

# City of Portland

## Affirmative Action Plan

### Executive Summary

#### Citywide Analysis

The City's Affirmative Action Plan (AAP) for the years 2013 - 2017, demonstrates a continued commitment to equal employment opportunity and affirmative action. Through its affirmative Action Officer, Lynda Lewis, the City will continue to communicate its policies, both within the organization and to the community in which we work. Anna Kanwit, Human Resources Director, affords the Affirmative Action Officer full authority to take action needed to implement the plan and to pursue solutions to any problems that might impede the progress of this plan.

The employment data used in this plan was gathered from the City of Portland's most recent full plan year. This plan is a snapshot from the annual affirmative action reports, which represents the reporting period between July 1, 2011 through June 30, 2012. At the close of this plan year on June 30, 2012, an analysis of the City's workforce was undertaken and was analyzed by job groups and by bureaus to determine the employment of minorities and women, and to assure that placement goals are indicated when compared to the appropriate available workforce.

This analysis revealed 12 areas or job groups in which the difference between incumbency versus estimated availability was statistically significant showing that for the overwhelming majority of the workforce, employment levels of women and minorities are not representative of our recruiting population.

While reading the following information you may come across terms such as total minorities and parity. The definitions of these two terms are:

- Total minorities means everyone in the following minority groups: African American/ Black, Asian, Pacific Islander, American Indian , two or more races and Hispanic
- Parity means a condition achieved in an organization when the protected class composition of its work force is equal to that in the relevant available labor force.

Job codes and job titles under the following job groups are listed after this table. The 12 areas or job groups that require more focus are:

No. Job Group & Title	Area(s) Requiring More Focus
1. 1BO: Officials/Admin – Botanic	Females
2. 2FI: Professionals – Fire	Females
3. 3EL: Technicians – Electronics	Females
4. 3EN: Technicians – Environmental	Females & Total Minorities
5. 3ER: Technicians – Engineering & Related	Minorities (Hispanics)
6. 4LE-1: Protective Service-Sworn – Law Enforcement-Entry	Minorities (Hispanics & Native American)
7. 5LE: Protective Service-Non-Sworn – Parks/Recreation	Females
8. 5WA: Protective Service-Non-Sworn – Water	Females

9. 6ER: Administrative Support – Engineering Rel.	Females
10. 6LE: Administrative Support – Law Enforcement	Females & Total Minorities
11. 8BO: Service Maintenance – Botanic	Total Minorities
12. 8GM: Service Maintenance – Gen Maintenance/Trades	Total Minorities

The following provides Job codes and job titles in the above job groups requiring more focus are listed below:

No. Job Group & Title	Job Codes & Title
1. 1BO: Officials/Admin – Botanic	30000250-Tree Inspector
2. 2FI: Professionals – Fire	30000800 - Fire Training Officer
3. 3EL: Technicians – Electronics	30000240 - Instrument Technician, Lead 30000239 - Instrument Technician 30000236 - Electronics Technician II: Communication 30000237 - Electronics Technician II: Traffic Signals 30000238 - Communications Switch Technician 30000401 - Electronic Systems Technician 30000234 - Electronics Technician I: Communications
4. 3EN: Technicians – Environmental	30000672 - Data Acquisition & Mgmt Supervisor 30000338 - Environmental Technician II 30000337 - Environmental Technician I
5. 3ER: Technicians – Engineering & Related	30000402 - Signals & Street Lighting Technician 30000330 - CAD Technician III 30000978 - Mapping Data Technician II 30000326 - Engineering Technician III 30000343 - GIS Technician III 30000329 - CAD Technician II 30000325 - Engineering Technician II 30000342 - GIS Technician II 30000327 - Mapping Data Technician I 30001079 - Survey Project Support Tech 30001037 - Utility Locator 30000328 - CAD Technician I 30000341 - GIS Technician I 30000324 - Engineering Technician I 30000224 - Surveying Aide II
6. 4LE-1: Protective Service-Sworn – Law Enforcement-Entry	30000297 - Police Officer

No. Job Group & Title	Job Codes & Title
7. 5LE: Protective Service-Non-Sworn – Parks/Recreation	30000758 - Parks Security Manager 30000757 - Park Ranger Supervisor 30001709 - Park Ranger
8. 5WA: Protective Service-Non-Sworn – Water	30000137 - Water Security Specialist, Lead 30000138 - Water Security Specialist
9. 6ER: Administrative Support – Engineering Rel.	30000350 - Right of Way Agent III 30000349 - Right of Way Agent II 30000348 - Right of Way Agent I
10. 6LE: Administrative Support – Law Enforcement	30000771 - Alarm Program Coordinator 30000779 - Police Records Supervisor 30000770 - Home Security Specialist, Sr. 30000020 - Police Records Specialist
11. 8BO: Service Maintenance – Botanic	30001334 - Horticultural Supervisor 30000248 - High Climber 30000252 - Horticulturist
12. 8GM: Service Maintenance – Gen Maintenance/Trades	30000085 - Greenskeeper I 30000083 - Stable Attendant 30000076 - Utility Worker I

Nonetheless, the City expects to continue its successful outreach efforts and to ensure that all applicants and employees are treated fairly, based on job related criteria and without regard to race, color, religion, sex, age, disability, veteran status, national origin or any other characteristics protected by applicable law.

The City is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action-oriented plans and programs for recruiting, hiring, communicating, and reporting, to ensure our compliance with affirmative action continues in good stead.

The City's thorough analysis of its workforce reveals that the City of Portland is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this AAP, the City of Portland is ready and willing to make affirmative action both a commitment and continued reality.

The City is also in compliance with the requirements for affirmative action for veterans and individuals with disabilities. The city bureaus have adopted strategies, plans and actions to recruit, promote and retain employees from these categories.

## Bureau Analysis

**The following information will provide you with the underutilization of females and minorities in all City's bureaus. Detailed information of job groups where underutilization exist can be found in the Affirmative Action Plan under Bureau Affirmative Action Strategies.**

### **Office of Management and Finance**

In the bureaus and offices that provide financial oversight, human resources management, revenue, purchasing, technology and general services, there has been significant progress in achieving goals for the employment of women and minorities. The Office of Management and Finance acknowledges the underutilization of 27 females and 3 minorities.

### **Portland Fire and Rescue**

Portland Fire and Rescue has attained parity for minorities and females in the 650 positions in the 3 major job groups of protective for entry, mid level and senior level fire fighters. The bureau is still underutilized with 5 females and 3 minorities.

### **Bureau of Development Services**

The Bureau of Development Services (BDS) is underutilized by 6 females and 3 minorities.

### **Bureau of Planning and Sustainability**

Bureau of Planning and Sustainability acknowledges the underutilization of 3 females and 1 minority.

### **Portland Parks and Recreation (PP&R)**

Portland Parks and Recreation has achieved parity in 23 of the 32 job groups. Portland Parks and Recreation is still underutilization by 10 females and 26 minorities.

### **Police Bureau**

The Police Bureau acknowledges the underutilization of 18 females and 24 minorities.

The Police Bureau is working to reduce the underutilization in its sworn ranks at all levels and in administrative support job groups. The bureau has changed its recruiting strategies to ensure more minorities and females apply. It also plans to develop a mentorship program for employees aspiring to promote to mid-level and senior positions.

### **Bureau of Emergency Communication**

The Bureau of Emergency Communications is at parity in all but 2 job groups by a total of 2 minorities. They have adopted plans to ensure equal opportunity and affirmative action in all future hiring.

### **Bureau of Transportation**

The Portland Bureau of Transportation (PBOT) has underutilization of 7 females and 29 minorities.

### **Portland Water Bureau**

Portland Water Bureau is underutilized by 19 female and 8 minorities.

### **Bureau of Environmental Services**

The Bureau of Environmental Services (BES) has increased the representation of minorities and females in the professional and skilled craft areas in the botanic and engineering and related areas of the technician category. They are underutilized by 14 female and 13 minorities.

**The following bureaus had no underutilization in their bureaus. These bureaus and offices have adopted strategies in their AAP's for 2013-2017 to retain parity and ensure equitable treatment.**

- City Auditor's Office
- City Attorney's Office
- Portland Housing Bureau
- Office of Equity and Human Rights
- Office of Neighborhood Involvement
- Office of Government Relations
- Fire and Police Retirement and Disability Fund
- Portland Bureau of Emergency Management

### **City Budget Office**

The City Budget Office is a newly formed office. There is no current data available. There are 12 positions in this office.

- DRAFT -

# **City of Portland, Oregon**

## **Equal Employment Opportunity Affirmative Action Plan**

### **2013-2017**



Prepared For:

**Mayor Charlie Hale**

**Nick Fish, Commissioner**

**Amanda Fritz, Commissioner**

**Steve Novick, Commissioner**

**Dan Saltzman, Commissioner**

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# **Affirmative Action Plan for Minorities & Women**



## **City of Portland**

Oregon

**July 1, 2013 – June 30, 2017**

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Anna Kanwit

Human Resources Director

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Lynda Lewis

Affirmative Action Office



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## Preface

City of Portland (also referred to as the City) is fully committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment.

In preparation of this Affirmative Action Plan (AAP), the City has used the terminology used in E.O. 11246 and its implementation regulations as a guide. Therefore, the use of such terms as “underutilized,” “deficiency,” “concentration,” “affected class,” “goal,” “problem area,” etc. should not be construed as an admission by the City, in whole or in part, that any problem area exists or that either minorities or women have been or are presently being underutilized, concentrated, or discriminated against in any way by the City in violation of federal, state, or local fair employment practice laws.

Furthermore, nothing contained in this AAP or its supporting data should be construed as an admission by the City, in whole or in part, that it has contravened such federal, state, or local employment practice laws. In developing and implementing the AAP, the City has been guided by its established policy of providing equal employment opportunity. Any placement goals that the City has established herein are not intended as rigid, inflexible quotas that must be met, but rather as targets reasonably attainable by applying every good faith effort in implementing this AAP. The use of placement goals in this AAP is not intended, nor is the effect of such placement goals intended, to discriminate against an individual or group of individuals with respect to any employment opportunities for which he, she, or they are qualified on the grounds that he, she, or they are not the beneficiaries of affirmative action themselves. Nothing herein is intended to sanction the discriminatory treatment of any person. Indeed, all employment decisions at the City are made based on job related criteria. Thus, this AAP has been developed in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (29 C.F.R. Part 1608).

All monitoring system reports as required by federal regulations and laws have been completed. Reports that require specific data such as names of employees and salary information are not an official part of this AAP. This information is on file at the City as Documentation and Supporting Data for AAP Reports and is available for review only as required by law.

Additionally, appointing authorities and contractors doing business with the City of Portland are required to assure that equal employment opportunity is offered by their organizations, and that they comply with appropriate sections of this policy and with applicable state and federal regulations. The Bureau of Internal Bureau Services (BIBS), Procurement Services ensures that these requirements are in all of the contracts with the City.

This AAP does not constitute an express or implied contract between the City and its employees, job applicants, or other persons. Nothing in this AAP provides any individual or group with a private right of action against the City.

This AAP and its supporting data are available online at:  
<http://www.portlandoregon.gov/bhr/27806>

## Introduction

Ever committed to affirmative action, the City of Portland has prepared this AAP to cover employees reporting to and/or working in Portland, Oregon. This plan also covers employees working in other establishments who report to managers included in this plan.

As detailed in the Job Group Analysis, this AAP covers 5383 employees including 942 (17.5%) minorities and 1729 (32.19%) women. It is expected that these employees will help us to reach mutual goals of efficiency, resulting in both business and personal growth. As described in detail the plan that follows, the management of City of Portland has a continuing commitment to the practice of implemented action of this AAP.

Affirmative Action, Equal Employment Opportunity (EEO), the Americans with Disabilities Act, and other legislation, administrative rules and policies are the foundation of the City's Diversity Development strategy. In the City's view, diversity development incorporates and expands the effectiveness of Affirmative Action and EEO by linking them to a much larger matrix of activities designed to increase inclusiveness and reduce the impact of bias in the workplace. Therefore the City implemented the *City of Portland Diversity Development Strategic Initiative 2003-2008* in correlation to the City's AAP. Equal employment opportunity and affirmative action continue to support a broader and more inclusive equity strategy led by the new Office of Equity and Human Rights (OEHR).

This approach is consistent with the City's commitment to being an inclusive, respectful workplace that provides all employees with the opportunity to work and contribute to their full potential. This includes creating and maintaining a workplace that is free of workplace harassment and which values and utilizes the unique perspectives, skills, and knowledge of its workforce.

The City is proud of the gains it has made in diversifying its workforce and looks forward to achieving even greater results as it implements this Affirmative Action Plan.

## Statement of Policy

To further its goal of equal employment opportunity for all employees and prospective employees without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law, the City of Portland states as its policy the following:

It is the policy of City of Portland, in accordance with all applicable laws, to recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law.

All employment decisions shall be consistent with the principle of equal employment opportunity, and only job-related qualifications will be required.

All personnel actions, such as compensation, benefits, transfers, social and recreational programs, etc. will be administered without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law.

It is the policy of the City of Portland that every employee has the right to work in an environment where each individual is treated with respect and dignity. Consistent with this policy the City is committed to maintaining a work environment that is free of bias, discrimination and harassment.

Consistent with this policy, it is the City's practice to prohibit illegal workplace harassment, discrimination and retaliation. This prohibition includes forms of harassment that violate state and federal laws, and forms of harassment that may not violate law, but which violate the City's Human Resources Administrative Rule (HRAR) 2.02 because they are not conducive to creating a respectful work environment for employees.

To assure compliance with the plan, Lynda Lewis, Manager, Outreach Employment and Diversity Resources, has been designated Affirmative Action Officer; to administer and monitor City of Portland Equal Employment Opportunity and Affirmative Action practices and make reports to the City Council. The AAP is available for inspection in accordance with applicable regulations.

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Anna Kanwit, Director  
Bureau of Human Resources  
April 1, 2013



## Reaffirmation of Policy

The City has established a written AAP with respect to equal opportunity. This AAP has been prepared in conformity with E.O. 11246 and the implementing regulations of OFCCP, 41 C.F.R. § Part 60-1 et seq. This AAP is designed to provide guidance to management with respect to the City's commitment to full implementation of its EEO/affirmative action policy. The City's official policy statement, signed by the Director of the Bureau of Human Resources, is included in the plan. The City's policy includes, without limitation, the following commitments:

To continue to provide equal employment opportunity to all qualified persons, and to recruit, hire, train, promote, and compensate persons in all jobs without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law.

1. To identify and analyze all areas of its employment process so as to further the principles of equal employment opportunity. Employment decisions in all areas are made on the basis of furthering the objective of equal employment. Specific examples include:
  - A. **RECRUITMENT AND SELECTION** - In conformity with applicable law, the recruitment, testing and hiring of all personnel will continue to be conducted without discrimination against any individual with regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin or other characteristic protected by law. All employee selection criteria used by the City are based solely on job-related criteria. Known sources of minority and female potential applicants are contacted regularly so as to maximize the participation of such applicants.
  - B. **PROMOTION** - Individuals will continue to be upgraded and promoted on the basis of their abilities, skills, and experience. The City ensures that minority and female employees who are qualified, as well as those who are qualified through training, are considered for promotion. In making promotion decisions, the supervisors directly involved and other appropriate personnel ensure that promotions are based solely on job-related criteria.
  - C. **TRANSFERS** - When vacancies occur, the supervisor directly involved and other appropriate personnel will continue to make positive efforts to affect transfers of minority and female employees whenever such transfers will increase the likelihood of greater job opportunity in areas where minority and female employees may have been or may now be underutilized.
  - D. **LAYOFFS** - If reductions in the City's workforce become necessary, they will be based on non-discriminatory policies. The City will review those persons affected by the reductions to assure compliance with this policy and to ensure that minorities and women are treated in a non-discriminatory manner with respect to layoff and recall.

2. To administer personnel actions affecting employees in areas such as compensation, benefits, transfers, layoffs, returns from layoff, City-sponsored training, education, and social and recreational programs, without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law. The City periodically reviews personnel actions and collects data on a continuing basis for the purpose of monitoring such actions.
3. To promulgate and administer the City's employee benefit plans, including pension, disability, and welfare insurance benefits, in conformity with the regulations of OFCCP, to the extent that such regulations are generally applicable and consistent with federal law. The Affirmative Action Officer meets periodically with appropriate management persons to review the progress made and to develop alternatives if required. The AAP in its entirety is reviewed and updated when such action is indicated by the implementation monitoring and progress evaluation of the plan.

### **Dissemination of Policy**

#### 1. INTERNAL

- A. The City's Equal Employment Policy is available to all employees and is published in the City of Portland Human Resources Administrative Rules. Copies of this Policy are available to all employees upon request. The Policy is available online at the Bureau of Human Resources' website.  
(<http://www.portlandonline.com/auditor/index.cfm?c=27934&a=12121>)
- B. Supervisors and managers are responsible for both affirmative action compliance and program implementation. The City of Portland will continue to train supervisors and managers in the area of equal employment and fair labor practices. The Equal Employment Opportunity training includes information on the evolving issue of harassment based on protected characteristics (including sexual harassment); with emphasis on commitment to our policy that strictly forbids harassment in any form.
- C. We will continue to discuss the policy in any new employee and supervisor orientation.
- D. The policy will continue to be clearly posted on City bulletin boards.
- E. Management makes and will continue to make known to all employees the existence of our AAP, and will make available such elements of the plan as will enable employees to know of and to avail themselves of its benefits.

## 2. EXTERNAL

- A. The City will continue to inform recruitment sources of its commitment to EEO and affirmative action. In doing so, the City makes clear that all applicants will be treated without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law. Furthermore, these recruitment sources are informed that the City actively seeks qualified women and minorities for employment.
  
- B. The City communicates with appropriate minority and women's organizations, community agencies, guidance and placement personnel of local high schools, colleges, and other potential sources of minority and female applicants, apprising them of the City's EEO policy and encouraging them to refer minority and female candidates for employment. When the City advertises in newspapers for prospective employees, the advertisement includes the EEO solicitation "An Equal Opportunity/ Affirmative Action Employer" or its abbreviation.
  
- C. The City will continue to inform prospective employees of the existence of our AAP and make available to them such elements of the plan as will enable them to know of and to avail themselves of its benefits.
  
- D. The City annual report contains a statement that City of Portland is an equal employment opportunity employer.
  
- E. The City will continue to incorporate the equal opportunity clause, 41 C.F.R. § 60-1.4, in all purchase orders, leases, contracts, etc.
  
- F. The City will continue to refer a majority of all employment opportunities that are not expected to be filled from within to the state Department of Employment and Training and relevant sources of recruitment.

### **Responsibility for Implementation**

In accordance with 41 C.F.R. 60-2.17

Anna Kanwit, Human Resources Director, has overall responsibility for implementation of the Equal Employment Opportunity Policy and the AAP. The City has assigned primary management responsibility and accountability for ensuring full compliance with the plan to Lynda Lewis, an official of the City. The Affirmative Action Officer has the authority, resources, support of, and access to top management necessary to ensure the effective implementation of the AAP. The Human Resources Director actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance. The name of the Affirmative Action Officer appears on internal and external communications on the City's Equal Employment Opportunity Policy and AAP.

1. The duties of the Affirmative Action Officer include:
  - A. Develop policy statements, AAP methods, and internal and external communication techniques. Affirmative action policies and procedures will continue to be developed to ensure an efficient yet positive interaction between the Affirmative Action Officer and the managers charged with employment responsibility.
  - B. Assist in the identification of problem areas, and developing strategies to eliminate any problems identified.
  - C. Assist line management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and EEO policies and procedures.
  - D. Design and implement monitoring and reporting methods that will:
    - Measure the effectiveness of the City's equal employment and AAP.
    - Indicate any need for remedial action.
    - Determine the degree to which the City's placement goals and objectives are being attained.
    - Provide management with a working understanding of the City's AAP placement goals and objectives.
  - E. Meet with managers, supervisors, and employees to assure that the City's EEO policies are being followed.
  - F. Ensure that supervisors understand that their work performance is being evaluated in part on the basis of their demonstrated commitment to equal employment opportunity, and that it is their responsibility to prevent all types of unlawful workplace harassment.
  - G. Serve as a liaison between the City and enforcement agencies.
  - H. Serve as a liaison between the City and appropriate minority and women's organizations, and community action groups concerned with employment opportunities of minorities and women.
  - I. Make contact with predominately female and minority high schools, colleges, and technical schools in the area as needed.
  - J. Keep management informed of developments in the equal employment opportunity and affirmative action area.
  - K. Conduct a periodic audit to ensure that the City complies in the following ways:
    1. EEO posters are properly displayed.
    2. All employees are afforded the opportunity and are encouraged to participate in all City-sponsored educational, training, recreation, and social activities.
2. The City recognizes that the cooperation of department supervisors and line managers is required to reach the full potential of this AAP. Therefore, supervisors and managers are expected to:
  - A. Assist the Affirmative Action Officer in the identification of any problem areas and help to eliminate any barriers to equal employment opportunity.

- B. Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs.
- C. Work with the Affirmative Action Officer to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings.
- D. Review the qualifications of employees to ensure that minorities and women are given full opportunity for transfers and promotions.
- E. Adhere to the City's policy of equal employment opportunity for all employees and ensure that the policy is understood, supported and adhered to by the employees they supervise.
- F. Take action to prevent the harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of the City's affirmative action efforts.

## **Quantitative Analyses**

In accordance with 41 C.F.R. 60-2.10

The quantitative analyses that are described in the following pages were used in the development of this plan. For the sake of efficiency and clarity, we have selected only a limited number of key analyses to include in the Supporting Documents section of the plan. The required quantitative analysis reports have been produced and are on file electronically in the Bureau of Human Resources. Copies of these reports are available for review upon written request.

## **Organizational Profile**

In accordance with 41 C.F.R. 60-2.11

As one of the diagnostic components of City of Portland's AAP and to conform to applicable regulations, the City has completed a profile of the workforce at all Portland, OR locations. The organizational profile is an overview of the staffing patterns at this establishment and is used to determine whether there are areas in the workforce where minorities or women are underrepresented or concentrated. To complete our organizational profile we have elected to follow the workforce analysis methodology.

The following charts set forth our Workforce Analysis. The analysis identifies the departments at all Portland, OR locations and for each department lists all job titles from the lowest paid to the highest paid. For each job title, we provide the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents in each of the following racial/ethnic groups: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaskan Native.

