50	0.00	0.00	0.00	0.00	12.50
	Emp Less Avail?	17.70	32.78	7.48	1.62	3.77	1.16	0.08	3.58
	Statistical Value								
	Stat Significant?		1.000E		1.000E	1.000E	1.000E	1.000E	
	Shortfall								

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Incumbency vs. Estimated Availability

3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E		1.000E			1.000E
	Stat Significant?								
	Shortfall								
5CI		Protective Service - Non-Sworn - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?								
	Statistical Value		0.373E	1.000E					1.000E
	Stat Significant?								
	Shortfall								
5PR		Protective Service - Non-Sworn - Parks/Recreation							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
25	Employment %	40.00	36.00	4.00	16.00	8.00	4.00	4.00	4.00
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?		YES						
	Statistical Value		0.011E						1.000E
	Stat Significant?		YES						
	Shortfall		6						
6ER		Administrative Support - Engineering Related							
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 %	11.34	78.83	2.01	3.80	2.64	0.45	0.00	2.46
	Emp Less Avail?								
	Statistical Value	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

6GA		Administrative Support - General Administrative							
Total Emp 45	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	28.89	57.78	0.00	24.44	2.22	0.00	0.00	2.22
	Emp Less Avail?	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Statistical Value		YES	YES		YES			
	Stat Significant?		0.909	1.406		0.994	0.547	0.355	0.202
	Shortfall		2	1		1			
6OS		Administrative Support - Office Support							
Total Emp 6	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	16.67	100.00	0.00	16.67	0.00	0.00	0.00	0.00
	Emp Less Avail?	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
6PM		Administrative Support - Program Management							
Total Emp 9	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	33.33	66.67	11.11	11.11	11.11	0.00	0.00	0.00
	Emp Less Avail?	14.74	68.60	4.72	2.06	6.07	0.74	0.38	0.78
	Statistical Value		1.000E				1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
6SP		Administrative Support - Store & Purchases							
Total Emp 2	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?	22.38	47.88	6.62	3.33	8.74	0.74	0.94	2.00
	Statistical Value			1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

7BT		Skilled Craft - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00
	Availability %	23.44	5.43	6.09	0.66	12.98	2.12	0.00	1.59
	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
47	Employment %	25.53	12.77	2.13	10.64	6.38	2.13	0.00	4.26
	Availability %	18.03	3.24	2.06	1.20	10.69	0.80	0.61	2.67
	Emp Less Avail?					YES			
	Statistical Value					0.956		0.537	
	Stat Significant?								
	Shortfall					2			

8BO		Service Maintenance - Botanic							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
47	Employment %	23.40	12.77	2.13	0.00	17.02	0.00	0.00	4.26
	Availability %	47.21	13.95	3.78	1.71	39.07	0.76	0.31	1.58
	Emp Less Avail?	YES				YES			
	Statistical Value	3.269	0.234	0.594	0.904	3.098	0.600	0.382	
	Stat Significant?	YES				YES			
	Shortfall	11				10			

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
99	Employment %	19.19	12.12	6.06	4.04	7.07	0.00	0.00	2.02
	Availability %	37.17	4.28	1.25	3.86	28.76	0.45	0.58	2.26
	Emp Less Avail?	YES				YES			
	Statistical Value	3.702				4.768	0.669	0.760	0.161
	Stat Significant?	YES				YES			
	Shortfall	17				21			

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Incumbency vs. Estimated Availability

8PR		Service Maintenance - Parks/Recreation							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
172	Employment %	37.21	65.12	5.23	15.12	9.30	0.58	0.00	6.98
	Availability %	19.74	72.20	4.61	4.28	5.92	0.49	0.00	4.44
	Emp Less Avail?		YES						
	Statistical Value		2.074						
	Stat Significant?		YES						
	Shortfall		12						

Total Employment: 591

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

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

1DR		Officials/Admin - Directors									
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	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	7	0	0	2	0	0	1		
	# Available	2.5	1.5	1.0	0.2	1.0	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		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.6	1.8	0.2	0.2	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
34	# Employed	8	15	1	3	2	0	0	2		
	# Available	3.5	14.0	1.5	0.4	0.9	0.1	0.0	0.5		
	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		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.3	0.8	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	5	1	0	0	0	0	1		
	# Available	0.7	3.3	0.4	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2BO		Professionals - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	6	14	1	0	1	1	0	3		
	# Available	1.7	5.7	0.0	0.0	1.0	0.0	0.7	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	0	0	0	2	0	0	0		
	# Available	0.4	0.4	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	0	1	0	0	1		
	# Available	0.5	1.7	0.3	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	4	0	0	0	0	0	2		
	# Available	0.2	2.5	0.2	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	4	6	1	2	1	0	0	0		
	# Available	1.8	8.6	0.6	0.2	0.7	0.1	0.0	0.2		
	Persons Required	0	2	0	0	0	0	0	0		
2PR		Professionals - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.3	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3BO		Technicians - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.9	5.9	0.6	0.2	0.2	0.2	0.0	0.8		
	Persons Required	1	3	0	0	0	0	0	0		

Shortfall

3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	2	1	0	0	0	0	1		
	# Available	1.4	2.6	0.6	0.1	0.3	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	0.6	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
5CI		Protective Service - Non-Sworn - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.1	0.6	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
5PR		Protective Service - Non-Sworn - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25	# Employed	10	9	1	4	2	1	1	1		
	# Available	1.8	15.7	0.6	0.2	0.0	0.0	0.0	1.0		
	Persons Required	0	6	0	0	0	0	0	0		
6ER		Administrative Support - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.8	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
45	# Employed	13	26	0	11	1	0	0	1		
	# Available	6.7	28.9	1.9	0.6	2.5	0.3	0.1	1.2		
	Persons Required	0	2	1	0	1	0	0	0		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	6	0	1	0	0	0	0		
	# Available	1.0	4.7	0.4	0.1	0.3	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	6	1	1	1	0	0	0		
	# Available	1.3	6.2	0.4	0.2	0.5	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	1.0	0.1	0.1	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	0	0	0	0	0	1	1		
	# Available	1.2	0.3	0.3	0.0	0.6	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
47	# Employed	12	6	1	5	3	1	0	2		
	# Available	8.5	1.5	1.0	0.6	5.0	0.4	0.3	1.3		
	Persons Required	0	0	0	0	2	0	0	0		
8BO		Service Maintenance - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
47	# Employed	11	6	1	0	8	0	0	2		
	# Available	22.2	6.6	1.8	0.8	18.4	0.4	0.1	0.7		
	Persons Required	11	0	0	0	10	0	0	0		
8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
99	# Employed	19	12	6	4	7	0	0	2		
	# Available	36.8	4.2	1.2	3.8	28.5	0.4	0.6	2.2		
	Persons Required	17	0	0	0	21	0	0	0		
8PR		Service Maintenance - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
172	# Employed	64	112	9	26	16	1	0	12		
	# Available	34.0	124.2	7.9	7.4	10.2	0.8	0.0	7.6		
	Persons Required	0	12	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.