# **Workforce Analysis**

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## City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

## Workforce Analysis

1170

ONI-Office of Neighborhood Involvement

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000012	\$20.20	Total 2	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 1	2	1	0	1	0	0	0
30000016	\$21.13	Total 5	2	2	0	0	0	0	0
Information & Referral Specialist	6	Tot Min 1	3	2	0	0	1	0	0
30000309	\$26.42	Total 12	4	4	0	0	0	0	0
Crime Prevention Program	2	Tot Min 2	8	6	1	0	0	0	1
30000491	\$24.21	Total 3	0	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min 0	3	3	0	0	0	0	0
30000500	\$30.84	Total 2	1	1	0	0	0	0	0
Neighborhood Programs Coordinator	2	Tot Min 1	1	0	0	0	0	0	1
30000503	\$33.29	Total 1	0	0	0	0	0	0	0
Disability Program Specialist	2	Tot Min 0	1	1	0	0	0	0	0
30000463	\$32.26	Total 4	1	1	0	0	0	0	0
Program Specialist	1	Tot Min 1	3	2	0	1	0	0	0
30000437	\$35.67	Total 1	1	1	0	0	0	0	0
Administrative Supervisor II	6	Tot Min 0	0	0	0	0	0	0	0
30000567	\$31.39	Total 1	1	1	0	0	0	0	0
Financial Analyst	1	Tot Min 0	0	0	0	0	0	0	0
30000502	\$38.69	Total 2	2	2	0	0	0	0	0
Neighborhood Office Supervisor	6	Tot Min 0	0	0	0	0	0	0	0
30000464	\$35.08	Total 1	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min 0	1	1	0	0	0	0	0
30000465	\$39.74	Total 2	1	1	0	0	0	0	0
Program Manager	1	Tot Min 0	1	1	0	0	0	0	0
30000440	\$41.56	Total 1	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min 0	1	1	0	0	0	0	0
30000415	\$62.64	Total 1	0	0	0	0	0	0	0
Neighborhood Involvement Director	1	Tot Min 1	1	0	0	0	1	0	0



## Workforce Analysis

Total for 1170	Total	38	Mal	13	13	0	0	0	0	0	0
	Tot Min	7	Fem	25	18	1	2	2	0	0	2

1200

### BOEC-Bureau of Emergency Communications

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
30000835	\$21.13	Total 1	Mal	0	0	0	0	0	0	0
Emerg Commun Support Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0	0
30001558	\$20.48	Total 1	Mal	0	0	0	0	0	0	0
Timekeeping Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0	0
30001533	\$55.56	Total 1	Mal	1	1	0	0	0	0	0
Business Systems Analyst, Principal	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000013	\$24.45	Total 2	Mal	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min 0	Fem	2	2	0	0	0	0	0
30000032	\$20.21	Total 10	Mal	6	5	0	0	1	0	0
Emerg Commun Dispatcher, Trainee	5	Tot Min 1	Fem	4	4	0	0	0	0	0
30000031	\$23.94	Total 12	Mal	2	1	0	0	1	0	0
Emerg Commun Call Taker	5	Tot Min 1	Fem	10	10	0	0	0	0	0
30000038	\$26.30	Total 1	Mal	0	0	0	0	0	0	0
Emerg Commun Call	5	Tot Min 0	Fem	1	1	0	0	0	0	0
30000434	\$29.26	Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min 0	Fem	1	1	0	0	0	0	0
30000035	\$27.79	Total 8	Mal	2	2	0	0	0	0	0
Emerg Commun Police Dispatcher	5	Tot Min 1	Fem	6	5	0	0	1	0	0
30000034	\$33.08	Total 51	Mal	15	15	0	0	0	0	0
Emerg Commun Dispatcher, Sr	5	Tot Min 4	Fem	36	32	1	0	3	0	0
30000436	\$32.68	Total 1	Mal	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min 0	Fem	1	1	0	0	0	0	0
30000037	\$34.32	Total 19	Mal	7	6	0	0	0	0	1
Emerg Commun Dispatcher,	5	Tot Min 2	Fem	12	11	0	0	1	0	0
30000448	\$35.38	Total 1	Mal	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min 0	Fem	1	1	0	0	0	0	0
30000451	\$32.92	Total 1	Mal	0	0	0	0	0	0	0
Management Analyst	1	Tot Min 0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

1200

BOEC-Bureau of Emergency Communications

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000785	\$39.78	Total	11	Mal	4	4	0	0	0	0	0	0
Emerg Commun Supervisor	6	Tot Min	0	Fem	7	7	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000487	\$39.61	Total	1	Mal	0	0	0	0	0	0	0	0
Emergency Management Program	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000789	\$42.72	Total	1	Mal	1	1	0	0	0	0	0	0
Emerg Commun Program Coord	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000788	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Emerg Commun Training Officer	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000787	\$45.11	Total	2	Mal	0	0	0	0	0	0	0	0
Emerg Commun Operations Mgr,	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000441	\$47.19	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000786	\$56.58	Total	1	Mal	0	0	0	0	0	0	0	0
Emerg Commun Operations Mgr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000429	\$70.65	Total	1	Mal	0	0	0	0	0	0	0	0
Emergency Communications	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 1200		Total	131	Mal	39	36	0	0	1	1	0	1
		Tot Min	10	Fem	92	85	2	0	5	0	0	0

1220

OCT-Office for Community Technology

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000013	\$24.45	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000463	\$32.26	Total	2	Mal	2	0	1	1	0	0	0	0
Program Specialist	1	Tot Min	2	Fem	0	0	0	0	0	0	0	0

## Workforce Analysis

1220

OCT-Office for Community Technology

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000464	Program Coordinator	\$35.08	Total 1	Mal	0	0	0	0	0	0	0	0
			Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000568	Financial Analyst, Sr	\$39.46	Total 1	Mal	1	0	0	1	0	0	0	0
			Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000703	Cable/Franchise Program Manager	\$38.09	Total 2	Mal	0	0	0	0	0	0	0	0
			Tot Min 1	Fem	2	1	0	1	0	0	0	0
30000704	Cable/Franchise Operations	\$51.71	Total 1	Mal	0	0	0	0	0	0	0	0
			Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000425	Cable/Franchise Director	\$62.64	Total 1	Mal	1	1	0	0	0	0	0	0
			Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 1220			Total 9	Mal	4	1	1	2	0	0	0	0
			Tot Min 4	Fem	5	4	0	1	0	0	0	0

1310

OEHR-Office of Equity & Human Rights

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000012	Office Support Specialist II	\$20.20	Total 1	Mal	1	1	0	0	0	0	0	0
			Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000493	Community Outreach & Informtn	\$35.51	Total 1	Mal	0	0	0	0	0	0	0	0
			Tot Min 1	Fem	1	0	1	0	0	0	0	0
30000464	Program Coordinator	\$35.08	Total 2	Mal	2	0	1	0	0	0	0	1
			Tot Min 2	Fem	0	0	0	0	0	0	0	0
30000452	Management Analyst, Sr	\$39.50	Total 1	Mal	0	0	0	0	0	0	0	0
			Tot Min 0	Fem	1	1	0	0	0	0	0	0
30001758	Equity and Human Rights Director	\$64.90	Total 1	Mal	1	0	1	0	0	0	0	0
			Tot Min 1	Fem	0	0	0	0	0	0	0	0
Total for 1310			Total 6	Mal	4	1	2	0	0	0	0	1
			Tot Min 4	Fem	2	1	1	0	0	0	0	0

## Workforce Analysis

1040

PHB-Portland Housing Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	1	0	1	0	0	0	0
30000062	\$25.42	Total	1	Mal	0	0	0	0	0	0	0
Accountant I	2	Tot Min	1	Fem	1	0	1	0	0	0	0
30001592	\$20.73	Total	3	Mal	1	0	0	1	0	0	0
Housing Administrative Specialist,	6	Tot Min	1	Fem	2	2	0	0	0	0	0
30001369	\$31.07	Total	1	Mal	0	0	0	0	0	0	0
Housing Loan Compliance Analyst II	6	Tot Min	1	Fem	1	0	1	0	0	0	0
30001591	\$26.03	Total	1	Mal	1	1	0	0	0	0	0
Housing Business Systems Analyst,	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30001596	\$26.19	Total	1	Mal	1	1	0	0	0	0	0
Housing Management Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30001594	\$28.34	Total	4	Mal	0	0	0	0	0	0	0
Housing Program Specialist, Asst.	1	Tot Min	3	Fem	4	1	0	1	1	1	0
30001588	\$33.00	Total	1	Mal	0	0	0	0	0	0	0
Housing Financial Analyst, Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001364	\$0.00	Total	1	Mal	0	0	0	0	0	0	0
Housing Loan Coordinator	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000064	\$29.42	Total	1	Mal	1	0	0	1	0	0	0
Accountant III	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30001593	\$31.55	Total	5	Mal	1	1	0	0	0	0	0
Housing Progm Specialist	1	Tot Min	0	Fem	4	4	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	1	Fem	1	0	1	0	0	0	0
30001361	\$34.48	Total	2	Mal	0	0	0	0	0	0	0
Housing Construction Coordinator	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30001365	\$31.45	Total	2	Mal	0	0	0	0	0	0	0
Housing Loan Coordinator, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30001595	\$34.70	Total	8	Mal	3	3	0	0	0	0	0
Housing Program Coordinator	1	Tot Min	2	Fem	5	3	1	1	0	0	0

# Workforce Analysis

1040

PHB-Portland Housing Bureau

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
30001367	\$33.89	Total 1	Mal	1	1	0	0	0	0	0
Lead Grant Program Coordinator	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000464	\$35.08	Total 1	Mal	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min 1	Fem	1	0	0	0	1	0	0
30001362	\$37.59	Total 3	Mal	2	1	1	0	0	0	0
Housing Construction Coordinator,	1	Tot Min 2	Fem	1	0	0	0	0	0	1
30000495	\$33.19	Total 1	Mal	1	1	0	0	0	0	0
Public Information Officer	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000568	\$39.46	Total 1	Mal	1	1	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000452	\$39.50	Total 1	Mal	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000465	\$39.74	Total 3	Mal	1	0	0	0	0	0	1
Program Manager	1	Tot Min 1	Fem	2	2	0	0	0	0	0
30001363	\$40.69	Total 2	Mal	1	0	1	0	0	0	0
Housing Development Finance	1	Tot Min 1	Fem	1	1	0	0	0	0	0
30001608	\$42.31	Total 1	Mal	0	0	0	0	0	0	0
Housing Policy Manager	1	Tot Min 1	Fem	1	0	0	0	1	0	0
30000453	\$46.35	Total 1	Mal	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000569	\$47.31	Total 1	Mal	1	1	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30001260	\$51.38	Total 1	Mal	1	1	0	0	0	0	0
Housing Director, Assistant	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000417	\$60.10	Total 1	Mal	0	0	0	0	0	0	0
Housing Director	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 1040		Total 51	Mal	17	12	2	2	0	0	1
		Tot Min 17	Fem	34	22	5	2	3	1	1

## Workforce Analysis

1160

PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
30000073	\$13.50	Total 2	Mal	2	1	0	0	1	0	0	0
Maintenance Worker	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000267	\$15.36	Total 2	Mal	1	1	0	0	0	0	0	0
Recreation Leader-FT-Tennis	8	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000258	\$17.81	Total 6	Mal	3	1	2	0	0	0	0	0
Recreation Leader-FT-Custmr Svc	8	Tot Min 2	Fem	3	3	0	0	0	0	0	0
30000256	\$18.41	Total 2	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Aquatics	8	Tot Min 0	Fem	2	2	0	0	0	0	0	0
30000262	\$19.13	Total 4	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Pre-School	8	Tot Min 1	Fem	4	3	0	1	0	0	0	0
30000266	\$19.84	Total 1	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Senior	8	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000263	\$19.84	Total 1	Mal	1	1	0	0	0	0	0	0
Recreation Leader-FT-Pottery	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000261	\$19.84	Total 1	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Generalist	8	Tot Min 1	Fem	1	0	0	0	0	0	0	1
30000259	\$19.84	Total 1	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Disabled	8	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000257	\$19.84	Total 1	Mal	1	1	0	0	0	0	0	0
Recreation Leader-FT-Comnty Music	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000012	\$20.20	Total 5	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 0	Fem	5	5	0	0	0	0	0	0
30000061	\$21.13	Total 1	Mal	0	0	0	0	0	0	0	0
Accounting Technician	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30001709	\$5.75	Total 2	Mal	2	2	0	0	0	0	0	0
Park Ranger	5	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000076	\$21.12	Total 12	Mal	11	10	0	1	0	0	0	0
Utility Worker I	8	Tot Min 1	Fem	1	1	0	0	0	0	0	0
30000085	\$22.96	Total 14	Mal	14	13	0	0	1	0	0	0
Greenskeeper I	8	Tot Min 1	Fem	0	0	0	0	0	0	0	0

## Workforce Analysis

1160

PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000080	\$23.26	Total	15	Mal	13	11	1	1	0	0	0	0
Turf Maintenance Technician	8	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000831	\$19.09	Total	3	Mal	2	2	0	0	0	0	0	0
Botanic Technician I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000101	\$23.79	Total	5	Mal	4	4	0	0	0	0	0	0
Automotive Equipment Oper I	8	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000269	\$21.74	Total	4	Mal	1	0	1	0	0	0	0	0
Recreation Coord I-At-Risk Yth	8	Tot Min	3	Fem	3	1	2	0	0	0	0	0
30000276	\$23.30	Total	32	Mal	13	8	3	0	1	1	0	0
Recreation Coord I-Generalist	8	Tot Min	9	Fem	19	15	3	0	0	0	0	1
30000275	\$23.32	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Public Events	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000278	\$23.63	Total	2	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Multnomah Art	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000268	\$23.73	Total	9	Mal	2	2	0	0	0	0	0	0
Recreation Coord I-Aquatics	8	Tot Min	0	Fem	7	7	0	0	0	0	0	0
30001508	\$23.94	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Urban Parks	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000282	\$23.94	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord I-Tennis	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000280	\$23.94	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Senior	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000274	\$23.94	Total	3	Mal	1	1	0	0	0	0	0	0
Recreation Coord I-Environmental	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000273	\$23.94	Total	2	Mal	1	1	0	0	0	0	0	0
Recreation Coord I-Disabled	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000081	\$23.18	Total	30	Mal	23	19	1	0	2	0	0	1
Parks Technician	8	Tot Min	6	Fem	7	5	0	0	1	1	0	0
30000077	\$22.56	Total	14	Mal	14	9	3	2	0	0	0	0
Utility Worker II	8	Tot Min	5	Fem	0	0	0	0	0	0	0	0

# Workforce Analysis

1160

PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000062	\$25.42	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000013	\$24.45	Total	4	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	1	Fem	4	3	1	0	0	0	0	0
30000070	\$21.89	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Maintenance Tech	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000086	\$24.45	Total	5	Mal	5	5	0	0	0	0	0	0
Greenskeeper II	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000054	\$25.20	Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000979	\$25.51	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord II-At-Risk Yth	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000290	\$25.51	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord II-Multnomah Art	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000289	\$25.51	Total	3	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Generalist	8	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30000288	\$25.51	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Fitness	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000287	\$25.51	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord II-Public Events	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000285	\$25.51	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Comnty Music	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000284	\$25.51	Total	4	Mal	2	2	0	0	0	0	0	0
Recreation Coord II-Aquatics	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000252	\$25.62	Total	23	Mal	21	19	0	0	2	0	0	0
Horticulturist	8	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30001383	\$22.60	Total	2	Mal	2	2	0	0	0	0	0	0
Botanic Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000098	\$24.70	Total	11	Mal	9	8	0	0	1	0	0	0
Maintenance Mechanic	7	Tot Min	1	Fem	2	2	0	0	0	0	0	0



## Workforce Analysis

1160

PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000105	\$26.61	Total	2	Mal	2	2	0	0	0	0	0	0
Construction Equipment Operator	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000084	\$26.80	Total	2	Mal	2	2	0	0	0	0	0	0
Parks Maintenance Crew Leader	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000087	\$26.87	Total	5	Mal	5	4	0	0	1	0	0	0
Greenskeeper III	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000127	\$27.15	Total	1	Mal	1	1	0	0	0	0	0	0
General Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000433	\$26.40	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30000123	\$26.87	Total	1	Mal	1	1	0	0	0	0	0	0
Welder	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000112	\$26.87	Total	3	Mal	3	2	1	0	0	0	0	0
Painter	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000110	\$26.87	Total	7	Mal	6	6	0	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000248	\$26.87	Total	7	Mal	6	4	1	0	1	0	0	0
High Climber	8	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000071	\$29.18	Total	5	Mal	5	4	0	0	0	0	0	1
Facilities Maintenance Technician	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000056	\$28.98	Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000063	\$28.17	Total	2	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	2	Fem	2	0	0	1	1	0	0	0
30000250	\$29.27	Total	8	Mal	8	8	0	0	0	0	0	0
Tree Inspector	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000491	\$24.21	Total	1	Mal	1	1	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000434	\$29.26	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0

# Workforce Analysis

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PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000757	\$21.67	Total	1	Mal	1	1	0	0	0	0	0	0
Park Ranger Supervisor	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000447	\$27.93	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000566	\$26.88	Total	2	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000450	\$28.42	Total	3	Mal	2	1	0	1	0	0	0	0
Management Assistant	1	Tot Min	2	Fem	1	0	0	1	0	0	0	0
30000462	\$29.44	Total	2	Mal	0	0	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000349	\$26.47	Total	1	Mal	1	1	0	0	0	0	0	0
Right of Way Agent II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000329	\$30.09	Total	1	Mal	1	1	0	0	0	0	0	0
CAD Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001584	\$25.92	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec 1-Community Gardens	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000316	\$28.71	Total	2	Mal	0	0	0	0	0	0	0	0
Botanic Spec I-Youth & Comnty	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000315	\$29.29	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec I-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001333	\$31.50	Total	1	Mal	1	1	0	0	0	0	0	0
Botanic Spec I-Trails	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001005	\$28.64	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Forestry	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000320	\$29.80	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000317	\$31.57	Total	1	Mal	1	1	0	0	0	0	0	0
Botanic Spec II-Arboretum Collection	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000321	\$32.16	Total	4	Mal	3	3	0	0	0	0	0	0
Botanic Spec II-Ntrl Resource	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000323	\$33.14	Total	1	Mal	1	1	0	0	0	0	0
Botanic Spec II-Rose Garden	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000322	\$33.14	Total	1	Mal	1	1	0	0	0	0	0
Botanic Spec II-Pest Mgmt	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000319	\$33.14	Total	1	Mal	0	0	0	0	0	0	0
Botanic Spec II-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000436	\$32.68	Total	1	Mal	1	1	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000492	\$33.69	Total	1	Mal	1	1	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000463	\$32.26	Total	5	Mal	2	1	0	0	1	0	0
Program Specialist	1	Tot Min	1	Fem	3	3	0	0	0	0	0
30000386	\$29.19	Total	2	Mal	1	1	0	0	0	0	0
Planner II. City-Parks	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000116	\$33.47	Total	2	Mal	2	1	0	0	0	1	0
Electrician	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30000744	\$33.88	Total	5	Mal	3	3	0	0	0	0	0
Recreation Supervisor I	8	Tot Min	1	Fem	2	1	1	0	0	0	0
30000759	\$33.82	Total	5	Mal	4	3	0	0	1	0	0
Parks Maintenance Supervisor	7	Tot Min	1	Fem	1	1	0	0	0	0	0
30000761	\$36.82	Total	1	Mal	1	1	0	0	0	0	0
Parks Turf & Irrigation Maint	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000437	\$35.67	Total	1	Mal	1	1	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000499	\$36.82	Total	1	Mal	1	1	0	0	0	0	0
Volunteer Program Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000567	\$31.39	Total	1	Mal	0	0	0	0	0	0	0
Financial Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0

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PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000451	\$32.92	Total	2	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000353	\$32.48	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering Associate-Civil	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000350	\$35.01	Total	1	Mal	0	0	0	0	0	0	0	0
Right of Way Agent III	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000343	\$35.80	Total	1	Mal	1	1	0	0	0	0	0	0
GIS Technician III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000330	\$36.95	Total	1	Mal	1	1	0	0	0	0	0	0
CAD Technician III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000392	\$38.44	Total	1	Mal	0	0	0	0	0	0	0	0
Planner, Sr City-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001030	\$29.01	Total	1	Mal	1	1	0	0	0	0	0	0
SUN Community Schools Rec	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001334	\$30.03	Total	1	Mal	0	0	0	0	0	0	0	0
Horticultural Supervisor	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001029	\$31.45	Total	1	Mal	0	0	0	0	0	0	0	0
Therapeutic Rec & Inclusion	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000749	\$34.06	Total	1	Mal	1	1	0	0	0	0	0	0
Arts Programs Supervisor	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000745	\$34.68	Total	5	Mal	2	2	0	0	0	0	0	0
Recreation Supervisor II	8	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000764	\$36.69	Total	4	Mal	3	3	0	0	0	0	0	0
Golf Course Superintendent	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000928	\$38.69	Total	1	Mal	1	0	1	0	0	0	0	0
Sports Management Supervisor	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000768	\$38.69	Total	2	Mal	1	1	0	0	0	0	0	0
Natural Areas Supervisor	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000754	\$38.69	Total	1	Mal	0	0	0	0	0	0	0	0
Senior Recreation Program	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000753	\$38.69	Total	1	Mal	0	0	0	0	0	0	0	0
Aquatic Program Supervisor	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000750	\$38.69	Total	1	Mal	1	1	0	0	0	0	0	0
Music Programs Supervisor	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001685	\$0.00	Total	1	Mal	0	0	0	0	0	0	0	0
Parks Maintenance Supervisor II	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000714	\$38.67	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Maintenance Supervisor,	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000766	\$38.69	Total	1	Mal	1	1	0	0	0	0	0	0
Raceway Maintenance Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000763	\$31.06	Total	1	Mal	1	1	0	0	0	0	0	0
Urban Forestry Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000493	\$35.51	Total	1	Mal	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000464	\$35.08	Total	2	Mal	1	0	0	0	1	0	0	0
Program Coordinator	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000119	\$36.83	Total	1	Mal	1	1	0	0	0	0	0	0
Electrician, Supervising	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000758	\$39.24	Total	1	Mal	1	0	0	0	0	0	0	1
Parks Security Manager	5	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000485	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Safety & Risk Officer I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000449	\$39.69	Total	1	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	1	1	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000465	\$39.74	Total	2	Mal	1	1	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000494	\$40.57	Total 1	Mal	0	0	0	0	0	0
Community Outreach & Invlvmt	1	Tot Min 0	Fem	1	1	0	0	0	0
30000720	\$40.69	Total 1	Mal	0	0	0	0	0	0
Facilities Construction Proj	1	Tot Min 0	Fem	1	1	0	0	0	0
30000756	\$21.00	Total 2	Mal	0	0	0	0	0	0
Parks & Rec City Nature Zone Mgr	1	Tot Min 0	Fem	2	2	0	0	0	0
30000686	\$39.44	Total 4	Mal	2	1	0	0	0	1
Capital Project Manager II	1	Tot Min 1	Fem	2	2	0	0	0	0
30000440	\$41.56	Total 1	Mal	1	1	0	0	0	0
Business Operations Supervisor	1	Tot Min 0	Fem	0	0	0	0	0	0
30000358	\$40.83	Total 1	Mal	0	0	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min 0	Fem	1	1	0	0	0	0
30000930	\$45.11	Total 1	Mal	1	1	0	0	0	0
Landscape Architect Project	2	Tot Min 0	Fem	0	0	0	0	0	0
30000497	\$41.07	Total 1	Mal	1	1	0	0	0	0
Public Information Manager	1	Tot Min 0	Fem	0	0	0	0	0	0
30000755	\$42.53	Total 4	Mal	2	2	0	0	0	0
Parks & Rec Zone Manager	1	Tot Min 0	Fem	2	2	0	0	0	0
30001733	\$42.73	Total 1	Mal	1	1	0	0	0	0
Parks Property & Business	1	Tot Min 0	Fem	0	0	0	0	0	0
30000767	\$45.11	Total 1	Mal	1	1	0	0	0	0
Raceway Manager	1	Tot Min 0	Fem	0	0	0	0	0	0
30000765	\$45.11	Total 1	Mal	1	1	0	0	0	0
Golf, Director of	1	Tot Min 0	Fem	0	0	0	0	0	0
30000439	\$45.11	Total 1	Mal	0	0	0	0	0	0
Parks & Rec Administrative Mgr	1	Tot Min 1	Fem	1	0	0	0	0	1
30000687	\$45.67	Total 2	Mal	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min 0	Fem	2	2	0	0	0	0
30000742	\$50.51	Total 1	Mal	1	1	0	0	0	0
Parks Planner, Supervising	2	Tot Min 0	Fem	0	0	0	0	0	0

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PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000453	\$46.35	Total	1	Mal	1	1	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000441	\$47.19	Total	1	Mal	1	0	0	1	0	0	0	0
Business Operations Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000834	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Parks & Rec Central Svcs/Asset	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000454	\$50.51	Total	1	Mal	0	0	0	0	0	0	0	0
Capital Improvmnt Program Planning 1	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001585	\$0.00	Total	1	Mal	0	0	0	0	0	0	0	0
Parks & Rec Asset Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000746	\$44.86	Total	1	Mal	0	0	0	0	0	0	0	0
Parks & Rec Natural Areas Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	1	0	0	0	0	0	0	1
Business Operations Manager, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000748	\$62.64	Total	1	Mal	0	0	0	0	0	0	0	0
Parks & Rec Services Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000428	\$69.72	Total	1	Mal	1	1	0	0	0	0	0	0
Parks & Recreation Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1160		Total	412	Mal	262	222	14	6	13	2	0	5
		Tot Min	61	Fem	150	129	9	4	3	1	0	4

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	5	Mal	1	1	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	3	Fem	4	1	1	1	0	0	0	1
30000828	\$21.13	Total	1	Mal	0	0	0	0	0	0	0	0
Records Specialist	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000337	\$19.09	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Technician I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000324	\$21.70	Total	1	Mal	0	0	0	0	0	0	0
Engineering Technician I	3	Tot Min	0	Fem	1	1	0	0	0	0	0
30000341	\$24.37	Total	1	Mal	1	1	0	0	0	0	0
GIS Technician I	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000013	\$24.45	Total	5	Mal	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	5	5	0	0	0	0	0
30000104	\$25.10	Total	1	Mal	1	1	0	0	0	0	0
Automotive Equip Oper II:	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000054	\$25.20	Total	3	Mal	2	2	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000161	\$26.64	Total	40	Mal	35	29	1	3	1	0	1
Wastewater Operator II	7	Tot Min	7	Fem	5	4	0	1	0	0	0
30001283	\$28.62	Total	6	Mal	2	2	0	0	0	0	0
Laboratory Analyst II	3	Tot Min	0	Fem	4	4	0	0	0	0	0
30000433	\$26.40	Total	4	Mal	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	4	3	0	0	1	0	0
30000157	\$27.07	Total	27	Mal	26	23	0	1	0	1	0
Industrial Maintenance Millwright	7	Tot Min	3	Fem	1	1	0	0	0	0	0
30000126	\$27.15	Total	1	Mal	1	1	0	0	0	0	0
Industrial Machinist	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000056	\$28.98	Total	1	Mal	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000063	\$28.17	Total	4	Mal	2	2	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	2	1	0	1	0	0	0
30000163	\$29.18	Total	5	Mal	4	4	0	0	0	0	0
Wastewater Operations Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000491	\$24.21	Total	2	Mal	0	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min	1	Fem	2	1	0	0	1	0	0
30000434	\$29.26	Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	3	2	1	0	0	0	0



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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000447	\$27.93	Total	1	Mal	0	0	0	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min	0	Fem	1	1	0	0	0	0	0
30000450	\$28.42	Total	2	Mal	0	0	0	0	0	0	0
Management Assistant		Tot Min	1	Fem	2	1	0	1	0	0	0
30000462	\$29.44	Total	2	Mal	1	1	0	0	0	0	0
Program Specialist, Assistant		Tot Min	1	Fem	1	0	0	0	1	0	0
30000345	\$22.95	Total	4	Mal	3	3	0	0	0	0	0
Materials Testing Technician II		Tot Min	0	Fem	1	1	0	0	0	0	0
30000342	\$28.89	Total	2	Mal	2	2	0	0	0	0	0
GIS Technician II		Tot Min	0	Fem	0	0	0	0	0	0	0
30000338	\$29.40	Total	40	Mal	27	25	1	0	0	1	0
Environmental Technician II		Tot Min	2	Fem	13	13	0	0	0	0	0
30000325	\$29.98	Total	24	Mal	16	13	0	3	0	0	0
Engineering Technician II		Tot Min	5	Fem	8	6	0	1	0	0	1
30000329	\$30.09	Total	14	Mal	12	11	1	0	0	0	0
CAD Technician II		Tot Min	1	Fem	2	2	0	0	0	0	0
30000401	\$32.30	Total	3	Mal	3	2	0	0	1	0	0
Electronic Systems Technician		Tot Min	1	Fem	0	0	0	0	0	0	0
30000333	\$27.57	Total	1	Mal	0	0	0	0	0	0	0
Development Services Technician II		Tot Min	0	Fem	1	1	0	0	0	0	0
30000315	\$29.29	Total	1	Mal	1	1	0	0	0	0	0
Botanic Spec I-Generalist		Tot Min	0	Fem	0	0	0	0	0	0	0
30001284	\$29.14	Total	6	Mal	3	3	0	0	0	0	0
Laboratory Analytical Specialist		Tot Min	1	Fem	3	2	0	0	1	0	0
30000064	\$29.42	Total	1	Mal	1	1	0	0	0	0	0
Accountant III		Tot Min	0	Fem	0	0	0	0	0	0	0
30000228	\$30.73	Total	16	Mal	12	10	1	0	1	0	0
Public Works Inspector		Tot Min	3	Fem	4	3	0	0	1	0	0
30000320	\$29.80	Total	3	Mal	1	1	0	0	0	0	0
Botanic Spec II-Generalist		Tot Min	0	Fem	2	2	0	0	0	0	0

## Workforce Analysis

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000321	\$32.16	Total	7	Mal	7	6	0	1	0	0	0
Botanic Spec II-Ntrl Resource	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000712	\$30.58	Total	1	Mal	1	1	0	0	0	0	0
Facilities Services Specialist	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000436	\$32.68	Total	1	Mal	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000644	\$33.18	Total	4	Mal	3	3	0	0	0	0	0
Maintenance Planner/Scheduler	6	Tot Min	1	Fem	1	0	1	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	1	Fem	1	0	0	0	0	0	1
30000481	\$31.38	Total	1	Mal	1	1	0	0	0	0	0
Risk Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000661	\$32.52	Total	3	Mal	1	1	0	0	0	0	0
Environmental Program Specialist	2	Tot Min	0	Fem	2	2	0	0	0	0	0
30000492	\$33.69	Total	2	Mal	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	2	2	0	0	0	0	0
30000463	\$32.26	Total	2	Mal	1	1	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001285	\$36.73	Total	2	Mal	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	0	Fem	2	2	0	0	0	0	0
30000116	\$33.47	Total	6	Mal	6	5	0	0	0	0	1
Electrician	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30000239	\$33.25	Total	9	Mal	9	8	0	0	0	0	1
Instrument Technician	3	Tot Min	1	Fem	0	0	0	0	0	0	0
30000437	\$35.67	Total	1	Mal	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000448	\$35.38	Total	1	Mal	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30001510	\$42.84	Total	1	Mal	1	1	0	0	0	0	0
ISTA VI-Vertical GIS Specialty	2	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000451	\$32.92	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000468	\$36.57	Total	1	Mal	1	1	0	0	0	0	0	0
Stores System Supervisor II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000229	\$34.95	Total	11	Mal	10	6	0	1	0	0	1	2
Public Works Inspector, Sr	1	Tot Min	5	Fem	1	0	1	0	0	0	0	0
30000353	\$32.48	Total	7	Mal	4	3	0	0	1	0	0	0
Engineering Associate-Civil	2	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000121	\$34.42	Total	6	Mal	6	6	0	0	0	0	0	0
Electrician/Instrument Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000346	\$37.81	Total	1	Mal	1	1	0	0	0	0	0	0
Materials Testing Technician III	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000343	\$35.80	Total	3	Mal	3	2	0	1	0	0	0	0
GIS Technician III	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000326	\$36.65	Total	7	Mal	4	2	0	2	0	0	0	0
Engineering Technician III	3	Tot Min	3	Fem	3	2	0	0	1	0	0	0
30000330	\$36.95	Total	5	Mal	4	3	0	0	0	0	1	0
CAD Technician III	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000339	\$36.08	Total	28	Mal	16	15	1	0	0	0	0	0
Environmental Specialist	2	Tot Min	5	Fem	12	8	1	0	2	0	0	1
30000373	\$37.81	Total	1	Mal	0	0	0	0	0	0	0	0
Graphics Designer III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000399	\$36.70	Total	2	Mal	2	2	0	0	0	0	0	0
Capital Project Manager I	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000482	\$35.77	Total	1	Mal	1	1	0	0	0	0	0	0
Risk Specialist, Sr	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000493	\$35.51	Total	2	Mal	2	2	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000662	\$36.49	Total	9	Mal	2	2	0	0	0	0	0	0
Environmental Program Coordinator	2	Tot Min	0	Fem	7	7	0	0	0	0	0	0

## Workforce Analysis

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
30000666	\$38.69	Total 1	Mal	1	1	0	0	0	0	0
Watershed Revegetation Program	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000464	\$35.08	Total 6	Mal	2	1	0	0	1	0	0
Program Coordinator	1	Tot Min 1	Fem	4	4	0	0	0	0	0
30000459	\$40.69	Total 1	Mal	0	0	0	0	0	0	0
Environmental Policy Analyst	2	Tot Min 0	Fem	1	1	0	0	0	0	0
30000485	\$40.69	Total 1	Mal	1	1	0	0	0	0	0
Safety & Risk Officer I	3	Tot Min 0	Fem	0	0	0	0	0	0	0
30000495	\$33.19	Total 1	Mal	1	1	0	0	0	0	0
Public Information Officer	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000449	\$39.69	Total 3	Mal	0	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min 0	Fem	3	3	0	0	0	0	0
30000698	\$38.90	Total 1	Mal	1	1	0	0	0	0	0
Property Acquisition & Services	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000470	\$39.35	Total 1	Mal	0	0	0	0	0	0	0
Contractor Dev Program Coordinator	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000452	\$39.50	Total 3	Mal	1	0	0	0	1	0	0
Management Analyst, Sr	1	Tot Min 1	Fem	2	2	0	0	0	0	0
30000465	\$39.74	Total 5	Mal	3	2	1	0	0	0	0
Program Manager	1	Tot Min 1	Fem	2	2	0	0	0	0	0
30000690	\$40.69	Total 1	Mal	1	1	0	0	0	0	0
Public Works Inspection Supervisor	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000673	\$38.99	Total 4	Mal	4	1	2	1	0	0	0
Wastewater Treatment O&M	7	Tot Min 3	Fem	0	0	0	0	0	0	0
30000700	\$41.55	Total 1	Mal	1	1	0	0	0	0	0
Communications Engineer	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000576	\$42.01	Total 1	Mal	1	1	0	0	0	0	0
Economist, Sr	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000667	\$33.65	Total 1	Mal	0	0	0	0	0	0	0
Watershed Revegetation Program	1	Tot Min 0	Fem	1	1	0	0	0	0	0

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000686	\$39.44	Total	3	Mal	3	3	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000440	\$41.56	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000663	\$41.85	Total	10	Mal	7	6	0	0	1	0	0	0
Environmental Program Manager	1	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000691	\$42.84	Total	1	Mal	1	1	0	0	0	0	0	0
Public Works Inspection Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000656	\$42.84	Total	4	Mal	2	2	0	0	0	0	0	0
Water Resources Program Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000455	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Contracts Dev & Review	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000340	\$41.81	Total	1	Mal	1	1	0	0	0	0	0	0
Hydrogeologist	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000358	\$40.83	Total	10	Mal	5	5	0	0	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000360	\$42.90	Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Associate,	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000635	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Electrical/Instrumentation Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000672	\$45.11	Total	1	Mal	0	0	0	0	0	0	0	0
Data Acquisition & Mgmt Supervisor	3	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000671	\$43.02	Total	1	Mal	1	0	0	1	0	0	0	0
Biosolids/Reuse Program Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000836	\$43.92	Total	1	Mal	1	0	0	0	1	0	0	0
Development Supervisor II	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000218	\$47.90	Total	2	Mal	1	1	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000880	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Analyst,	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

## Workforce Analysis

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30001659	\$48.10	Total	1	Mal	1	1	0	0	0	0	0
Environmental Svc, OCIP, Risk &	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30001359	\$46.06	Total	1	Mal	0	0	0	0	0	0	0
Environmental Svcs Public Affairs	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000453	\$46.35	Total	1	Mal	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000466	\$46.40	Total	1	Mal	0	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000441	\$47.19	Total	3	Mal	1	1	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30000569	\$47.31	Total	3	Mal	1	1	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30000664	\$47.48	Total	4	Mal	1	1	0	0	0	0	0
Environmental Program Manager, Sr	1	Tot Min	0	Fem	3	3	0	0	0	0	0
30000677	\$48.10	Total	1	Mal	0	0	0	0	0	0	0
Portland Harbor Superfund	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000670	\$48.10	Total	1	Mal	1	1	0	0	0	0	0
Laboratory Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000367	\$29.39	Total	1	Mal	0	0	0	0	0	0	0
Engineer-Geotechnical	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000368	\$45.79	Total	1	Mal	0	0	0	0	0	0	0
Engineer-Mechanical	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000365	\$46.52	Total	29	Mal	26	19	0	6	1	0	0
Engineer-Civil	2	Tot Min	8	Fem	3	2	0	1	0	0	0
30000366	\$47.30	Total	2	Mal	2	1	0	1	0	0	0
Engineer-Electrical	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30001736	\$51.71	Total	1	Mal	1	1	0	0	0	0	0
Environmental Compliance Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30001078	\$51.71	Total	1	Mal	0	0	0	0	0	0	0
Sustainable Stormwater Division Mgr	1	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000859	\$51.71	Total	1	Mal	0	0	0	0	0	0	0
Environmental Intergovernmental	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000733	\$51.71	Total	1	Mal	0	0	0	0	0	0	0
Development Services Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000659	\$51.71	Total	1	Mal	1	1	0	0	0	0	0
Watershed Division Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000606	\$51.71	Total	1	Mal	0	0	0	0	0	0	0
Inf Syst Mgr-Enterprise Database	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001735	\$60.13	Total	1	Mal	1	1	0	0	0	0	0
Environmental Investigations Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000680	\$50.88	Total	10	Mal	8	8	0	0	0	0	0
Engineer, Sr	2	Tot Min	0	Fem	2	2	0	0	0	0	0
30000681	\$55.34	Total	11	Mal	8	7	0	1	0	0	0
Engineer, Supervising	1	Tot Min	3	Fem	3	1	0	2	0	0	0
30000674	\$43.46	Total	1	Mal	1	1	0	0	0	0	0
Wastewater Treatment Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30001080	\$46.58	Total	1	Mal	0	0	0	0	0	0	0
Healthy Working Rivers Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000689	\$51.04	Total	1	Mal	0	0	0	0	0	0	0
Capital Program Mgmt & Controls	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000675	\$56.58	Total	1	Mal	1	1	0	0	0	0	0
Wastewater Collections System	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000682	\$59.48	Total	3	Mal	3	3	0	0	0	0	0
Engineer, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000660	\$48.61	Total	1	Mal	0	0	0	0	0	0	0
Watershed Services Group Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	1	1	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000676	\$62.64	Total	1	Mal	1	1	0	0	0	0	0
Wastewater Operations Group	1	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000669	\$62.64	Total	1	Mal	0	0	0	0	0	0	0
Environmental Monitoring Svcs	1	Tot Min	1	Fem	1	0	1	0	0	0	0
30000683	\$70.56	Total	1	Mal	1	1	0	0	0	0	0
Engineer, Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000419	\$88.86	Total	1	Mal	1	1	0	0	0	0	0
Environmental Services Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1010		Total	518	Mal	347	298	8	22	9	1	4
		Tot Min	77	Fem	171	143	7	8	6	2	5

1230

FPDR-Bureau of Fire and Police Disability and Ret

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	1	Mal	1	1	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000065	\$21.71	Total	1	Mal	0	0	0	0	0	0	0
Claims Technician, Assistant	6	Tot Min	1	Fem	1	0	0	0	1	0	0
30000063	\$28.17	Total	1	Mal	0	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000450	\$28.42	Total	1	Mal	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000436	\$32.68	Total	1	Mal	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000592	\$34.96	Total	1	Mal	0	0	0	0	0	0	0
Legal Assistant, Sr	6	Tot Min	1	Fem	1	0	0	1	0	0	0
30000479	\$31.21	Total	1	Mal	0	0	0	0	0	0	0
Workers Compensation/Disability	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000480	\$35.63	Total	3	Mal	0	0	0	0	0	0	0
Workers Comp/Disability Analyst, Sr	1	Tot Min	1	Fem	3	2	1	0	0	0	0
30000568	\$39.46	Total	2	Mal	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	1	Fem	2	1	0	1	0	0	0



## Workforce Analysis

1230

FPDR-Bureau of Fire and Police Disability and Ret

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000582	\$48.10	Total	1	Mal	0	0	0	0	0	0	0
FPDR Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001384	\$51.71	Total	1	Mal	0	0	0	0	0	0	0
FPDR Financial Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000412	\$62.64	Total	1	Mal	0	0	0	0	0	0	0
FPDR Director	1	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 1230		Total	16	Mal	1	1	0	0	0	0	0
		Tot Min	5	Fem	15	10	2	2	0	1	0

1020

PFR-Portland Fire and Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000061	\$21.13	Total	2	Mal	0	0	0	0	0	0	0
Accounting Technician	6	Tot Min	1	Fem	2	1	0	1	0	0	0
30001533	\$55.56	Total	1	Mal	1	1	0	0	0	0	0
Business Systems Analyst, Principal	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000077	\$22.56	Total	1	Mal	1	1	0	0	0	0	0
Utility Worker II	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000062	\$25.42	Total	1	Mal	0	0	0	0	0	0	0
Accountant I	2	Tot Min	1	Fem	1	0	0	0	0	0	1
30000013	\$24.45	Total	2	Mal	1	0	0	0	1	0	0
Office Support Specialist III	6	Tot Min	1	Fem	1	1	0	0	0	0	0
30000793	\$25.28	Total	436	Mal	407	325	19	22	23	17	1
Fire Fighter	4	Tot Min	83	Fem	29	28	0	1	0	0	0
30000795	\$28.63	Total	14	Mal	14	11	0	1	1	1	0
Fire Fighter Specialist	4	Tot Min	3	Fem	0	0	0	0	0	0	0

## Workforce Analysis

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PFR-Portland Fire and Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000433	\$26.40	Total	4	Mal	1	0	0	1	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	3	3	0	0	0	0	0
30000112	\$26.87	Total	1	Mal	1	1	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000110	\$26.87	Total	2	Mal	2	2	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000131	\$26.90	Total	7	Mal	7	7	0	0	0	0	0
Vehicle & Equipment Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000071	\$29.18	Total	2	Mal	2	2	0	0	0	0	0
Facilities Maintenance Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000434	\$29.26	Total	4	Mal	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	4	4	0	0	0	0	0
30000566	\$26.88	Total	1	Mal	0	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	1	Fem	1	0	0	0	1	0	0
30000333	\$27.57	Total	2	Mal	0	0	0	0	0	0	0
Development Services Technician II	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30000064	\$29.42	Total	1	Mal	0	0	0	0	0	0	0
Accountant III	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000336	\$33.42	Total	1	Mal	0	0	0	0	0	0	0
Fire Land Use Review Technician	1	Tot Min	1	Fem	1	0	0	0	1	0	0
30000713	\$34.84	Total	1	Mal	1	1	0	0	0	0	0
Facilities Maintenance Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000436	\$32.68	Total	1	Mal	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	1	Fem	1	0	0	0	0	1	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000518	\$35.06	Total	1	Mal	1	1	0	0	0	0	0
Video Production Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000474	\$35.06	Total	1	Mal	0	0	0	0	0	0	0
EAP Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

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PFR-Portland Fire and Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000707	\$34.12	Total	1	Mal	1	1	0	0	0	0	0
Vehicle Maintenance Supervisor I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000519	\$36.82	Total	1	Mal	1	1	0	0	0	0	0
Video Production Manager	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000451	\$32.92	Total	1	Mal	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000714	\$38.67	Total	1	Mal	1	1	0	0	0	0	0
Facilities Maintenance Supervisor,	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000822	\$30.44	Total	11	Mal	11	8	0	2	0	1	0
Harbor Pilot	4	Tot Min	3	Fem	0	0	0	0	0	0	0
30000798	\$30.62	Total	99	Mal	94	78	3	8	3	2	0
Fire Lieutenant	4	Tot Min	16	Fem	5	5	0	0	0	0	0
30000808	\$37.85	Total	20	Mal	18	11	3	0	3	1	0
Fire Inspector	4	Tot Min	7	Fem	2	2	0	0	0	0	0
30000708	\$39.51	Total	1	Mal	1	1	0	0	0	0	0
Vehicle Maintenance Supervisor II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000449	\$39.69	Total	1	Mal	1	1	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000440	\$41.56	Total	1	Mal	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000815	\$40.93	Total	7	Mal	4	3	1	0	0	0	0
Fire Investigator	4	Tot Min	1	Fem	3	3	0	0	0	0	0
30000801	\$41.54	Total	8	Mal	8	8	0	0	0	0	0
Fire Lieutenant, Staff	4	Tot Min	0	Fem	0	0	0	0	0	0	0
30000812	\$41.93	Total	12	Mal	9	6	0	1	1	1	0
Fire Inspector/Specialist	4	Tot Min	3	Fem	3	3	0	0	0	0	0
30000800	\$32.30	Total	5	Mal	5	5	0	0	0	0	0
Fire Training Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

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PFR-Portland Fire and Rescue

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000489	\$45.11	Total	1	Mal	0	0	0	0	0	0	0	0
EMS Program Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000497	\$41.07	Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000806	\$41.61	Total	13	Mal	13	13	0	0	0	0	0	0
Fire Battalion Chief	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000803	\$35.65	Total	29	Mal	27	21	1	2	2	1	0	0
Fire Captain	4	Tot Min	7	Fem	2	1	1	0	0	0	0	0
30000811	\$46.27	Total	5	Mal	3	3	0	0	0	0	0	0
Fire Inspector, Sr	4	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000400	\$47.48	Total	1	Mal	1	1	0	0	0	0	0	0
Hazardous Materials Coordinator	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000453	\$46.35	Total	1	Mal	1	1	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000441	\$47.19	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000805	\$37.78	Total	1	Mal	1	1	0	0	0	0	0	0
Fire Training Captain	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000816	\$46.24	Total	2	Mal	2	2	0	0	0	0	0	0
Fire Inspector, Sr - Specialist	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000819	\$40.01	Total	3	Mal	2	2	0	0	0	0	0	0
EMS Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000823	\$52.15	Total	6	Mal	6	4	0	1	0	0	0	1
Fire Chief, Deputy	1	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30001082	\$55.85	Total	1	Mal	1	1	0	0	0	0	0	0
Fire Marshal, Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000817	\$43.68	Total	5	Mal	5	4	0	1	0	0	0	0
Fire Captain, Staff	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	1	0	0	1	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0

## Workforce Analysis

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PFR-Portland Fire and Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000807	\$56.40	Total 2	Mal	2	2	0	0	0	0	0	0
Fire Battalion Chief, Staff	4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000826	\$47.54	Total 1	Mal	1	1	0	0	0	0	0	0
Fire Marshal	4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000825	\$57.56	Total 2	Mal	2	2	0	0	0	0	0	0
Fire Division Chief	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000432	\$67.58	Total 1	Mal	0	0	0	0	0	0	0	0
Fire Chief	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0
Total for 1020		Total 736	Mal	661	534	27	40	34	24	1	1
		Tot Min 134	Fem	75	68	1	2	2	0	1	1

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000073	\$13.50	Total 2	Mal	2	1	1	0	0	0	0	0
Maintenance Worker	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000012	\$20.20	Total 7	Mal	3	3	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 1	Fem	4	3	1	0	0	0	0	0
30000133	\$17.67	Total 12	Mal	10	10	0	0	0	0	0	0
Water Meter Reader I	6	Tot Min 1	Fem	2	1	0	1	0	0	0	0
30000029	\$22.40	Total 2	Mal	2	0	0	1	0	1	0	0
Service Dispatcher	6	Tot Min 2	Fem	0	0	0	0	0	0	0	0
30000017	\$22.75	Total 41	Mal	11	9	1	1	0	0	0	0
Customer Accounts Specialist I	6	Tot Min 10	Fem	30	22	5	2	1	0	0	0
30001558	\$20.48	Total 1	Mal	0	0	0	0	0	0	0	0
Timekeeping Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000403	\$26.43	Total 1	Mal	0	0	0	0	0	0	0	0
Remittance Technician	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000076	\$21.12	Total 6	Mal	6	3	1	1	0	1	0	0
Utility Worker I	8	Tot Min 3	Fem	0	0	0	0	0	0	0	0

## Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000149		\$22.65	Total	3	Mal	3	3	0	0	0	0	0
Watershed Specialist I	7		Tot Min	0	Fem	0	0	0	0	0	0	0
30000224		\$22.26	Total	2	Mal	2	2	0	0	0	0	0
Surveying Aide II	3		Tot Min	0	Fem	0	0	0	0	0	0	0
30000341		\$24.37	Total	1	Mal	1	1	0	0	0	0	0
GIS Technician I	3		Tot Min	0	Fem	0	0	0	0	0	0	0
30000328		\$24.37	Total	1	Mal	1	1	0	0	0	0	0
CAD Technician I	3		Tot Min	0	Fem	0	0	0	0	0	0	0
30000101		\$23.79	Total	9	Mal	9	7	1	0	1	0	0
Automotive Equipment Oper I	8		Tot Min	2	Fem	0	0	0	0	0	0	0
30000081		\$23.18	Total	5	Mal	5	5	0	0	0	0	0
Parks Technician	8		Tot Min	0	Fem	0	0	0	0	0	0	0
30000077		\$22.56	Total	36	Mal	30	22	3	2	2	1	0
Utility Worker II	8		Tot Min	11	Fem	6	3	0	1	1	1	0
30000138		\$22.56	Total	17	Mal	14	11	2	0	1	0	0
Water Security Specialist	5		Tot Min	3	Fem	3	3	0	0	0	0	0
30000062		\$25.42	Total	1	Mal	1	0	0	1	0	0	0
Accountant I	2		Tot Min	1	Fem	0	0	0	0	0	0	0
30000014		\$24.95	Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist, Lead	6		Tot Min	1	Fem	1	0	0	0	0	0	1
30000013		\$24.45	Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist III	6		Tot Min	2	Fem	2	0	1	0	0	1	0
30000018		\$24.75	Total	8	Mal	3	3	0	0	0	0	0
Customer Accounts Specialist II	6		Tot Min	1	Fem	5	4	1	0	0	0	0
30000142		\$24.62	Total	4	Mal	3	1	0	0	0	2	0
Water Meter Technician I	7		Tot Min	3	Fem	1	0	0	0	1	0	0
30000078		\$23.79	Total	1	Mal	1	1	0	0	0	0	0
Water Utility Worker, Sr	8		Tot Min	0	Fem	0	0	0	0	0	0	0
30000151		\$23.79	Total	2	Mal	2	2	0	0	0	0	0
Watershed Specialist II	7		Tot Min	0	Fem	0	0	0	0	0	0	0

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000135	\$23.95	Total	7	Mal	6	6	0	0	0	0	0	0
Water Service Inspector I	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000134	\$23.16	Total	1	Mal	0	0	0	0	0	0	0	0
Water Meter Reader II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000144	\$22.98	Total	10	Mal	10	8	0	0	1	1	0	0
Water Operations Mechanic,	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000137	\$23.78	Total	2	Mal	2	2	0	0	0	0	0	0
Water Security Specialist, Lead	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000102	\$24.61	Total	1	Mal	1	0	0	0	0	1	0	0
Automotive Equip Oper II: Sewer	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000104	\$25.10	Total	1	Mal	1	1	0	0	0	0	0	0
Automotive Equip Oper II:	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000152	\$22.84	Total	3	Mal	2	1	0	0	0	0	0	1
Operating Engineer I	7	Tot Min	2	Fem	1	0	0	0	0	1	0	0
30000054	\$25.20	Total	3	Mal	2	2	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000252	\$25.62	Total	1	Mal	1	1	0	0	0	0	0	0
Horticulturist	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001037	\$24.28	Total	6	Mal	4	3	1	0	0	0	0	0
Utility Locator	3	Tot Min	3	Fem	2	0	2	0	0	0	0	0
30000105	\$26.61	Total	17	Mal	16	15	0	0	0	1	0	0
Construction Equipment Operator	8	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000136	\$25.02	Total	1	Mal	1	1	0	0	0	0	0	0
Water Service Inspector II	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000127	\$27.15	Total	2	Mal	2	2	0	0	0	0	0	0
General Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001283	\$28.62	Total	4	Mal	3	2	0	0	1	0	0	0
Laboratory Analyst II	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000433	\$26.40	Total	6	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	6	6	0	0	0	0	0	0

# Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000114	\$26.16	Total	3	Mal	3	3	0	0	0	0	0
Industrial Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000110	\$26.87	Total	2	Mal	2	2	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000107	\$26.87	Total	3	Mal	3	3	0	0	0	0	0
Concrete Finisher	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000225	\$28.20	Total	2	Mal	2	1	0	0	1	0	0
Surveyor I	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000139	\$18.19	Total	1	Mal	1	1	0	0	0	0	0
Water Quality Inspector I	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000056	\$28.98	Total	1	Mal	1	1	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000145	\$28.10	Total	25	Mal	24	19	1	1	2	1	0
Water Operations Mechanic	7	Tot Min	5	Fem	1	1	0	0	0	0	0
30000063	\$28.17	Total	4	Mal	1	1	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	3	3	0	0	0	0	0
30000120	\$33.41	Total	1	Mal	1	1	0	0	0	0	0
Electrician/Instrument Tech,	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30001308	\$28.61	Total	2	Mal	2	2	0	0	0	0	0
Watershed Specialist III	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000115	\$28.21	Total	1	Mal	1	1	0	0	0	0	0
Industrial Painter, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000143	\$28.21	Total	7	Mal	7	5	0	1	0	1	0
Water Meter Technician II	7	Tot Min	2	Fem	0	0	0	0	0	0	0
30000147	\$30.42	Total	9	Mal	7	7	0	0	0	0	0
Water Treatment Operator II	7	Tot Min	0	Fem	2	2	0	0	0	0	0
30000154	\$30.80	Total	13	Mal	12	11	0	0	0	0	1
Operating Engineer III	7	Tot Min	2	Fem	1	0	0	0	0	1	0
30000140	\$30.80	Total	5	Mal	3	2	1	0	0	0	0
Water Quality Inspector II	1	Tot Min	1	Fem	2	2	0	0	0	0	0



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PWB-Portland Water Bureau

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000434		\$29.26	Total	6	Mal	0	0	0	0	0	0	0
Administrative Assistant	6		Tot Min	0	Fem	6	6	0	0	0	0	0
30000566		\$26.88	Total	1	Mal	1	1	0	0	0	0	0
Financial Analyst, Assistant	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000450		\$28.42	Total	6	Mal	3	2	1	0	0	0	0
Management Assistant	1		Tot Min	3	Fem	3	1	1	0	1	0	0
30000462		\$29.44	Total	4	Mal	2	2	0	0	0	0	0
Program Specialist, Assistant	1		Tot Min	0	Fem	2	2	0	0	0	0	0
30000342		\$28.89	Total	6	Mal	3	2	0	1	0	0	0
GIS Technician II	3		Tot Min	2	Fem	3	2	0	1	0	0	0
30000325		\$29.98	Total	8	Mal	4	4	0	0	0	0	0
Engineering Technician II	3		Tot Min	0	Fem	4	4	0	0	0	0	0
30000329		\$30.09	Total	5	Mal	4	3	1	0	0	0	0
CAD Technician II	3		Tot Min	1	Fem	1	1	0	0	0	0	0
30000148		\$32.32	Total	1	Mal	1	1	0	0	0	0	0
Water Treatment Operator, Lead	7		Tot Min	0	Fem	0	0	0	0	0	0	0
30000141		\$32.32	Total	1	Mal	1	1	0	0	0	0	0
Water Quality Inspector III	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000226		\$30.13	Total	1	Mal	1	1	0	0	0	0	0
Surveyor II	2		Tot Min	0	Fem	0	0	0	0	0	0	0
30001284		\$29.14	Total	2	Mal	0	0	0	0	0	0	0
Laboratory Analytical Specialist	3		Tot Min	0	Fem	2	2	0	0	0	0	0
30000064		\$29.42	Total	1	Mal	0	0	0	0	0	0	0
Accountant III	2		Tot Min	0	Fem	1	1	0	0	0	0	0
30000228		\$30.73	Total	6	Mal	5	3	0	0	1	1	0
Public Works Inspector	1		Tot Min	2	Fem	1	1	0	0	0	0	0
30000436		\$32.68	Total	3	Mal	0	0	0	0	0	0	0
Administrative Supervisor I	6		Tot Min	0	Fem	3	3	0	0	0	0	0
30000644		\$33.18	Total	4	Mal	2	2	0	0	0	0	0
Maintenance Planner/Scheduler	6		Tot Min	0	Fem	2	2	0	0	0	0	0

## Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	1	Fem	1	0	0	0	0	0	1
30000481	\$31.38	Total	1	Mal	0	0	0	0	0	0	0
Risk Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
30000661	\$32.52	Total	3	Mal	0	0	0	0	0	0	0
Environmental Program Specialist	2	Tot Min	1	Fem	3	2	0	0	1	0	0
30000463	\$32.26	Total	1	Mal	0	0	0	0	0	0	0
Program Specialist	1	Tot Min	1	Fem	1	0	1	0	0	0	0
30001285	\$36.73	Total	1	Mal	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
30000116	\$33.47	Total	4	Mal	4	4	0	0	0	0	0
Electrician	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000239	\$33.25	Total	6	Mal	6	6	0	0	0	0	0
Instrument Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000203	\$36.82	Total	1	Mal	0	0	0	0	0	0	0
Applications Analyst II-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000759	\$33.82	Total	1	Mal	1	1	0	0	0	0	0
Parks Maintenance Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000630	\$35.32	Total	10	Mal	10	8	1	0	1	0	0
Public Works Supervisor II	7	Tot Min	2	Fem	0	0	0	0	0	0	0
30000437	\$35.67	Total	1	Mal	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000645	\$34.35	Total	2	Mal	2	2	0	0	0	0	0
Security Supervisor	5	Tot Min	0	Fem	0	0	0	0	0	0	0
30000531	\$33.78	Total	1	Mal	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000567	\$31.39	Total	2	Mal	1	1	0	0	0	0	0
Financial Analyst	1	Tot Min	1	Fem	1	0	0	1	0	0	0
30000451	\$32.92	Total	3	Mal	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	3	3	0	0	0	0	0

## Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000468		\$36.57	Total	1	Mal	1	1	0	0	0	0	0
Stores System Supervisor II	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000229		\$34.95	Total	3	Mal	3	2	0	0	1	0	0
Public Works Inspector, Sr	1		Tot Min	1	Fem	0	0	0	0	0	0	0
30000353		\$32.48	Total	5	Mal	4	3	0	1	0	0	0
Engineering Associate-Civil	2		Tot Min	1	Fem	1	1	0	0	0	0	0
30000355		\$35.30	Total	1	Mal	1	1	0	0	0	0	0
Engineering Associate-Mechanical	2		Tot Min	0	Fem	0	0	0	0	0	0	0
30000350		\$35.01	Total	1	Mal	1	1	0	0	0	0	0
Right of Way Agent III	6		Tot Min	0	Fem	0	0	0	0	0	0	0
30000343		\$35.80	Total	2	Mal	1	1	0	0	0	0	0
GIS Technician III	3		Tot Min	0	Fem	1	1	0	0	0	0	0
30000326		\$36.65	Total	2	Mal	1	1	0	0	0	0	0
Engineering Technician III	3		Tot Min	0	Fem	1	1	0	0	0	0	0
30000978		\$36.92	Total	1	Mal	1	0	0	1	0	0	0
Mapping Data Technician II	3		Tot Min	1	Fem	0	0	0	0	0	0	0
30000330		\$36.95	Total	1	Mal	1	1	0	0	0	0	0
CAD Technician III	3		Tot Min	0	Fem	0	0	0	0	0	0	0
30000339		\$36.08	Total	5	Mal	2	2	0	0	0	0	0
Environmental Specialist	2		Tot Min	1	Fem	3	2	0	0	0	0	1
30000398		\$37.81	Total	1	Mal	1	1	0	0	0	0	0
Planner, Sr City-Water Resources	2		Tot Min	0	Fem	0	0	0	0	0	0	0
30000373		\$37.81	Total	1	Mal	0	0	0	0	0	0	0
Graphics Designer III	2		Tot Min	0	Fem	1	1	0	0	0	0	0
30000331		\$37.81	Total	1	Mal	1	1	0	0	0	0	0
CAD Analyst	2		Tot Min	0	Fem	0	0	0	0	0	0	0
30000399		\$36.70	Total	2	Mal	1	1	0	0	0	0	0
Capital Project Manager I	1		Tot Min	0	Fem	1	1	0	0	0	0	0
30000117		\$34.52	Total	1	Mal	1	1	0	0	0	0	0
Electrician, Lead	7		Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000240	\$35.07	Total	1	Mal	1	1	0	0	0	0	0	0
Instrument Technician, Lead	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000493	\$35.51	Total	2	Mal	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000662	\$36.49	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Program Coordinator	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000512	\$37.81	Total	2	Mal	1	1	0	0	0	0	0	0
Water Conservation Program	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000464	\$35.08	Total	5	Mal	4	3	1	0	0	0	0	0
Program Coordinator	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000651	\$38.69	Total	1	Mal	1	0	0	0	1	0	0	0
Water Quality Inspection Supervisor	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000204	\$40.65	Total	2	Mal	2	1	1	0	0	0	0	0
Applications Analyst III-Generalist	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30001408	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Instrumentation & Security Systems	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000532	\$36.16	Total	1	Mal	0	0	0	0	0	0	0	0
Training & Development Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000449	\$39.69	Total	3	Mal	1	0	1	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	3	Fem	2	0	0	2	0	0	0	0
30000647	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Water Resource & Urban Affairs	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000445	\$37.85	Total	7	Mal	3	3	0	0	0	0	0	0
Customer Service Supervisor	1	Tot Min	1	Fem	4	3	1	0	0	0	0	0
30000698	\$38.90	Total	1	Mal	1	1	0	0	0	0	0	0
Property Acquisition & Services	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	2	Mal	2	2	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

# Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
30000487	\$39.61	Total 1	Mal	1	1	0	0	0	0	0
Emergency Management Program	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000465	\$39.74	Total 2	Mal	1	1	0	0	0	0	0
Program Manager	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000732	\$40.69	Total 1	Mal	0	0	0	0	0	0	0
Development Supervisor I	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000646	\$40.69	Total 1	Mal	0	0	0	0	0	0	0
Water Consortium Conservation Pg	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000207	\$42.07	Total 2	Mal	2	2	0	0	0	0	0
Applications Analyst IV-Generalist	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000695	\$42.22	Total 1	Mal	1	1	0	0	0	0	0
Surveying Supvr/Water Rights	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000603	\$42.84	Total 1	Mal	0	0	0	0	0	0	0
Inf Syst Analyst IV(Supvr)-Gen	2	Tot Min 0	Fem	1	1	0	0	0	0	0
30000658	\$39.14	Total 1	Mal	1	1	0	0	0	0	0
Hydroelectric Power Project Mgr,	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000686	\$39.44	Total 1	Mal	1	1	0	0	0	0	0
Capital Project Manager II	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000440	\$41.56	Total 1	Mal	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000691	\$42.84	Total 1	Mal	1	0	0	0	1	0	0
Public Works Inspection Manager	1	Tot Min 1	Fem	0	0	0	0	0	0	0
30000656	\$42.84	Total 1	Mal	0	0	0	0	0	0	0
Water Resources Program Manager	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000514	\$42.84	Total 1	Mal	0	0	0	0	0	0	0
Water Conservation Program	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000488	\$42.84	Total 1	Mal	1	1	0	0	0	0	0
Security & Emerg Mgmt Program	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000455	\$42.84	Total 1	Mal	0	0	0	0	0	0	0
Contracts Dev & Review	1	Tot Min 0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
30000340	\$41.81	Total 1	Mal	1	1	0	0	0	0	0
Hydrogeologist	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000358	\$40.83	Total 15	Mal	10	6	1	3	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min 5	Fem	5	4	0	1	0	0	0
30001081	\$43.76	Total 1	Mal	1	1	0	0	0	0	0
Watershed & Conduit Supvr	7	Tot Min 0	Fem	0	0	0	0	0	0	0
30000652	\$44.63	Total 3	Mal	3	2	1	0	0	0	0
Water Maintenance Supervisor, Sr	7	Tot Min 1	Fem	0	0	0	0	0	0	0
30000650	\$45.11	Total 1	Mal	1	1	0	0	0	0	0
Water Treatment Operations	7	Tot Min 0	Fem	0	0	0	0	0	0	0
30000635	\$45.11	Total 1	Mal	1	1	0	0	0	0	0
Electrical/Instrumentation Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0
30000486	\$44.50	Total 1	Mal	1	1	0	0	0	0	0
Safety & Risk Officer II	3	Tot Min 0	Fem	0	0	0	0	0	0	0
30000693	\$42.98	Total 1	Mal	0	0	0	0	0	0	0
Mapping & GIS Supervisor	2	Tot Min 0	Fem	1	1	0	0	0	0	0
30000696	\$22.56	Total 1	Mal	1	1	0	0	0	0	0
Engineering Survey Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000497	\$41.07	Total 1	Mal	1	0	1	0	0	0	0
Public Information Manager	1	Tot Min 1	Fem	0	0	0	0	0	0	0
30000653	\$45.11	Total 1	Mal	1	1	0	0	0	0	0
Mechanical Systems	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000438	\$45.11	Total 1	Mal	0	0	0	0	0	0	0
Water Administrative Manager	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000687	\$45.67	Total 2	Mal	0	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min 0	Fem	2	2	0	0	0	0	0
30000218	\$47.90	Total 1	Mal	0	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min 0	Fem	1	1	0	0	0	0	0
30000577	\$48.10	Total 1	Mal	1	1	0	0	0	0	0
Economist, Principal	2	Tot Min 0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30001860	\$44.98	Total	1	Mal	1	1	0	0	0	0	0
Water Resources Program Mgr, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000453	\$46.35	Total	3	Mal	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	1	Fem	3	2	0	1	0	0	0
30000466	\$46.40	Total	3	Mal	2	2	0	0	0	0	0
Program Manager, Sr	1	Tot Min	1	Fem	1	0	0	1	0	0	0
30000441	\$47.19	Total	1	Mal	1	1	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000569	\$47.31	Total	3	Mal	1	1	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	1	Fem	2	1	0	1	0	0	0
30000664	\$47.48	Total	1	Mal	1	1	0	0	0	0	0
Environmental Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000670	\$48.10	Total	1	Mal	0	0	0	0	0	0	0
Laboratory Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000657	\$48.10	Total	1	Mal	1	1	0	0	0	0	0
Hydroelectric Power Project	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000454	\$50.51	Total	1	Mal	1	1	0	0	0	0	0
Capital Improvmnt Program Planning	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000364	\$45.04	Total	1	Mal	0	0	0	0	0	0	0
Engineer-Chemical/Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000365	\$46.52	Total	17	Mal	12	12	0	0	0	0	0
Engineer-Civil	2	Tot Min	0	Fem	5	5	0	0	0	0	0
30000366	\$47.30	Total	1	Mal	1	0	0	1	0	0	0
Engineer-Electrical	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30001034	\$51.45	Total	1	Mal	1	1	0	0	0	0	0
Water Quality Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000680	\$50.88	Total	16	Mal	11	10	0	1	0	0	0
Engineer, Sr	2	Tot Min	2	Fem	5	4	0	1	0	0	0
30000681	\$55.34	Total	5	Mal	4	4	0	0	0	0	0
Engineer, Supervising	1	Tot Min	1	Fem	1	0	0	0	0	0	1

## Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000654	\$54.21	Total 1	0	0	0	0	0	0	0
Water Operations & Support	1	Tot Min 0	1	1	0	0	0	0	0
30000648	\$55.59	Total 1	0	0	0	0	0	0	0
Water Resources Planning Manager	1	Tot Min 0	1	1	0	0	0	0	0
30000682	\$59.48	Total 7	5	5	0	0	0	0	0
Engineer, Principal	1	Tot Min 1	2	1	0	0	0	0	1
30000442	\$56.37	Total 1	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min 1	1	0	0	1	0	0	0
30000655	\$62.64	Total 4	3	3	0	0	0	0	0
Water Group Manager	1	Tot Min 0	1	1	0	0	0	0	0
30000685	\$70.65	Total 1	1	1	0	0	0	0	0
Engineer, Chief - Water Bureau	1	Tot Min 0	0	0	0	0	0	0	0
30000424	\$89.45	Total 1	1	1	0	0	0	0	0
Water Utility Director	1	Tot Min 0	0	0	0	0	0	0	0
Total for 1130		Total 582	398	334	21	16	14	11	0
		Tot Min 106	184	142	13	14	5	4	6

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BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000012	\$20.20	Total 5	3	3	0	0	0	0	0
Office Support Specialist II	6	Tot Min 1	2	1	0	1	0	0	0
30000332	\$23.91	Total 5	2	2	0	0	0	0	0
Development Services Technician I	1	Tot Min 0	3	3	0	0	0	0	0
30000062	\$25.42	Total 1	1	1	0	0	0	0	0
Accountant I	2	Tot Min 0	0	0	0	0	0	0	0
30000014	\$24.95	Total 1	0	0	0	0	0	0	0
Office Support Specialist, Lead	6	Tot Min 1	1	0	0	1	0	0	0
30000013	\$24.45	Total 6	1	1	0	0	0	0	0
Office Support Specialist III	6	Tot Min 0	5	5	0	0	0	0	0



## Workforce Analysis

1210

BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000184	\$25.19	Total	5	Mal	5	4	0	1	0	0	0	0
Code Specialist II	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000171	\$27.34	Total	5	Mal	5	2	2	0	1	0	0	0
Housing Inspector	1	Tot Min	3	Fem	0	0	0	0	0	0	0	0
30000186	\$27.92	Total	1	Mal	0	0	0	0	0	0	0	0
Code Specialist III	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000375	\$26.28	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Associate	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000433	\$26.40	Total	4	Mal	1	0	0	0	0	0	0	1
Administrative Specialist, Sr	6	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000447	\$27.93	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000450	\$28.42	Total	1	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000462	\$29.44	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000333	\$27.57	Total	11	Mal	4	4	0	0	0	0	0	0
Development Services Technician II	1	Tot Min	2	Fem	7	5	1	0	1	0	0	0
30000377	\$29.19	Total	2	Mal	0	0	0	0	0	0	0	0
Planner I, City-Land Use	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000172	\$32.84	Total	2	Mal	2	2	0	0	0	0	0	0
Housing Inspector, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000492	\$33.69	Total	1	Mal	1	0	0	1	0	0	0	0
Community Outreach & Informtn	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000463	\$32.26	Total	2	Mal	0	0	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000389	\$24.68	Total	3	Mal	1	1	0	0	0	0	0	0
Planner II. City-Urban Design	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0

# Workforce Analysis

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BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000385	\$32.91	Total	11	Mal	2	2	0	0	0	0	0
Planner II. City-Land Use	2	Tot Min	1	Fem	9	8	0	0	1	0	0
30000448	\$35.38	Total	2	Mal	1	1	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000567	\$31.39	Total	1	Mal	0	0	0	0	0	0	0
Financial Analyst	1	Tot Min	1	Fem	1	0	0	1	0	0	0
30000451	\$32.92	Total	2	Mal	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30000173	\$33.22	Total	3	Mal	3	3	0	0	0	0	0
Building Inspector II	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000179	\$34.79	Total	1	Mal	0	0	0	0	0	0	0
Site Development Inspector II	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000168	\$34.79	Total	4	Mal	3	3	0	0	0	0	0
Electrical Inspector	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000164	\$34.79	Total	3	Mal	3	2	1	0	0	0	0
Plumbing Inspector	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000393	\$37.60	Total	7	Mal	1	1	0	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min	0	Fem	6	6	0	0	0	0	0
30000397	\$37.81	Total	2	Mal	1	0	0	0	1	0	0
Planner, Sr City-Urban Design	2	Tot Min	1	Fem	1	1	0	0	0	0	0
30000392	\$38.44	Total	1	Mal	0	0	0	0	0	0	0
Planner, Sr City-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000334	\$34.36	Total	3	Mal	0	0	0	0	0	0	0
Development Services Technician III	1	Tot Min	0	Fem	3	3	0	0	0	0	0
30000335	\$35.57	Total	3	Mal	2	2	0	0	0	0	0
Development Services Project Coord	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000464	\$35.08	Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000737	\$38.69	Total	1	Mal	1	1	0	0	0	0	0
Noise Control Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

1210

BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000231	\$35.18	Total	10	Mal	8	7	0	1	0	0	0
Plans Examiner, Commercial	1	Tot Min	1	Fem	2	2	0	0	0	0	0
30000170	\$37.14	Total	15	Mal	13	12	0	0	1	0	0
Combination Inspector	1	Tot Min	1	Fem	2	2	0	0	0	0	0
30000449	\$39.69	Total	1	Mal	0	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000452	\$39.50	Total	3	Mal	2	2	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000174	\$38.87	Total	10	Mal	9	7	1	0	1	0	0
Building Inspector, Sr	1	Tot Min	2	Fem	1	1	0	0	0	0	0
30000169	\$39.06	Total	5	Mal	5	5	0	0	0	0	0
Electrical Inspector, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000165	\$39.06	Total	3	Mal	3	2	1	0	0	0	0
Plumbing Inspector, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000232	\$39.59	Total	2	Mal	1	1	0	0	0	0	0
Plans Examiner, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000836	\$43.92	Total	1	Mal	0	0	0	0	0	0	0
Development Supervisor II	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000735	\$48.10	Total	3	Mal	3	3	0	0	0	0	0
Inspection Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000724	\$46.94	Total	3	Mal	2	1	0	1	0	0	0
Planner, Supervising	2	Tot Min	1	Fem	1	1	0	0	0	0	0
30000466	\$46.40	Total	2	Mal	2	2	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000569	\$47.31	Total	1	Mal	1	1	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000730	\$48.10	Total	1	Mal	1	1	0	0	0	0	0
Plan Review Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000367	\$29.39	Total	2	Mal	1	1	0	0	0	0	0
Engineer-Geotechnical	2	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

1210

BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000368	\$45.79	Total	1	Mal	0	0	0	0	0	0	0
Engineer-Mechanical	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000369	\$46.42	Total	4	Mal	3	2	0	0	0	0	1
Engineer-Structural	2	Tot Min	1	Fem	1	1	0	0	0	0	0
30000680	\$50.88	Total	1	Mal	1	0	0	1	0	0	0
Engineer, Sr	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000681	\$55.34	Total	1	Mal	1	1	0	0	0	0	0
Engineer, Supervising	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000725	\$54.46	Total	1	Mal	0	0	0	0	0	0	0
Planner, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000736	\$56.58	Total	2	Mal	2	2	0	0	0	0	0
Inspection Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000426	\$79.51	Total	1	Mal	1	0	1	0	0	0	0
Development Services Director	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 1210		Total	178	Mal	103	86	6	5	3	1	0
		Tot Min	25	Fem	75	67	2	4	1	1	0

1100

City Auditor

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	3	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	3	3	0	0	0	0	0
30000013	\$24.45	Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000542	\$22.33	Total	2	Mal	1	1	0	0	0	0	0
Records Center Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000028	\$25.36	Total	2	Mal	0	0	0	0	0	0	0
Hearings Clerk	6	Tot Min	0	Fem	2	2	0	0	0	0	0

# Workforce Analysis

1100

City Auditor

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000433	\$26.40	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000450	\$28.42	Total	1	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	1	1	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000544	\$31.79	Total	2	Mal	1	1	0	0	0	0	0	0
Archivist, Assistant	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000492	\$33.69	Total	2	Mal	1	1	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000543	\$36.82	Total	1	Mal	1	1	0	0	0	0	0	0
Records Management Specialist	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000548	\$35.03	Total	4	Mal	1	1	0	0	0	0	0	0
Management Auditor	2	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000448	\$35.38	Total	1	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000451	\$32.92	Total	2	Mal	1	1	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000553	\$36.82	Total	2	Mal	1	1	0	0	0	0	0	0
Complaint Investigator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000546	\$36.82	Total	1	Mal	0	0	0	0	0	0	0	0
Clerk to City Council	1	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000545	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Archivist & Records Center	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000549	\$37.04	Total	5	Mal	0	0	0	0	0	0	0	0
Management Auditor, Sr	2	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	1	1	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

## Workforce Analysis

1100

City Auditor

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
3000052	\$40.69	Total 1	Mal	1	0	0	0	1	0	0	0
Foreclosure Program Manager	1	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000547	\$40.69	Total 1	Mal	0	0	0	0	0	0	0	0
Council Support & Contracts	1	Tot Min 1	Fem	1	0	0	0	1	0	0	0
30000550	\$45.11	Total 2	Mal	1	1	0	0	0	0	0	0
Management Auditor, Principal	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000555	\$40.22	Total 2	Mal	1	0	1	0	0	0	0	0
IPR Program Manager, Assistant	1	Tot Min 1	Fem	1	1	0	0	0	0	0	0
30000598	\$56.58	Total 1	Mal	1	1	0	0	0	0	0	0
Hearings Officer	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000556	\$54.90	Total 1	Mal	0	0	0	0	0	0	0	0
IPR Program Manager	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000551	\$56.58	Total 1	Mal	1	1	0	0	0	0	0	0
Audit Services, Director of	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 1100		Total 44	Mal	16	14	1	0	1	0	0	0
		Tot Min 5	Fem	28	25	0	1	1	0	0	1

1030

OGR-Office of Government Relations

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
30000434	\$29.26	Total 1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000005	\$30.45	Total 2	Mal	2	2	0	0	0	0	0	0
Commissioner's Staff Rep	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000498	\$40.69	Total 2	Mal	1	1	0	0	0	0	0	0
Government Relations Lobbyist	2	Tot Min 1	Fem	1	0	0	0	0	0	0	1
30001783	\$47.60	Total 1	Mal	1	1	0	0	0	0	0	0
State Government Relations Mgr	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000414	\$66.00	Total 1	Mal	0	0	0	0	0	0	0	0
Government Relations Director	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0

## Workforce Analysis

Total for 1030	Total	7	Mal	4	4	0	0	0	0	0	0	0
	Tot Min	1	Fem	3	2	0	0	0	0	0	0	1

1090

City Attorney

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
3000012	\$20.20	Total 2	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 0	Fem	2	2	0	0	0	0	0
30000591	\$32.04	Total 7	Mal	0	0	0	0	0	0	0
Legal Assistant	6	Tot Min 1	Fem	7	6	1	0	0	0	0
30000593	\$29.69	Total 6	Mal	0	0	0	0	0	0	0
Paralegal	6	Tot Min 1	Fem	6	5	0	1	0	0	0
30000592	\$34.96	Total 2	Mal	0	0	0	0	0	0	0
Legal Assistant, Sr	6	Tot Min 1	Fem	2	1	1	0	0	0	0
30000829	\$38.32	Total 1	Mal	0	0	0	0	0	0	0
Legal Assistant Supervisor	6	Tot Min 0	Fem	1	1	0	0	0	0	0
30000594	\$38.69	Total 3	Mal	0	0	0	0	0	0	0
Paralegal, Sr	6	Tot Min 0	Fem	3	3	0	0	0	0	0
30000830	\$40.69	Total 1	Mal	0	0	0	0	0	0	0
Paralegal Supervisor	2	Tot Min 0	Fem	1	1	0	0	0	0	0
30000440	\$41.56	Total 1	Mal	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000600	\$48.10	Total 1	Mal	0	0	0	0	0	0	0
Law Office Administrator	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000595	\$51.89	Total 16	Mal	10	7	0	1	1	0	1
Attorney, Deputy City	2	Tot Min 4	Fem	6	5	0	0	0	0	1
30000596	\$61.01	Total 12	Mal	7	7	0	0	0	0	0
Attorney, Sr Deputy City	2	Tot Min 1	Fem	5	4	0	1	0	0	0
30000597	\$69.56	Total 5	Mal	2	2	0	0	0	0	0
Attorney, Chief Deputy City	2	Tot Min 0	Fem	3	3	0	0	0	0	0
30000418	\$80.27	Total 1	Mal	1	1	0	0	0	0	0
Attorney, City	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 1090		Total 58	Mal	20	17	0	1	1	0	1
		Tot Min 8	Fem	38	33	2	2	0	0	1

## Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000188	\$14.33	Total	1	Mal	0	0	0	0	0	0	0	0
Parking Collection Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001183	\$17.44	Total	3	Mal	1	1	0	0	0	0	0	0
Transportation Demand Mgmt	8	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000012	\$20.20	Total	5	Mal	1	0	0	1	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30001158	\$21.23	Total	3	Mal	1	0	1	0	0	0	0	0
Parking Code Enfrmnt	5	Tot Min	2	Fem	2	1	1	0	0	0	0	0
30000029	\$22.40	Total	7	Mal	3	2	0	0	1	0	0	0
Service Dispatcher	6	Tot Min	2	Fem	4	3	1	0	0	0	0	0
30001558	\$20.48	Total	7	Mal	1	1	0	0	0	0	0	0
Timekeeping Specialist	6	Tot Min	3	Fem	6	3	1	1	0	0	0	1
30000076	\$21.12	Total	11	Mal	7	3	4	0	0	0	0	0
Utility Worker I	8	Tot Min	4	Fem	4	4	0	0	0	0	0	0
30000185	\$22.07	Total	43	Mal	24	22	1	1	0	0	0	0
Parking Code Enforcement Officer	5	Tot Min	5	Fem	19	16	1	0	0	1	0	1
30000224	\$22.26	Total	10	Mal	10	10	0	0	0	0	0	0
Surveying Aide II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000348	\$18.19	Total	1	Mal	0	0	0	0	0	0	0	0
Right of Way Agent I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000324	\$21.70	Total	9	Mal	7	6	0	1	0	0	0	0
Engineering Technician I	3	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000101	\$23.79	Total	46	Mal	41	32	5	0	1	3	0	0
Automotive Equipment Oper I	8	Tot Min	10	Fem	5	4	0	1	0	0	0	0
30000077	\$22.56	Total	121	Mal	111	93	9	4	1	3	0	1
Utility Worker II	8	Tot Min	20	Fem	10	8	2	0	0	0	0	0
30000090	\$22.65	Total	9	Mal	9	5	2	2	0	0	0	0
Asphalt Raker	7	Tot Min	4	Fem	0	0	0	0	0	0	0	0
30000062	\$25.42	Total	2	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0



## Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
30000053	\$23.59	Total 1	Mal	1	0	0	0	0	1	0	0
Storekeeper/Acquisition Specialist I	1	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000030	\$24.95	Total 1	Mal	0	0	0	0	0	0	0	0
Service Dispatcher, Lead	6	Tot Min 1	Fem	1	0	0	1	0	0	0	0
30000013	\$24.45	Total 7	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min 1	Fem	7	6	1	0	0	0	0	0
30000102	\$24.61	Total 8	Mal	8	6	1	0	1	0	0	0
Automotive Equip Oper II: Sewer	8	Tot Min 2	Fem	0	0	0	0	0	0	0	0
30000104	\$25.10	Total 1	Mal	1	1	0	0	0	0	0	0
Automotive Equip Oper II:	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000103	\$25.10	Total 10	Mal	10	8	2	0	0	0	0	0
Automotive Equip Oper II: Street	8	Tot Min 2	Fem	0	0	0	0	0	0	0	0
30000054	\$25.20	Total 4	Mal	2	2	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min 0	Fem	2	2	0	0	0	0	0	0
30001037	\$24.28	Total 5	Mal	3	2	0	0	0	0	1	0
Utility Locator	3	Tot Min 2	Fem	2	1	0	0	0	0	0	1
30000105	\$26.61	Total 16	Mal	15	13	1	0	0	1	0	0
Construction Equipment Operator	8	Tot Min 2	Fem	1	1	0	0	0	0	0	0
30001079	\$25.17	Total 1	Mal	1	1	0	0	0	0	0	0
Survey Project Support Tech	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000099	\$24.31	Total 5	Mal	3	1	0	2	0	0	0	0
Parking Pay Station Technician	7	Tot Min 2	Fem	2	2	0	0	0	0	0	0
30000127	\$27.15	Total 2	Mal	2	2	0	0	0	0	0	0
General Mechanic	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30001809	\$26.12	Total 3	Mal	3	3	0	0	0	0	0	0
Collection System Investigator	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30001808	\$26.36	Total 6	Mal	6	5	1	0	0	0	0	0
Collection System Video Inspector	8	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000092	\$26.62	Total 7	Mal	5	4	0	1	0	0	0	0
Traffic Crew Leader	7	Tot Min 1	Fem	2	2	0	0	0	0	0	0

## Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000433		\$26.40	Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist, Sr	6		Tot Min	1	Fem	1	0	0	0	0	0	1
30000123		\$26.87	Total	1	Mal	1	1	0	0	0	0	0
Welder	8		Tot Min	0	Fem	0	0	0	0	0	0	0
30000112		\$26.87	Total	1	Mal	1	1	0	0	0	0	0
Painter	7		Tot Min	0	Fem	0	0	0	0	0	0	0
30000110		\$26.87	Total	5	Mal	4	3	0	0	1	0	0
Carpenter	7		Tot Min	1	Fem	1	1	0	0	0	0	0
30000107		\$26.87	Total	12	Mal	12	12	0	0	0	0	0
Concrete Finisher	7		Tot Min	0	Fem	0	0	0	0	0	0	0
30000089		\$26.87	Total	1	Mal	0	0	0	0	0	0	0
Sign Maker	2		Tot Min	1	Fem	1	0	0	0	1	0	0
30000225		\$28.20	Total	6	Mal	5	4	0	1	0	0	0
Surveyor I	2		Tot Min	1	Fem	1	1	0	0	0	0	0
30000197		\$27.60	Total	5	Mal	4	4	0	0	0	0	0
Sidewalk Inspector	1		Tot Min	0	Fem	1	1	0	0	0	0	0
30000056		\$28.98	Total	2	Mal	2	2	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000095		\$27.60	Total	10	Mal	10	10	0	0	0	0	0
Environmental Systems Crew	8		Tot Min	0	Fem	0	0	0	0	0	0	0
30000091		\$27.60	Total	6	Mal	6	4	1	1	0	0	0
Street Maintenance Crew Leader	7		Tot Min	2	Fem	0	0	0	0	0	0	0
30000063		\$28.17	Total	1	Mal	1	1	0	0	0	0	0
Accountant II	2		Tot Min	0	Fem	0	0	0	0	0	0	0
30000100		\$28.15	Total	1	Mal	1	1	0	0	0	0	0
Parking Pay Station Technician,	7		Tot Min	0	Fem	0	0	0	0	0	0	0
30000491		\$24.21	Total	1	Mal	0	0	0	0	0	0	0
Community Outreach & Informtn	6		Tot Min	1	Fem	1	0	1	0	0	0	0
30000434		\$29.26	Total	5	Mal	0	0	0	0	0	0	0
Administrative Assistant	6		Tot Min	2	Fem	5	3	0	1	0	0	1

## Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000566	\$26.88	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000450	\$28.42	Total	1	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000462	\$29.44	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000351	\$28.00	Total	5	Mal	2	2	0	0	0	0	0	0
Transportation Demand Mgmt Spec I	8	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000349	\$26.47	Total	2	Mal	2	2	0	0	0	0	0	0
Right of Way Agent II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000327	\$24.37	Total	1	Mal	0	0	0	0	0	0	0	0
Mapping Data Technician I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000342	\$28.89	Total	8	Mal	7	6	0	0	0	0	0	1
GIS Technician II	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000325	\$29.98	Total	16	Mal	9	7	1	0	0	1	0	0
Engineering Technician II	3	Tot Min	3	Fem	7	6	0	1	0	0	0	0
30000329	\$30.09	Total	4	Mal	4	3	0	1	0	0	0	0
CAD Technician II	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000372	\$15.55	Total	1	Mal	0	0	0	0	0	0	0	0
Graphics Designer II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000226	\$30.13	Total	2	Mal	2	1	0	0	0	1	0	0
Surveyor II	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000228	\$30.73	Total	8	Mal	5	4	0	0	0	1	0	0
Public Works Inspector	1	Tot Min	2	Fem	3	2	0	0	1	0	0	0
30000237	\$32.64	Total	3	Mal	2	0	0	1	0	0	0	1
Electronics Technician II:Traffic	3	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000436	\$32.68	Total	2	Mal	1	1	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000644	\$33.18	Total	2	Mal	2	2	0	0	0	0	0	0
Maintenance Planner/Scheduler	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0

# Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000435	\$33.33	Total 1	Mal	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min 0	Fem	1	1	0	0	0	0
30000481	\$31.38	Total 1	Mal	0	0	0	0	0	0
Risk Specialist	3	Tot Min 0	Fem	1	1	0	0	0	0
30000463	\$32.26	Total 6	Mal	2	2	0	0	0	0
Program Specialist	1	Tot Min 0	Fem	4	4	0	0	0	0
30000388	\$31.40	Total 2	Mal	2	1	0	1	0	0
Planner II. City-Transportation	2	Tot Min 1	Fem	0	0	0	0	0	0
30000385	\$32.91	Total 1	Mal	1	0	0	0	1	0
Planner II. City-Land Use	2	Tot Min 1	Fem	0	0	0	0	0	0
30000116	\$33.47	Total 14	Mal	12	10	1	0	1	0
Electrician	7	Tot Min 2	Fem	2	2	0	0	0	0
30000643	\$34.92	Total 1	Mal	1	1	0	0	0	0
Portland Streetcar Maintenance	7	Tot Min 0	Fem	0	0	0	0	0	0
30000630	\$35.32	Total 23	Mal	20	17	1	1	1	0
Public Works Supervisor II	7	Tot Min 4	Fem	3	2	0	0	0	0
30000437	\$35.67	Total 1	Mal	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min 1	Fem	1	0	0	1	0	0
30000839	\$18.41	Total 2	Mal	2	2	0	0	0	0
Portland Streetcar Operations Supvr	1	Tot Min 0	Fem	0	0	0	0	0	0
30000567	\$31.39	Total 3	Mal	0	0	0	0	0	0
Financial Analyst	1	Tot Min 1	Fem	3	2	0	1	0	0
30000451	\$32.92	Total 1	Mal	0	0	0	0	0	0
Management Analyst	1	Tot Min 0	Fem	1	1	0	0	0	0
30000229	\$34.95	Total 3	Mal	3	3	0	0	0	0
Public Works Inspector, Sr	1	Tot Min 0	Fem	0	0	0	0	0	0
30000353	\$32.48	Total 3	Mal	1	1	0	0	0	0
Engineering Associate-Civil	2	Tot Min 1	Fem	2	1	0	1	0	0
30000352	\$36.66	Total 6	Mal	3	3	0	0	0	0
Transportation Demand Mgmt Spec	8	Tot Min 0	Fem	3	3	0	0	0	0

## Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000347	\$37.81	Total 1	Mal	0	0	0	0	0	0
Materials Quality Compliance	7	Tot Min 0	Fem	1	1	0	0	0	0
30000350	\$35.01	Total 3	Mal	2	2	0	0	0	0
Right of Way Agent III	6	Tot Min 0	Fem	1	1	0	0	0	0
30000326	\$36.65	Total 6	Mal	6	6	0	0	0	0
Engineering Technician III	3	Tot Min 0	Fem	0	0	0	0	0	0
30000978	\$36.92	Total 1	Mal	1	1	0	0	0	0
Mapping Data Technician II	3	Tot Min 0	Fem	0	0	0	0	0	0
30000330	\$36.95	Total 1	Mal	1	1	0	0	0	0
CAD Technician III	3	Tot Min 0	Fem	0	0	0	0	0	0
30000402	\$37.81	Total 1	Mal	1	0	0	0	1	0
Signals & Street Lighting Technician	3	Tot Min 1	Fem	0	0	0	0	0	0
30000393	\$37.60	Total 1	Mal	1	1	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min 0	Fem	0	0	0	0	0	0
30000396	\$37.81	Total 4	Mal	3	2	0	0	1	0
Planner, Sr City-Transportation	2	Tot Min 1	Fem	1	1	0	0	0	0
30000395	\$37.81	Total 1	Mal	1	0	0	1	0	0
Planner, Sr City-Transportation	2	Tot Min 1	Fem	0	0	0	0	0	0
30000331	\$37.81	Total 1	Mal	1	1	0	0	0	0
CAD Analyst	2	Tot Min 0	Fem	0	0	0	0	0	0
30000334	\$34.36	Total 1	Mal	0	0	0	0	0	0
Development Services Technician III	1	Tot Min 0	Fem	1	1	0	0	0	0
30000399	\$36.70	Total 4	Mal	2	2	0	0	0	0
Capital Project Manager I	1	Tot Min 0	Fem	2	2	0	0	0	0
30000117	\$34.52	Total 2	Mal	1	1	0	0	0	0
Electrician, Lead	7	Tot Min 0	Fem	1	1	0	0	0	0
30000634	\$37.76	Total 2	Mal	2	1	0	1	0	0
Electrical Supervisor	7	Tot Min 1	Fem	0	0	0	0	0	0
30000637	\$37.81	Total 2	Mal	2	1	1	0	0	0
Parking Enforcement Supervisor	5	Tot Min 1	Fem	0	0	0	0	0	0

## Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
30000493	\$35.51	Total 2	Mal	1	1	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min 0	Fem	1	1	0	0	0	0	0
30000739	\$38.69	Total 3	Mal	2	2	0	0	0	0	0
Transportation Planning Coordinator	2	Tot Min 0	Fem	1	1	0	0	0	0	0
30000464	\$35.08	Total 4	Mal	4	4	0	0	0	0	0
Program Coordinator	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000166	\$36.69	Total 1	Mal	1	1	0	0	0	0	0
Lighting & Signal Inspector	8	Tot Min 0	Fem	0	0	0	0	0	0	0
30000638	\$40.69	Total 1	Mal	1	0	0	0	0	0	1
Parking Control Manager	5	Tot Min 1	Fem	0	0	0	0	0	0	0
30000694	\$35.58	Total 1	Mal	1	1	0	0	0	0	0
Surveying Supervisor	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000449	\$39.69	Total 1	Mal	0	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min 1	Fem	1	0	0	0	0	0	1
30000568	\$39.46	Total 1	Mal	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min 1	Fem	1	0	0	1	0	0	0
30000452	\$39.50	Total 2	Mal	2	2	0	0	0	0	0
Management Analyst, Sr	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000465	\$39.74	Total 4	Mal	2	2	0	0	0	0	0
Program Manager	1	Tot Min 1	Fem	2	1	0	0	0	0	1
30000732	\$40.69	Total 2	Mal	1	1	0	0	0	0	0
Development Supervisor I	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000690	\$40.69	Total 1	Mal	0	0	0	0	0	0	0
Public Works Inspection Supervisor	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000207	\$42.07	Total 2	Mal	2	2	0	0	0	0	0
Applications Analyst IV-Generalist	2	Tot Min 0	Fem	0	0	0	0	0	0	0
30000631	\$41.99	Total 1	Mal	1	1	0	0	0	0	0
Public Works Supervisor, Sr	7	Tot Min 0	Fem	0	0	0	0	0	0	0
30000640	\$42.84	Total 1	Mal	1	1	0	0	0	0	0
Portland Streetcar Maintenance	7	Tot Min 0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000686	\$39.44	Total	7	Mal	4	4	0	0	0	0	0
Capital Project Manager II	1	Tot Min	0	Fem	3	3	0	0	0	0	0
30000440	\$41.56	Total	3	Mal	2	1	0	1	0	0	0
Business Operations Supervisor	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30000639	\$42.84	Total	1	Mal	0	0	0	0	0	0	0
Portland Streetcar Operations	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001810	\$38.87	Total	1	Mal	1	1	0	0	0	0	0
Env Policy & Hazardous Materials	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000363	\$40.39	Total	7	Mal	5	4	0	1	0	0	0
Engineering Associate, Sr-Traffic	2	Tot Min	1	Fem	2	2	0	0	0	0	0
30000358	\$40.83	Total	8	Mal	4	3	1	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	1	Fem	4	4	0	0	0	0	0
30000362	\$42.90	Total	1	Mal	0	0	0	0	0	0	0
Engineering Associate, Sr-Structural	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000486	\$44.50	Total	1	Mal	1	0	1	0	0	0	0
Safety & Risk Officer II	3	Tot Min	1	Fem	0	0	0	0	0	0	0
30000679	\$45.11	Total	1	Mal	1	1	0	0	0	0	0
Public Works Permit Engineering	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000696	\$22.56	Total	1	Mal	1	1	0	0	0	0	0
Engineering Survey Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000697	\$45.11	Total	1	Mal	1	1	0	0	0	0	0
Right of Way Acquisition Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000687	\$45.67	Total	4	Mal	3	3	0	0	0	0	0
Capital Project Manager III	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000218	\$47.90	Total	1	Mal	1	1	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000453	\$46.35	Total	1	Mal	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000466	\$46.40	Total	1	Mal	1	1	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000441	\$47.19	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000569	\$47.31	Total	1	Mal	1	0	0	1	0	0	0	0
Financial Analyst, Principal	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30001259	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Capital Program Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001258	\$48.10	Total	1	Mal	0	0	0	0	0	0	0	0
Capital Project Control Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000699	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Traffic Investigations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001734	\$46.17	Total	2	Mal	1	1	0	0	0	0	0	0
Engineer-Bridge	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000369	\$46.42	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-Structural	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000365	\$46.52	Total	2	Mal	1	1	0	0	0	0	0	0
Engineer-Civil	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000370	\$46.67	Total	7	Mal	4	1	1	1	0	1	0	0
Engineer-Traffic	2	Tot Min	3	Fem	3	3	0	0	0	0	0	0
30000733	\$51.71	Total	1	Mal	1	0	0	0	1	0	0	0
Development Services Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000680	\$50.88	Total	9	Mal	7	5	0	2	0	0	0	0
Engineer, Sr	2	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000681	\$55.34	Total	5	Mal	3	3	0	0	0	0	0	0
Engineer, Supervising	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000632	\$47.66	Total	2	Mal	2	2	0	0	0	0	0	0
Public Works Division Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000642	\$49.36	Total	3	Mal	2	2	0	0	0	0	0	0
Transportation Division Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000741	\$56.58	Total	1	Mal	1	1	0	0	0	0	0	0
Transportation Planning Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0



## Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000682	\$59.48	Total	3	Mal	2	2	0	0	0	0	0
Engineer, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000855	\$62.64	Total	1	Mal	0	0	0	0	0	0	0
Maintenance Group Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000854	\$62.64	Total	1	Mal	1	1	0	0	0	0	0
Transportation Systems Grp Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000853	\$62.64	Total	1	Mal	1	1	0	0	0	0	0
Transportation Dev & Engineering	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000683	\$70.56	Total	1	Mal	1	1	0	0	0	0	0
Engineer, Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000420	\$72.99	Total	1	Mal	1	1	0	0	0	0	0
Transportation Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1120		Total	682	Mal	506	417	35	26	9	14	1
		Tot Min	122	Fem	176	143	9	12	2	2	0

1140

BPS-Bureau of Planning and Sustainability

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	3	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	3	2	1	0	0	0	0
30000061	\$21.13	Total	1	Mal	0	0	0	0	0	0	0
Accounting Technician	6	Tot Min	1	Fem	1	0	1	0	0	0	0
30000184	\$25.19	Total	1	Mal	0	0	0	0	0	0	0
Code Specialist II	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000375	\$26.28	Total	3	Mal	1	0	1	0	0	0	0
Planner, Associate	2	Tot Min	1	Fem	2	2	0	0	0	0	0
30000433	\$26.40	Total	6	Mal	3	2	0	0	1	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	3	3	0	0	0	0	0

## Workforce Analysis

1140

BPS-Bureau of Planning and Sustainability

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000063	\$28.17	Total 1	Mal	0	0	0	0	0	0
Accountant II	2	Tot Min 1	Fem	1	0	1	0	0	0
30000447	\$27.93	Total 1	Mal	1	0	0	1	0	0
Business Systems Analyst, Assistant 2		Tot Min 1	Fem	0	0	0	0	0	0
30001509	\$28.66	Total 1	Mal	0	0	0	0	0	0
Web Designer	2	Tot Min 0	Fem	1	1	0	0	0	0
30000450	\$28.42	Total 4	Mal	1	1	0	0	0	0
Management Assistant	1	Tot Min 1	Fem	3	2	0	0	1	0
30000462	\$29.44	Total 7	Mal	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min 2	Fem	7	5	0	1	0	1
30000342	\$28.89	Total 1	Mal	1	1	0	0	0	0
GIS Technician II	3	Tot Min 0	Fem	0	0	0	0	0	0
30000338	\$29.40	Total 1	Mal	0	0	0	0	0	0
Environmental Technician II	3	Tot Min 0	Fem	1	1	0	0	0	0
30000372	\$15.55	Total 1	Mal	0	0	0	0	0	0
Graphics Designer II	2	Tot Min 0	Fem	1	1	0	0	0	0
30000436	\$32.68	Total 1	Mal	1	0	0	0	1	0
Administrative Supervisor I	6	Tot Min 1	Fem	0	0	0	0	0	0
30000435	\$33.33	Total 1	Mal	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min 0	Fem	1	1	0	0	0	0
30000505	\$28.50	Total 8	Mal	3	3	0	0	0	0
Conservation Program Specialist	2	Tot Min 0	Fem	5	5	0	0	0	0
30000492	\$33.69	Total 7	Mal	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min 2	Fem	7	5	1	1	0	0
30000463	\$32.26	Total 1	Mal	0	0	0	0	0	0
Program Specialist	1	Tot Min 0	Fem	1	1	0	0	0	0
30000389	\$24.68	Total 1	Mal	0	0	0	0	0	0
Planner II. City-Urban Design	2	Tot Min 0	Fem	1	1	0	0	0	0
30000383	\$28.49	Total 1	Mal	1	1	0	0	0	0
Planner II. City-Economic	2	Tot Min 0	Fem	0	0	0	0	0	0

## Workforce Analysis

1140

BPS-Bureau of Planning and Sustainability

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
30000385	\$32.91	Total 11	Mal	6	5	0	1	0	0	0	0
Planner II. City-Land Use	2	Tot Min 1	Fem	5	5	0	0	0	0	0	0
30000212	\$36.82	Total 1	Mal	0	0	0	0	0	0	0	0
ISTA IV-Vertical GIS Specialty	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000567	\$31.39	Total 1	Mal	0	0	0	0	0	0	0	0
Financial Analyst	1	Tot Min 1	Fem	1	0	1	0	0	0	0	0
30000451	\$32.92	Total 3	Mal	1	0	0	1	0	0	0	0
Management Analyst	1	Tot Min 2	Fem	2	1	0	1	0	0	0	0
30000393	\$37.60	Total 9	Mal	6	6	0	0	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min 0	Fem	3	3	0	0	0	0	0	0
30000397	\$37.81	Total 1	Mal	1	1	0	0	0	0	0	0
Planner, Sr City-Urban Design	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000396	\$37.81	Total 1	Mal	1	1	0	0	0	0	0	0
Planner, Sr City-Transportation	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000391	\$37.81	Total 1	Mal	1	1	0	0	0	0	0	0
Planner, Sr City-Economic	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000373	\$37.81	Total 1	Mal	1	1	0	0	0	0	0	0
Graphics Designer III	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000392	\$38.44	Total 1	Mal	0	0	0	0	0	0	0	0
Planner, Sr City-Environmental	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000506	\$36.67	Total 5	Mal	2	1	0	1	0	0	0	0
Conservation Program Coordinator	2	Tot Min 1	Fem	3	3	0	0	0	0	0	0
30000464	\$35.08	Total 2	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min 1	Fem	2	1	0	1	0	0	0	0
30000495	\$33.19	Total 1	Mal	0	0	0	0	0	0	0	0
Public Information Officer	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000507	\$38.86	Total 6	Mal	2	0	0	0	0	2	0	0
Conservation Program Coordinator,	2	Tot Min 2	Fem	4	4	0	0	0	0	0	0
30000568	\$39.46	Total 1	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min 1	Fem	1	0	0	1	0	0	0	0

## Workforce Analysis

1140

BPS-Bureau of Planning and Sustainability

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000724	\$46.94	Total	4	Mal	2	1	0	1	0	0	0
Planner, Supervising	2	Tot Min	1	Fem	2	2	0	0	0	0	0
30000466	\$46.40	Total	1	Mal	1	1	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000509	\$48.10	Total	1	Mal	0	0	0	0	0	0	0
Conservation Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000508	\$48.10	Total	1	Mal	1	0	0	0	1	0	0
Solid Waste & Recycling Program	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000725	\$54.46	Total	2	Mal	1	1	0	0	0	0	0
Planner, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30001658	\$55.85	Total	1	Mal	1	1	0	0	0	0	0
Plg & Sust Policy, Rsrch & Oper Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30001053	\$70.30	Total	1	Mal	1	1	0	0	0	0	0
Planner, Chief	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30001054	\$88.76	Total	1	Mal	0	0	0	0	0	0	0
Planning & Sustainability Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1140		Total	108	Mal	40	29	1	5	1	4	0
		Tot Min	23	Fem	68	56	5	5	0	2	0

1150

PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000022	\$18.08	Total	12	Mal	2	2	0	0	0	0	0
Police Desk Clerk	6	Tot Min	1	Fem	10	9	1	0	0	0	0
30000020	\$20.75	Total	53	Mal	14	12	0	0	1	0	1
Police Records Specialist	6	Tot Min	5	Fem	39	36	2	1	0	0	0
30000024	\$20.92	Total	26	Mal	5	5	0	0	0	0	0
Police Administrative Support	6	Tot Min	5	Fem	21	16	0	2	3	0	0
30000017	\$22.75	Total	1	Mal	0	0	0	0	0	0	0
Customer Accounts Specialist I	6	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

1150

PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000769	\$23.50	Total	1	Mal	1	1	0	0	0	0	0
Home Security Specialist	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000096	\$22.65	Total	4	Mal	4	4	0	0	0	0	0
Auto Servicer	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000083	\$22.65	Total	2	Mal	1	1	0	0	0	0	0
Stable Attendant	8	Tot Min	0	Fem	1	1	0	0	0	0	0
30000079	\$23.78	Total	1	Mal	0	0	0	0	0	0	0
Equestrian Trainer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000062	\$25.42	Total	7	Mal	0	0	0	0	0	0	0
Accountant I	2	Tot Min	2	Fem	7	5	0	2	0	0	0
30000025	\$23.74	Total	16	Mal	2	2	0	0	0	0	0
Police Administrative Support Spec,	6	Tot Min	1	Fem	14	13	0	1	0	0	0
30000021	\$24.65	Total	9	Mal	1	1	0	0	0	0	0
Police Records Training Coordinator	2	Tot Min	1	Fem	8	7	0	1	0	0	0
30000770	\$27.00	Total	1	Mal	1	1	0	0	0	0	0
Home Security Specialist, Sr	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000308	\$25.22	Total	1	Mal	0	0	0	0	0	0	0
Crime Prevention Rep	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000303	\$0.00	Total	1	Mal	0	0	0	0	0	0	0
Police Identification	3	Tot Min	1	Fem	1	0	0	0	0	0	1
30000050	\$25.13	Total	8	Mal	5	4	0	1	0	0	0
Evidence Control Specialist	6	Tot Min	1	Fem	3	3	0	0	0	0	0
30000309	\$26.42	Total	1	Mal	0	0	0	0	0	0	0
Crime Prevention Program	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000433	\$26.40	Total	7	Mal	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	7	7	0	0	0	0	0
30000051	\$28.71	Total	2	Mal	1	1	0	0	0	0	0
Evidence Control Specialist, Lead	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000063	\$28.17	Total	1	Mal	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	0	0	1	0	0

# Workforce Analysis

1150

PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000434	\$29.26	Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	3	2	0	0	0	0	1
30000566	\$26.88	Total	1	Mal	0	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	1	Fem	1	0	0	1	0	0	0
30000450	\$28.42	Total	4	Mal	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	0	Fem	4	4	0	0	0	0	0
30000462	\$29.44	Total	1	Mal	0	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	1	Fem	1	0	0	0	1	0	0
30000304	\$31.92	Total	16	Mal	4	2	1	1	0	0	0
Police Identification Technician	3	Tot Min	3	Fem	12	11	0	0	0	1	0
30000297	\$34.26	Total	677	Mal	573	486	22	39	21	3	1
Police Officer	4	Tot Min	101	Fem	104	90	4	4	5	0	1
30000436	\$32.68	Total	2	Mal	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000518	\$35.06	Total	1	Mal	1	1	0	0	0	0	0
Video Production Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000492	\$33.69	Total	1	Mal	1	0	0	1	0	0	0
Community Outreach & Informtn	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000463	\$32.26	Total	1	Mal	1	1	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000837	\$35.06	Total	2	Mal	2	2	0	0	0	0	0
Police Evidence Control Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000305	\$34.83	Total	3	Mal	2	1	0	1	0	0	0
Police Identification Technician,	3	Tot Min	2	Fem	1	0	0	1	0	0	0
30000306	\$34.83	Total	2	Mal	2	2	0	0	0	0	0
Police Photographic Reproduction	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000779	\$35.36	Total	3	Mal	1	1	0	0	0	0	0
Police Records Supervisor	6	Tot Min	0	Fem	2	2	0	0	0	0	0

## Workforce Analysis

1150

PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000437	\$35.67	Total	2	Mal	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000771	\$36.82	Total	1	Mal	0	0	0	0	0	0	0
Alarm Program Coord	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000775	\$36.52	Total	6	Mal	6	6	0	0	0	0	0
Police Internal Affairs Investigator	5	Tot Min	0	Fem	0	0	0	0	0	0	0
30000531	\$33.78	Total	3	Mal	1	1	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	2	2	0	0	0	0	0
30000448	\$35.38	Total	1	Mal	1	1	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000451	\$32.92	Total	4	Mal	1	1	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	3	3	0	0	0	0	0
30000777	\$34.96	Total	6	Mal	3	3	0	0	0	0	0
Crime Analyst	2	Tot Min	0	Fem	3	3	0	0	0	0	0
30000464	\$35.08	Total	1	Mal	1	1	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000478	\$37.98	Total	1	Mal	1	1	0	0	0	0	0
Claims Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000774	\$38.69	Total	1	Mal	0	0	0	0	0	0	0
Police Program Specialist, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000495	\$33.19	Total	1	Mal	0	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000778	\$40.69	Total	1	Mal	1	1	0	0	0	0	0
Police Data Research Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000772	\$40.69	Total	1	Mal	1	1	0	0	0	0	0
Police ID Technologies Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000465	\$39.74	Total	1	Mal	0	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000494	\$40.57	Total	1	Mal	0	0	0	0	0	0	0
Community Outreach & Invlvmt	1	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

1150

PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000833	\$37.43	Total	1	Mal	1	1	0	0	0	0	0
Police Evidence & Property Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000298	\$40.16	Total	118	Mal	105	92	6	6	1	0	0
Police Sergeant	4	Tot Min	15	Fem	13	11	0	0	2	0	0
30000307	\$40.44	Total	16	Mal	12	10	0	2	0	0	0
Police Criminalist	4	Tot Min	2	Fem	4	4	0	0	0	0	0
30000302	\$40.47	Total	86	Mal	63	55	1	4	2	1	0
Police Detective	4	Tot Min	9	Fem	23	22	1	0	0	0	0
30000310	\$41.01	Total	1	Mal	1	1	0	0	0	0	0
Police Investigative Accountant	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000441	\$47.19	Total	1	Mal	1	1	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000299	\$50.79	Total	26	Mal	23	17	1	1	3	1	0
Police Lieutenant	4	Tot Min	6	Fem	3	3	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001483	\$70.65	Total	1	Mal	1	1	0	0	0	0	0
Police Services, Director of	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000300	\$58.01	Total	13	Mal	11	9	0	1	0	0	1
Police Captain	4	Tot Min	2	Fem	2	2	0	0	0	0	0
30000784	\$69.51	Total	2	Mal	2	2	0	0	0	0	0
Police Chief, Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000301	\$63.00	Total	4	Mal	4	4	0	0	0	0	0
Police Commander	4	Tot Min	0	Fem	0	0	0	0	0	0	0
30000431	\$86.11	Total	1	Mal	1	1	0	0	0	0	0
Police Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1150		Total	1,174	Mal	865	740	31	57	27	6	1
		Tot Min	162	Fem	309	272	8	13	12	1	0



## Workforce Analysis

1190

PBEM-Portland Bureau of Emergency Management

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000012	\$20.20	Total 1	Mal	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 0	Fem	1	1	0	0	0	0
30000063	\$28.17	Total 1	Mal	0	0	0	0	0	0
Accountant II	2	Tot Min 1	Fem	1	0	0	1	0	0
30000463	\$32.26	Total 4	Mal	3	3	0	0	0	0
Program Specialist	1	Tot Min 0	Fem	1	1	0	0	0	0
30000464	\$35.08	Total 1	Mal	1	1	0	0	0	0
Program Coordinator	1	Tot Min 0	Fem	0	0	0	0	0	0
30000495	\$33.19	Total 1	Mal	1	1	0	0	0	0
Public Information Officer	2	Tot Min 0	Fem	0	0	0	0	0	0
30000452	\$39.50	Total 1	Mal	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min 1	Fem	1	0	0	0	0	1
30000465	\$39.74	Total 1	Mal	0	0	0	0	0	0
Program Manager	1	Tot Min 0	Fem	1	1	0	0	0	0
30000466	\$46.40	Total 1	Mal	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min 0	Fem	1	1	0	0	0	0
30000790	\$45.28	Total 1	Mal	1	1	0	0	0	0
Emergency Management Operations 1	1	Tot Min 0	Fem	0	0	0	0	0	0
30000430	\$62.64	Total 1	Mal	0	0	0	0	0	0
Emergency Management Director	1	Tot Min 0	Fem	1	1	0	0	0	0
Total for 1190		Total 13	Mal	6	6	0	0	0	0
		Tot Min 2	Fem	7	5	0	1	0	1

1240

OMF-Bureau of Human Resources

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000011	\$17.43	Total 1	Mal	0	0	0	0	0	0
Office Support Specialist I	6	Tot Min 0	Fem	1	1	0	0	0	0
30000012	\$20.20	Total 3	Mal	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 2	Fem	3	1	2	0	0	0

## Workforce Analysis

1240

OMF-Bureau of Human Resources

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000013	\$24.45	Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000433	\$26.40	Total	2	Mal	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000063	\$28.17	Total	1	Mal	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	1	0	0	0	0
30000520	\$28.70	Total	4	Mal	1	0	0	1	0	0	0
Human Resources Technician	6	Tot Min	1	Fem	3	3	0	0	0	0	0
30001858	\$29.07	Total	5	Mal	2	2	0	0	0	0	0
Human Resources System	6	Tot Min	1	Fem	3	2	0	1	0	0	0
30000436	\$32.68	Total	1	Mal	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000538	\$31.12	Total	2	Mal	0	0	0	0	0	0	0
Benefits Specialist	2	Tot Min	1	Fem	2	1	0	1	0	0	0
30001834	\$35.06	Total	1	Mal	0	0	0	0	0	0	0
Labor Relations Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000463	\$32.26	Total	1	Mal	0	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001833	\$28.85	Total	1	Mal	0	0	0	0	0	0	0
Labor Relations Analyst, Sr	2	Tot Min	1	Fem	1	0	1	0	0	0	0
30001586	\$29.78	Total	1	Mal	0	0	0	0	0	0	0
Affirmative Action/Diversity Analyst,	2	Tot Min	1	Fem	1	0	0	1	0	0	0
30000533	\$33.69	Total	2	Mal	1	1	0	0	0	0	0
Classification/Compensation	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000531	\$33.78	Total	1	Mal	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000522	\$35.71	Total	6	Mal	3	1	1	1	0	0	0
Human Resources Analyst, Sr	2	Tot Min	4	Fem	3	1	1	1	0	0	0

## Workforce Analysis

1240

OMF-Bureau of Human Resources

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000539	\$36.82	Total 2	Mal	0	0	0	0	0	0
Benefits Analyst	2	Tot Min 1	Fem	2	1	0	1	0	0
30000451	\$32.92	Total 1	Mal	1	1	0	0	0	0
Management Analyst	1	Tot Min 0	Fem	0	0	0	0	0	0
30000464	\$35.08	Total 2	Mal	0	0	0	0	0	0
Program Coordinator	1	Tot Min 0	Fem	2	2	0	0	0	0
30001535	\$40.02	Total 1	Mal	0	0	0	0	0	0
Benefits Coordinator	2	Tot Min 0	Fem	1	1	0	0	0	0
30000523	\$40.48	Total 12	Mal	6	0	3	0	1	0
Human Resources Coordinator	2	Tot Min 10	Fem	6	2	2	0	1	1
30000534	\$40.69	Total 1	Mal	0	0	0	0	0	0
Classification/Compensation	2	Tot Min 0	Fem	1	1	0	0	0	0
30000527	\$40.69	Total 1	Mal	0	0	0	0	0	0
Employment & Development	2	Tot Min 1	Fem	1	0	1	0	0	0
30000536	\$42.77	Total 3	Mal	2	1	0	1	0	0
Labor Relations Coordinator	2	Tot Min 1	Fem	1	1	0	0	0	0
30000569	\$47.31	Total 1	Mal	1	0	1	0	0	0
Financial Analyst, Principal	1	Tot Min 1	Fem	0	0	0	0	0	0
30001708	\$48.10	Total 1	Mal	0	0	0	0	0	0
Training & Development Manager	1	Tot Min 0	Fem	1	1	0	0	0	0
30000535	\$0.00	Total 1	Mal	0	0	0	0	0	0
Classification/Compensation	1	Tot Min 0	Fem	1	1	0	0	0	0
30000530	\$40.69	Total 1	Mal	0	0	0	0	0	0
Affirmative Action/Diversity Manager	1	Tot Min 1	Fem	1	0	1	0	0	0
30000541	\$51.71	Total 1	Mal	0	0	0	0	0	0
Benefits Manager	1	Tot Min 0	Fem	1	1	0	0	0	0
30000525	\$51.71	Total 1	Mal	1	0	1	0	0	0
Human Resources Manager, Police	1	Tot Min 1	Fem	0	0	0	0	0	0
30000524	\$51.71	Total 3	Mal	1	0	1	0	0	0
Human Resources Site Team	1	Tot Min 2	Fem	2	1	1	0	0	0

## Workforce Analysis

1240

OMF-Bureau of Human Resources

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
30000537	\$52.89	Total 1	Mal	1	0	1	0	0	0	0
Labor/Employee Relations Manager	1	Tot Min 1	Fem	0	0	0	0	0	0	0
30001633	\$52.91	Total 1	Mal	1	1	0	0	0	0	0
Human Resources System Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000526	\$51.71	Total 1	Mal	1	0	0	0	0	0	1
Human Resources Director,	1	Tot Min 1	Fem	0	0	0	0	0	0	0
30000409	\$70.65	Total 1	Mal	0	0	0	0	0	0	0
Human Resources Director	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 1240		Total 70	Mal	22	7	8	3	1	0	1
		Tot Min 32	Fem	48	31	10	5	1	1	0

1250

OMF-Bureau of Technology Services

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
30000341	\$24.37	Total 1	Mal	0	0	0	0	0	0	0
GIS Technician I	3	Tot Min 1	Fem	1	0	0	1	0	0	0
30000053	\$23.59	Total 2	Mal	1	1	0	0	0	0	0
Storekeeper/Acquisition Specialist I	1	Tot Min 0	Fem	1	1	0	0	0	0	0
30000013	\$24.45	Total 2	Mal	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min 0	Fem	2	2	0	0	0	0	0
30000054	\$25.20	Total 1	Mal	1	1	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min 0	Fem	0	0	0	0	0	0	0
30000234	\$27.91	Total 5	Mal	5	4	1	0	0	0	0
Electronics Technician I:	3	Tot Min 1	Fem	0	0	0	0	0	0	0
30000198	\$0.00	Total 2	Mal	2	1	0	0	1	0	0
Inf Syst Technical Analyst I	2	Tot Min 1	Fem	0	0	0	0	0	0	0
30000433	\$26.40	Total 1	Mal	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min 0	Fem	1	1	0	0	0	0	0
30000056	\$28.98	Total 1	Mal	1	1	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1	Tot Min 0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

1250

OMF-Bureau of Technology Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000199	\$28.94	Total	5	Mal	3	2	0	1	0	0	0	0
Inf Syst Technical Analyst II	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000238	\$32.64	Total	2	Mal	2	2	0	0	0	0	0	0
Communications Switch Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000236	\$32.64	Total	8	Mal	7	7	0	0	0	0	0	0
Electronics Technician II: Commun	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000209	\$29.69	Total	1	Mal	0	0	0	0	0	0	0	0
ISTA III-Telecommunications	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000201	\$32.22	Total	1	Mal	0	0	0	0	0	0	0	0
Applications Analyst I-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000200	\$35.06	Total	3	Mal	1	0	0	1	0	0	0	0
Inf Syst Technical Analyst III	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000210	\$33.83	Total	24	Mal	17	12	2	3	0	0	0	0
Inf Syst Technical Analyst IV	2	Tot Min	10	Fem	7	2	2	1	1	1	0	0
30000211	\$36.82	Total	4	Mal	2	1	0	0	1	0	0	0
ISTA IV-Telecommunications	2	Tot Min	2	Fem	2	1	1	0	0	0	0	0
30000203	\$36.82	Total	2	Mal	1	0	0	0	1	0	0	0
Applications Analyst II-Generalist	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000448	\$35.38	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000213	\$38.17	Total	16	Mal	12	5	1	1	3	0	1	1
Inf Syst Technical Analyst V	2	Tot Min	8	Fem	4	3	1	0	0	0	0	0
30000204	\$40.65	Total	16	Mal	10	7	0	3	0	0	0	0
Applications Analyst III-Generalist	2	Tot Min	6	Fem	6	3	0	3	0	0	0	0
30000624	\$40.25	Total	1	Mal	1	1	0	0	0	0	0	0
Communications Systems Rep	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

## Workforce Analysis

1250

OMF-Bureau of Technology Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000625	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Operations Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001003	\$0.00	Total	1	Mal	0	0	0	0	0	0	0	0
ISTA VI-Security Specialty	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001234	\$36.08	Total	2	Mal	2	2	0	0	0	0	0	0
Applications Analyst IV-Web	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000215	\$39.21	Total	16	Mal	15	12	0	3	0	0	0	0
Inf Syst Technical Analyst VI	2	Tot Min	4	Fem	1	0	0	1	0	0	0	0
30000207	\$42.07	Total	8	Mal	7	6	0	1	0	0	0	0
Applications Analyst IV-Generalist	2	Tot Min	2	Fem	1	0	0	1	0	0	0	0
30000700	\$41.55	Total	2	Mal	2	2	0	0	0	0	0	0
Communications Engineer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000220	\$40.44	Total	2	Mal	2	2	0	0	0	0	0	0
Inf Syst Analyst, Principal-Security	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000219	\$47.79	Total	6	Mal	4	3	0	1	0	0	0	0
Inf Syst Analyst, Principal-Proj Mgmt	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000218	\$47.90	Total	20	Mal	16	10	1	4	1	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	6	Fem	4	4	0	0	0	0	0	0
30000217	\$48.10	Total	4	Mal	4	2	0	2	0	0	0	0
Inf Syst Analyst, Principal-GIS	2	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000627	\$46.82	Total	1	Mal	1	1	0	0	0	0	0	0
Communications Systems	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000605	\$47.25	Total	7	Mal	4	3	0	0	1	0	0	0
Inf Syst Supvr-Generalist	1	Tot Min	2	Fem	3	2	1	0	0	0	0	0
30000604	\$47.51	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Supvr-Bureau IS & GIS	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000620	\$48.66	Total	3	Mal	2	2	0	0	0	0	0	0
Technology Services Bureau	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000607	\$50.81	Total	4	Mal	2	2	0	0	0	0	0	0
Inf Syst Mgr-Generalist	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0

# Workforce Analysis

1250

OMF-Bureau of Technology Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30001004	\$51.71	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Mgr-Proj Mgmt	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000609	\$51.71	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Mgr-Wide Area Network	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000608	\$51.71	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Mgr-Network Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000614	\$51.18	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Mgr, Sr-Production	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000613	\$56.14	Total	4	Mal	3	3	0	0	0	0	0	0
Inf Syst Mgr, Sr-General	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000615	\$56.58	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Mgr, Sr-Security	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000610	\$56.58	Total	1	Mal	1	0	0	1	0	0	0	0
Inf Syst Mgr, Sr-Applications	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000628	\$62.64	Total	1	Mal	1	1	0	0	0	0	0	0
ComNet Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000618	\$62.64	Total	1	Mal	1	0	0	1	0	0	0	0
IT Strategic Technology Planning	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000622	\$70.65	Total	1	Mal	1	1	0	0	0	0	0	0
SAP Architect- XI/PI	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000832	\$70.65	Total	1	Mal	0	0	0	0	0	0	0	0
Chief Technology Officer, Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000411	\$79.51	Total	1	Mal	1	1	0	0	0	0	0	0
Chief Technology Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1250		Total	194	Mal	140	103	5	22	8	0	1	1
		Tot Min	53	Fem	54	38	5	9	1	1	0	0

# Workforce Analysis

1260

OMF-Bureau of Purchases

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000058	\$21.21	Total 3	Mal	0	0	0	0	0	0
Procurement Specialist, Assistant	6	Tot Min 2	Fem	3	1	1	1	0	0
30000013	\$24.45	Total 1	Mal	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min 0	Fem	1	1	0	0	0	0
30000059	\$25.34	Total 3	Mal	0	0	0	0	0	0
Procurement Specialist	1	Tot Min 3	Fem	3	0	3	0	0	0
30000433	\$26.40	Total 1	Mal	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min 1	Fem	1	0	0	1	0	0
30000434	\$29.26	Total 2	Mal	0	0	0	0	0	0
Administrative Assistant	6	Tot Min 0	Fem	2	2	0	0	0	0
30000450	\$28.42	Total 2	Mal	1	1	0	0	0	0
Management Assistant	1	Tot Min 0	Fem	1	1	0	0	0	0
30000060	\$29.91	Total 4	Mal	2	2	0	0	0	0
Procurement Specialist, Sr	1	Tot Min 0	Fem	2	2	0	0	0	0
30000463	\$32.26	Total 1	Mal	0	0	0	0	0	0
Program Specialist	1	Tot Min 0	Fem	1	1	0	0	0	0
30000469	\$35.27	Total 4	Mal	0	0	0	0	0	0
Contracts Compliance Specialist	1	Tot Min 2	Fem	4	2	2	0	0	0
30000464	\$35.08	Total 4	Mal	2	2	0	0	0	0
Program Coordinator	1	Tot Min 1	Fem	2	1	1	0	0	0
30000457	\$38.69	Total 1	Mal	0	0	0	0	0	0
Technology Svcs Contracts	1	Tot Min 0	Fem	1	1	0	0	0	0
30000471	\$36.62	Total 4	Mal	2	2	0	0	0	0
Procurement Supervisor	1	Tot Min 1	Fem	2	1	0	0	1	0
30000470	\$39.35	Total 4	Mal	3	1	1	0	0	0
Contractor Dev Program Coordinator	1	Tot Min 2	Fem	1	1	0	0	0	0
30000452	\$39.50	Total 1	Mal	1	0	0	0	0	0
Management Analyst, Sr	1	Tot Min 1	Fem	0	0	0	0	0	0
30000472	\$42.84	Total 1	Mal	0	0	0	0	0	0
Contractor Development Supervisor	1	Tot Min 1	Fem	1	0	1	0	0	0



## Workforce Analysis

1260

OMF-Bureau of Purchases

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000473	\$47.11	Total	1	Mal	0	0	0	0	0	0	0
Purchasing Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001208	\$60.64	Total	1	Mal	0	0	0	0	0	0	0
Chief Procurement Officer	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1260		Total	38	Mal	11	8	1	0	0	0	2
		Tot Min	14	Fem	27	16	8	2	1	0	0

1270

OMF-Bureau of Financial Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	2	1	0	1	0	0	0
30000061	\$21.13	Total	2	Mal	1	1	0	0	0	0	0
Accounting Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000013	\$24.45	Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000433	\$26.40	Total	3	Mal	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	2	Fem	3	1	0	1	1	0	0
30000063	\$28.17	Total	2	Mal	1	1	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000559	\$24.04	Total	1	Mal	0	0	0	0	0	0	0
Accountant, Assistant Systems	2	Tot Min	1	Fem	1	0	0	1	0	0	0
30000064	\$29.42	Total	11	Mal	8	5	0	2	0	0	1
Accountant III	2	Tot Min	5	Fem	3	1	1	1	0	0	0
30000560	\$35.15	Total	1	Mal	1	1	0	0	0	0	0
Accountant, Systems	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000567	\$31.39	Total	4	Mal	1	0	0	1	0	0	0
Financial Analyst	1	Tot Min	1	Fem	3	3	0	0	0	0	0
30000562	\$36.34	Total	2	Mal	1	1	0	0	0	0	0
Accounting Supervisor, Sr	2	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

1270

OMF-Bureau of Financial Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000568	\$39.46	Total	5	Mal	1	0	0	1	0	0	0
Financial Analyst, Sr	1	Tot Min	2	Fem	4	3	0	0	0	0	1
30001083	\$40.69	Total	1	Mal	1	1	0	0	0	0	0
Treasury Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000572	\$40.69	Total	1	Mal	1	1	0	0	0	0	0
Debt Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000576	\$42.01	Total	1	Mal	1	1	0	0	0	0	0
Economist, Sr	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000565	\$40.25	Total	1	Mal	1	1	0	0	0	0	0
Accounting Policy Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000564	\$44.35	Total	1	Mal	0	0	0	0	0	0	0
Accounting Compliance Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001358	\$45.11	Total	1	Mal	1	0	0	1	0	0	0
Treasury Analyst, Principal	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000569	\$47.31	Total	3	Mal	2	2	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000573	\$48.10	Total	1	Mal	0	0	0	0	0	0	0
Debt Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000460	\$44.05	Total	1	Mal	0	0	0	0	0	0	0
Policy Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000578	\$46.11	Total	1	Mal	1	1	0	0	0	0	0
Economist, City	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000856	\$46.00	Total	1	Mal	1	1	0	0	0	0	0
Investment Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000574	\$58.24	Total	1	Mal	1	1	0	0	0	0	0
Debt Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000563	\$58.24	Total	1	Mal	0	0	0	0	0	0	0
Controller	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000570	\$62.64	Total	1	Mal	1	1	0	0	0	0	0
Financial Planning Division Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

1270

OMF-Bureau of Financial Services

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000580	\$54.81	Total 1	0	0	0	0	0	0	0
Treasurer, City	1	Tot Min 0	1	1	0	0	0	0	0
30000410	\$74.96	Total 1	1	1	0	0	0	0	0
Chief Financial Officer	1	Tot Min 0	0	0	0	0	0	0	0
Total for 1270		Total 52	26	20	0	5	0	0	1
		Tot Min 13	26	19	1	3	2	0	1

1280

OMF-Revenue Bureau

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000191	\$20.15	Total 3	0	0	0	0	0	0	0
Revenue & Taxation Specialist I	6	Tot Min 0	3	3	0	0	0	0	0
30000017	\$22.75	Total 2	0	0	0	0	0	0	0
Customer Accounts Specialist I	6	Tot Min 0	2	2	0	0	0	0	0
30000192	\$21.11	Total 6	0	0	0	0	0	0	0
Revenue & Taxation Specialist II	6	Tot Min 2	6	4	0	1	1	0	0
30000193	\$24.53	Total 6	1	1	0	0	0	0	0
Revenue & Taxation Specialist III	6	Tot Min 2	5	3	1	0	1	0	0
30000189	\$24.80	Total 3	1	1	0	0	0	0	0
Regulatory Program Specialist	1	Tot Min 1	2	1	0	1	0	0	0
30000194	\$27.71	Total 9	2	2	0	0	0	0	0
Revenue & Taxation Specialist IV	1	Tot Min 2	7	5	0	2	0	0	0
30000063	\$28.17	Total 1	1	1	0	0	0	0	0
Accountant II	2	Tot Min 0	0	0	0	0	0	0	0
30000196	\$29.98	Total 3	2	1	0	0	0	0	1
Revenue & Taxation Specialist V	1	Tot Min 1	1	1	0	0	0	0	0
30000434	\$29.26	Total 1	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min 1	1	0	0	1	0	0	0
30000447	\$27.93	Total 2	0	0	0	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min 0	2	2	0	0	0	0	0

## Workforce Analysis

1280

OMF-Revenue Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000064	\$29.42	Total	1	Mal	0	0	0	0	0	0	0
Accountant III	2	Tot Min	1	Fem	1	0	0	0	1	0	0
30000190	\$35.12	Total	3	Mal	1	1	0	0	0	0	0
Regulatory Program Administrator	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30000404	\$31.39	Total	3	Mal	2	2	0	0	0	0	0
Revenue Auditor	2	Tot Min	1	Fem	1	0	1	0	0	0	0
30000437	\$35.67	Total	1	Mal	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000531	\$33.78	Total	1	Mal	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000448	\$35.38	Total	5	Mal	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	5	5	0	0	0	0	0
30000464	\$35.08	Total	2	Mal	1	1	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000405	\$40.69	Total	3	Mal	1	1	0	0	0	0	0
Revenue Auditor, Sr	2	Tot Min	1	Fem	2	1	0	1	0	0	0
30000587	\$40.69	Total	1	Mal	1	1	0	0	0	0	0
Tax Supervisor	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000449	\$39.69	Total	2	Mal	1	1	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000586	\$42.84	Total	1	Mal	1	1	0	0	0	0	0
Revenue Audit Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30001033	\$45.64	Total	1	Mal	0	0	0	0	0	0	0
Regulatory Division Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000466	\$46.40	Total	1	Mal	0	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000443	\$50.66	Total	1	Mal	0	0	0	0	0	0	0
Revenue Bureau Operations	1	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

1280

OMF-Revenue Bureau

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000588	\$51.71	Total 1	0	0	0	0	0	0	0
License & Tax Division Manager	1	Tot Min 0	1	1	0	0	0	0	0
30000413	\$62.46	Total 1	1	1	0	0	0	0	0
Revenue Bureau Director	1	Tot Min 0	0	0	0	0	0	0	0
Total for 1280		Total 65	16	15	0	0	0	0	1
		Tot Min 12	49	38	2	6	2	1	0

1290

OMF-CAO

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000011	\$17.43	Total 1	0	0	0	0	0	0	0
Office Support Specialist I	6	Tot Min 1	1	0	0	1	0	0	0
30000012	\$20.20	Total 2	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 1	2	1	0	0	1	0	0
30000047	\$20.93	Total 5	5	4	0	0	1	0	0
Reprographic Operator I	8	Tot Min 1	0	0	0	0	0	0	0
30000041	\$22.65	Total 3	3	2	0	0	0	1	0
Distribution Technician	8	Tot Min 1	0	0	0	0	0	0	0
30000042	\$23.78	Total 1	0	0	0	0	0	0	0
Distribution Technician, Lead	7	Tot Min 0	1	1	0	0	0	0	0
30000062	\$25.42	Total 1	0	0	0	0	0	0	0
Accountant I	2	Tot Min 0	1	1	0	0	0	0	0
30000048	\$24.72	Total 3	1	1	0	0	0	0	0
Reprographic Operator II	8	Tot Min 1	2	1	0	0	0	1	0
30000043	\$24.13	Total 3	1	1	0	0	0	0	0
Printing & Distrib Customer Svc Rep	6	Tot Min 0	2	2	0	0	0	0	0
30000066	\$25.70	Total 2	0	0	0	0	0	0	0
Claims Technician	6	Tot Min 0	2	2	0	0	0	0	0
30000055	\$25.35	Total 4	3	3	0	0	0	0	0
Storekeeper/Acquisition II:Auto Part	1	Tot Min 0	1	1	0	0	0	0	0

## Workforce Analysis

1290

OMF-CAO

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000044	\$28.48	Total	1	Mal	1	1	0	0	0	0	0
Printing & Distrib Custmr Svc Rep,	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000049	\$28.48	Total	2	Mal	2	2	0	0	0	0	0
Reprographic Operator III	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000711	\$24.31	Total	2	Mal	2	2	0	0	0	0	0
Facilities Maint Dispatch/Scheduler	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000433	\$26.40	Total	2	Mal	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000123	\$26.87	Total	2	Mal	2	2	0	0	0	0	0
Welder	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000131	\$26.90	Total	44	Mal	44	31	2	7	2	1	1
Vehicle & Equipment Mechanic	7	Tot Min	13	Fem	0	0	0	0	0	0	0
30000129	\$27.15	Total	1	Mal	1	1	0	0	0	0	0
Motorcycle Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000125	\$27.15	Total	3	Mal	3	2	0	1	0	0	0
Auto Body Restorer	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30000071	\$29.18	Total	12	Mal	10	8	1	1	0	0	0
Facilities Maintenance Technician	7	Tot Min	3	Fem	2	1	0	0	1	0	0
30000063	\$28.17	Total	3	Mal	1	0	0	1	0	0	0
Accountant II	2	Tot Min	2	Fem	2	1	0	1	0	0	0
30000132	\$28.49	Total	2	Mal	2	1	0	0	1	0	0
Vehicle & Equipment Mechanic,	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30000434	\$29.26	Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	2	Fem	3	1	2	0	0	0	0
30000566	\$26.88	Total	2	Mal	1	0	1	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30000072	\$30.51	Total	2	Mal	2	2	0	0	0	0	0
Facilities Maintenance Technician,	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000712	\$30.58	Total	1	Mal	0	0	0	0	0	0	0
Facilities Services Specialist	7	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

1290

OMF-CAO

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000713		\$34.84	Total	1	Mal	1	0	1	0	0	0	0
Facilities Maintenance Supervisor	7		Tot Min	1	Fem	0	0	0	0	0	0	0
30000436		\$32.68	Total	2	Mal	0	0	0	0	0	0	0
Administrative Supervisor I	6		Tot Min	0	Fem	2	2	0	0	0	0	0
30000435		\$33.33	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant, Director's	6		Tot Min	1	Fem	1	0	1	0	0	0	0
30000481		\$31.38	Total	1	Mal	1	1	0	0	0	0	0
Risk Specialist	3		Tot Min	0	Fem	0	0	0	0	0	0	0
30000477		\$30.91	Total	1	Mal	0	0	0	0	0	0	0
Claims Analyst	1		Tot Min	0	Fem	1	1	0	0	0	0	0
30000479		\$31.21	Total	1	Mal	0	0	0	0	0	0	0
Workers Compensation/Disability	1		Tot Min	0	Fem	1	1	0	0	0	0	0
30000467		\$33.50	Total	1	Mal	1	1	0	0	0	0	0
Stores System Supervisor I	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000717		\$33.70	Total	3	Mal	3	2	0	1	0	0	0
Facilities Construction Project Spec	1		Tot Min	1	Fem	0	0	0	0	0	0	0
30000707		\$34.12	Total	4	Mal	4	3	0	0	1	0	0
Vehicle Maintenance Supervisor I	7		Tot Min	1	Fem	0	0	0	0	0	0	0
30000531		\$33.78	Total	1	Mal	0	0	0	0	0	0	0
Training & Development Analyst	2		Tot Min	0	Fem	1	1	0	0	0	0	0
30000448		\$35.38	Total	1	Mal	0	0	0	0	0	0	0
Business Systems Analyst	2		Tot Min	1	Fem	1	0	0	1	0	0	0
30000567		\$31.39	Total	3	Mal	1	0	0	0	0	0	1
Financial Analyst	1		Tot Min	2	Fem	2	1	0	0	0	0	1
30000451		\$32.92	Total	4	Mal	3	2	0	0	0	0	1
Management Analyst	1		Tot Min	1	Fem	1	1	0	0	0	0	0
30000721		\$36.82	Total	1	Mal	1	1	0	0	0	0	0
Mail/Micrographics Supervisor	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000706		\$36.82	Total	1	Mal	1	1	0	0	0	0	0
Vehicle Acquisition Analyst	1		Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

1290

OMF-CAO

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000456	\$36.82	Total 1	Mal	0	0	0	0	0	0
Facilities Contracts Coordinator	1	Tot Min 0	Fem	1	1	0	0	0	0
30000482	\$35.77	Total 2	Mal	0	0	0	0	0	0
Risk Specialist, Sr	3	Tot Min 0	Fem	2	2	0	0	0	0
30000464	\$35.08	Total 1	Mal	0	0	0	0	0	0
Program Coordinator	1	Tot Min 0	Fem	1	1	0	0	0	0
30000480	\$35.63	Total 2	Mal	0	0	0	0	0	0
Workers Comp/Disability Analyst, Sr	1	Tot Min 0	Fem	2	2	0	0	0	0
30000478	\$37.98	Total 3	Mal	2	2	0	0	0	0
Claims Analyst, Sr	1	Tot Min 1	Fem	1	0	0	1	0	0
30000722	\$38.69	Total 1	Mal	1	1	0	0	0	0
Print Shop Supervisor	1	Tot Min 0	Fem	0	0	0	0	0	0
30000708	\$39.51	Total 1	Mal	1	1	0	0	0	0
Vehicle Maintenance Supervisor II	7	Tot Min 0	Fem	0	0	0	0	0	0
30000495	\$33.19	Total 1	Mal	0	0	0	0	0	0
Public Information Officer	2	Tot Min 0	Fem	1	1	0	0	0	0
30000532	\$36.16	Total 1	Mal	0	0	0	0	0	0
Training & Development Officer	2	Tot Min 0	Fem	1	1	0	0	0	0
30001360	\$31.72	Total 1	Mal	1	1	0	0	0	0
Vehicle Services Administration	1	Tot Min 0	Fem	0	0	0	0	0	0
30000698	\$38.90	Total 3	Mal	1	1	0	0	0	0
Property Acquisition & Services	1	Tot Min 0	Fem	2	2	0	0	0	0
30000568	\$39.46	Total 4	Mal	2	2	0	0	0	0
Financial Analyst, Sr	1	Tot Min 1	Fem	2	1	0	0	1	0
30000718	\$40.14	Total 4	Mal	2	2	0	0	0	0
Facilities Construction Project	1	Tot Min 0	Fem	2	2	0	0	0	0
30001684	\$35.38	Total 13	Mal	4	4	0	0	0	0
SAP Business Systems Analyst, Sr	2	Tot Min 2	Fem	9	7	0	1	0	0
30000475	\$36.12	Total 1	Mal	0	0	0	0	0	0
Occupational Health Program	2	Tot Min 0	Fem	1	1	0	0	0	0



# Workforce Analysis

1290

OMF-CAO

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000440	\$41.56	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000709	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Maintenance Superintendent	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000483	\$44.09	Total	3	Mal	1	1	0	0	0	0	0	0
Risk Supervisor	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000219	\$47.79	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Analyst, Principal-Proj Mgmt	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000218	\$47.90	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001433	\$46.39	Total	1	Mal	0	0	0	0	0	0	0	0
SAP Business Systems Analyst,	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000453	\$46.35	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000441	\$47.19	Total	2	Mal	1	1	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000569	\$47.31	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000723	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Printing & Distribution Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000719	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Construction Proj	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000368	\$45.79	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer-Mechanical	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000460	\$44.05	Total	1	Mal	0	0	0	0	0	0	0	0
Policy Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000716	\$39.42	Total	1	Mal	1	1	0	0	0	0	0	0
Spectator Facilities Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000484	\$51.71	Total	1	Mal	0	0	0	0	0	0	0	0
Risk Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

## Workforce Analysis

1290

OMF-CAO

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30001031	\$55.60	Total	3	Mal	3	3	0	0	0	0	0
Technology Capital Project Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000715	\$55.92	Total	1	Mal	1	1	0	0	0	0	0
Facilities Services Division Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000710	\$56.58	Total	1	Mal	1	1	0	0	0	0	0
Vehicle Services Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000461	\$56.49	Total	1	Mal	0	0	0	0	0	0	0
Policy Analyst, Sr	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001233	\$62.64	Total	1	Mal	1	0	0	0	0	0	1
SAP Support Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30001108	\$70.65	Total	1	Mal	1	0	1	0	0	0	0
Internal Business Services Director	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30001032	\$70.65	Total	1	Mal	1	0	1	0	0	0	0
Technology Capital Project Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000406	\$89.45	Total	1	Mal	1	0	1	0	0	0	0
Chief Administrative Officer	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 1290		Total	201	Mal	133	103	8	11	4	3	2
		Tot Min	45	Fem	68	53	3	5	3	1	0

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## **Job Group Analysis**

In accordance with 41 C.F.R. 60-2.12

As the second diagnostic component of our AAP we have conducted a job group analysis. The job group analysis is the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by City of Portland in positions covered by this AAP.

In designing our job groups we considered the following elements:

- Similarity of duties and responsibilities;
- Similarity of compensation, and
- Similarity of opportunities for advancement including training, transfers, promotions, mobility and other career enhancements.

Although not a determinative factor in designing job groups, we also attempted to create job groups that are large enough to conduct appropriate analysis.

The following charts identify the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

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# **Job Group Analysis**

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## City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

## Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	160	407	47	49	31	9	3	21		
893 Employees	%	17.92	45.58	5.26	5.49	3.47	1.01	0.34	2.35		
2 - Professionals	#	176	372	92	34	22	9	2	17		
820 Employees	%	21.46	45.37	11.22	4.15	2.68	1.10	0.24	2.07		
3 - Technicians	#	45	94	18	10	4	3	3	7		
305 Employees	%	14.75	30.82	5.90	3.28	1.31	0.98	0.98	2.30		
4 - Protective Service Workers-Sworn	#	259	195	95	63	67	29	2	3		
1606 Employees	%	16.13	12.14	5.92	3.92	4.17	1.81	0.12	0.19		
5 - Protective Service Workers-Non-Sworn	#	22	93	1	8	7	2	0	4		
182 Employees	%	12.09	51.10	0.55	4.40	3.85	1.10	0.00	2.20		
6 - Administrative Support	#	99	413	32	36	14	6	1	10		
538 Employees	%	18.40	76.77	5.95	6.69	2.60	1.12	0.19	1.86		
7 - Skilled Workers	#	77	33	25	17	15	12	2	6		
430 Employees	%	17.91	7.67	5.81	3.95	3.49	2.79	0.47	1.40		
8 - Service	#	104	122	16	50	18	16	0	4		
609 Employees	%	17.08	20.03	2.63	8.21	2.96	2.63	0.00	0.66		
5383 Employees	#	942	1729	326	267	178	86	13	72		
	%	17.50	32.12	6.06	4.96	3.31	1.60	0.24	1.34		



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City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Job Group Analysis

1AC

Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000563 - Controller	#	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		
30000564 - Accounting Compliance 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		
30000565 - Accounting Policy 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		
3 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1AM

Officials/Admin - Auto Maintenance

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000710 - Vehicle Services Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001360 - Vehicle Services Administration Supvr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000706 - Vehicle Acquisition Analyst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1BI

Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000736 - Inspection Manager	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000730 - Plan Review Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000836 - Development Supervisor II	#	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		
30000232 - Plans Examiner, Sr	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000165 - Plumbing Inspector, Sr	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	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		
30000174 - Building Inspector, Sr	#	2	1	0	1	1	0	0	0		
10 Employees	%	20.00	10.00	0.00	10.00	10.00	0.00	0.00	0.00		
30000732 - Development Supervisor 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		
30000170 - Combination Inspector	#	1	2	0	0	1	0	0	0		
15 Employees	%	6.67	13.33	0.00	0.00	6.67	0.00	0.00	0.00		
30000231 - Plans Examiner, Commercial	#	1	2	1	0	0	0	0	0		
10 Employees	%	10.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000164 - Plumbing Inspector	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000168 - Electrical Inspector	#	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		
30000179 - Site Development Inspector 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		
30000173 - Building Inspector 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		
30000172 - Housing Inspector, Sr	#	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		
30000197 - Sidewalk Inspector	#	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		

## Job Group Analysis

1BI

Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000171 - Housing Inspector	#	3	0	0	2	1	0	0	0		
5 Employees	%	60.00	0.00	0.00	40.00	20.00	0.00	0.00	0.00		
76 Employees	Totals	#	10	12	1	5	4	0	0	0	
		%	13.16	15.79	1.32	6.58	5.26	0.00	0.00	0.00	

## Job Group Analysis

1BO

Officials/Admin - Botanic

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000250 - Tree Inspector	#	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		
8 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

1BT

Officials/Admin - Building Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000715 - Facilities Services Division 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		
30000719 - Facilities Construction Proj Mgr,Supvsg	#	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		
30000720 - Facilities Construction Proj Spec,Supvsg	#	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		
30000718 - Facilities Construction Project Manager	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000717 - Facilities Construction Project Spec	#	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		
10 Employees											
	Totals										
	#	1	3	1	0	0	0	0	0		
	%	10.00	30.00	10.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1CI

Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000737 - Noise Control 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		
30000190 - Regulatory Program Administrator	#	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		
30000196 - Revenue & Taxation Specialist V	#	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		
30000194 - Revenue & Taxation Specialist IV	#	2	7	2	0	0	0	0	0		
9 Employees	%	22.22	77.78	22.22	0.00	0.00	0.00	0.00	0.00		
30000186 - Code Specialist 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		
30000184 - Code Specialist II	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
30000189 - Regulatory Program Specialist	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
26 Employees	Totals #	5	14	4	0	0	0	0	1		
	Totals %	19.23	53.85	15.38	0.00	0.00	0.00	0.00	3.85		



## Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001359 - Environmental Svcs Public Affairs Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000497 - Public Information Manager	#	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		
30000514 - Water Conservation Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000494 - Community Outreach & Invlmt Program Mgr	#	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		
7 Employees	Totals #	1	5	0	1	0	0	0	0		
	%	14.29	71.43	0.00	14.29	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		
30000406 - Chief Administrative 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		
30000424 - Water Utility Director	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000419 - Environmental Services Director	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001054 - Planning & Sustainability Director	#	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		
30000431 - Police 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		
30000418 - Attorney, City	#	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		
30000420 - Transportation Director	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000409 - Human Resources Director	#	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		
30000411 - Chief Technology 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		
30000426 - Development Services Director	#	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		
30000410 - Chief Financial 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		
30000428 - Parks & Recreation Director	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000432 - Fire Chief	#	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		
30000429 - Emergency Communications Director	#	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		
30001108 - Internal Business Services Director	#	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		
30000414 - Government Relations Director	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001758 - Equity and Human Rights Director	#	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		
30000413 - Revenue Bureau Director	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000417 - Housing Director	#	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		
30000412 - FPDR Director	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000415 - Neighborhood Involvement Director	#	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		
30000425 - Cable/Franchise Director	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000430 - Emergency Management Director	#	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		
23 Employees	Totals #	6	9	0	5	1	0	0	0		
	%	26.09	39.13	0.00	21.74	4.35	0.00	0.00	0.00		

## Job Group Analysis

1EC

Officials/Admin - Emergency Communication

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000786 - Emerg Commun Operations Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000787 - Emerg Commun Operations Mgr, Assistant	#	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		
30000789 - Emerg Commun Program Coord	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000669 - Environmental Monitoring Svcs Group Mgr	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000676 - Wastewater Operations Group Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001658 - Plg & Sust Policy, Rsrch & Oper Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000660 - Watershed Services Group Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000675 - Wastewater Collections System Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000674 - Wastewater Treatment 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		
30001735 - Environmental Investigations Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000659 - Watershed Division 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		
30000859 - Environmental Intergovernmental Rel Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001078 - Sustainable Stormwater Division Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001736 - Environmental Compliance Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000508 - Solid Waste & Recycling Program Manager	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000670 - Laboratory Manager	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000677 - Portland Harbor Superfund Technical Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000664 - Environmental Program Manager, Sr	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000671 - Biosolids/Reuse Program Manager	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000663 - Environmental Program Manager	#	1	3	0	0	1	0	0	0		
10 Employees	%	10.00	30.00	0.00	0.00	10.00	0.00	0.00	0.00		
30000667 - Watershed Revegetation Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
32 Employees	Totals #	4	13	1	1	1	1	0	0		
	%	12.50	40.63	3.13	3.13	3.13	3.13	0.00	0.00		

## Job Group Analysis

1EO

Officials/Admin - Office Equipment Operation

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000723 - Printing & Distribution 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		
30000722 - Print Shop Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000721 - Mail/Micrographics Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1ER

Officials/Admin - Engineering &amp; Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000685 - Engineer, Chief - Water Bureau	#	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		
30000683 - Engineer, 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		
30000853 - Transportation Dev & Engineering Grp Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000682 - Engineer, Principal	#	1	3	0	0	0	0	0	1		
13 Employees	%	7.69	23.08	0.00	0.00	0.00	0.00	0.00	7.69		
30000689 - Capital Program Mgmt & Controls 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		
30000681 - Engineer, Supervising	#	4	6	3	0	0	0	0	1		
22 Employees	%	18.18	27.27	13.64	0.00	0.00	0.00	0.00	4.55		
30000699 - Traffic Investigations 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		
30001258 - Capital Project Control 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		
30001259 - Capital Program 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		
30000687 - Capital Project Manager III	#	0	5	0	0	0	0	0	0		
8 Employees	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000697 - Right of Way Acquisition Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001733 - Parks Property & Business Development Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000696 - Engineering Survey Manager	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000691 - Public Works Inspection Manager	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000686 - Capital Project Manager II	#	1	5	0	0	0	0	0	1		
15 Employees	%	6.67	33.33	0.00	0.00	0.00	0.00	0.00	6.67		
30000690 - Public Works Inspection Supervisor	#	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		



# Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000698 - Property Acquisition & Services Manager	#	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		
30000399 - Capital Project Manager I	#	0	3	0	0	0	0	0	0		
8 Employees	%	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000335 - Development Services Project Coord	#	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		
30000334 - Development Services Technician III	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000229 - Public Works Inspector, Sr	#	6	1	1	1	1	0	1	2		
17 Employees	%	35.29	5.88	5.88	5.88	5.88	0.00	5.88	11.76		
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		
30000228 - Public Works Inspector	#	7	8	0	1	3	3	0	0		
30 Employees	%	23.33	26.67	0.00	3.33	10.00	10.00	0.00	0.00		
30000333 - Development Services Technician II	#	2	10	0	1	1	0	0	0		
14 Employees	%	14.29	71.43	0.00	7.14	7.14	0.00	0.00	0.00		
30000332 - Development Services Technician I	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
161 Employees	Totals #	23	55	4	3	7	3	1	5		
	%	14.29	34.16	2.48	1.86	4.35	1.86	0.62	3.11		

## Job Group Analysis

1ES

Officials/Admin - Exempt

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000005 - Commissioner's Staff Rep	#	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

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		
30000823 - Fire Chief, Deputy	#	2	0	1	0	0	0	0	1		
6 Employees	%	33.33	0.00	16.67	0.00	0.00	0.00	0.00	16.67		
8 Employees	#	2	0	1	0	0	0	0	1		
Totals	%	25.00	0.00	12.50	0.00	0.00	0.00	0.00	12.50		

## Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000580 - Treasurer, City	#	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		
30000570 - Financial Planning Division 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		
30000574 - Debt 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		
30001384 - FPDR Financial 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		
30000856 - Investment 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		
30000573 - Debt 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		
30000582 - FPDR Operations 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		
30000569 - Financial Analyst, Principal	#	3	5	2	1	0	0	0	0		
14 Employees	%	21.43	35.71	14.29	7.14	0.00	0.00	0.00	0.00		
30001358 - Treasury Analyst, Principal	#	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		
30000572 - Debt 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		
30001083 - Treasury 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		
30000568 - Financial Analyst, Sr	#	7	11	5	0	1	0	0	1		
20 Employees	%	35.00	55.00	25.00	0.00	5.00	0.00	0.00	5.00		
30000567 - Financial Analyst	#	7	12	4	1	0	0	0	2		
16 Employees	%	43.75	75.00	25.00	6.25	0.00	0.00	0.00	12.50		
30000566 - Financial Analyst, Assistant	#	3	5	1	1	1	0	0	0		
8 Employees	%	37.50	62.50	12.50	12.50	12.50	0.00	0.00	0.00		
30001588 - Housing Financial Analyst, Assistant	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
69 Employees	Totals	#	21	38	13	3	2	0	0	3		
		%	30.43	55.07	18.84	4.35	2.90	0.00	0.00	4.35		

## 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	#	3	5	2	0	0	0	0	1		
8 Employees	%	37.50	62.50	25.00	0.00	0.00	0.00	0.00	12.50		
30000556 - IPR 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		
30000443 - Revenue Bureau Operations 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		
30000716 - Spectator Facilities 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		
30000454 - Capital Improvmt Program Planning Supvr	#	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		
30000441 - Business Operations Manager	#	1	6	1	0	0	0	0	0		
11 Employees	%	9.09	54.55	9.09	0.00	0.00	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	1	7	1	0	0	0	0	0		
9 Employees	%	11.11	77.78	11.11	0.00	0.00	0.00	0.00	0.00		
30000438 - Water Administrative Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000439 - Parks & Rec Administrative Mgr	#	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		
30000555 - IPR Program Manager, Assistant	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	1	6	1	0	0	0	0	0		
10 Employees	%	10.00	60.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	3	10	0	0	1	0	0	2		
20 Employees	%	15.00	50.00	0.00	0.00	5.00	0.00	0.00	10.00		
30000445 - Customer Service Supervisor	#	1	4	0	1	0	0	0	0		
7 Employees	%	14.29	57.14	0.00	14.29	0.00	0.00	0.00	0.00		
30000546 - Clerk to City Council	#	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		
30000553 - Complaint Investigator	#	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		
30000451 - Management Analyst	#	4	18	2	0	1	0	0	1		
25 Employees	%	16.00	72.00	8.00	0.00	4.00	0.00	0.00	4.00		

## Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000450 - Management Assistant	#	9	18	3	4	1	1	0	0		
25 Employees	%	36.00	72.00	12.00	16.00	4.00	4.00	0.00	0.00		
30001596 - Housing Management Assistant	#	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		
128 Employees	Totals #	26	82	10	6	3	1	0	6		
	%	20.31	64.06	7.81	4.69	2.34	0.78	0.00	4.69		

## Job Group Analysis

1GM

Officials/Admin - General Maintenance/Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000854 - Transportation Systems Grp Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000855 - Maintenance Group Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000642 - Transportation Division Manager	#	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		
30000632 - Public Works Division Manager	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000639 - Portland Streetcar Operations 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		
30000839 - Portland Streetcar Operations Supvr	#	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		
10 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		



## Job Group Analysis

1HR

Officials/Admin - Human Resources

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000526 - Human Resources Director, Assistant	#	1	0	0	0	0	0	1	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00		
30001633 - Human Resources System Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000537 - Labor/Employee Relations Manager	#	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		
30000524 - Human Resources Site Team Manager	#	2	2	0	2	0	0	0	0		
3 Employees	%	66.67	66.67	0.00	66.67	0.00	0.00	0.00	0.00		
30000525 - Human Resources Manager, Police	#	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		
30000541 - Benefits 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		
30000530 - Affirmative Action/Diversity Manager	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000535 - Classification/Compensation 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		
30001708 - Training & Development 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		
11 Employees	#	6	6	0	5	0	0	1	0		
Totals	%	54.55	54.55	0.00	45.45	0.00	0.00	9.09	0.00		

## Job Group Analysis

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000832 - Chief Technology Officer, Assistant	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001032 - Technology Capital Project Manager II	#	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		
30000618 - IT Strategic Technology Planning Manager	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000628 - ComNet 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		
30001233 - SAP Support Manager	#	1	0	0	0	0	0	1	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00		
30000610 - Inf Syst Mgr, Sr-Applications	#	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		
30000615 - Inf Syst Mgr, Sr-Security	#	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		
30000613 - Inf Syst Mgr, Sr-General	#	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		
30001031 - Technology Capital Project Manager I	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000614 - Inf Syst Mgr, Sr-Production	#	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		
30000606 - Inf Syst Mgr-Enterprise Database Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000608 - Inf Syst Mgr-Network 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		
30000609 - Inf Syst Mgr-Wide Area Network	#	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		
30001004 - Inf Syst Mgr-Proj Mgmt	#	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		
30000607 - Inf Syst Mgr-Generalist	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000620 - Technology Services Bureau Business Rep	#	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		

## Job Group Analysis

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000604 - Inf Syst Supvr-Bureau IS & GIS	#	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		
30000605 - Inf Syst Supvr-Generalist	#	2	3	0	1	1	0	0	0		
7 Employees	%	28.57	42.86	0.00	14.29	14.29	0.00	0.00	0.00		
30000627 - Communications Systems Administrator	#	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		
30000625 - Technical Operations Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
36 Employees	Totals #	7	11	3	2	1	0	1	0		
	%	19.44	30.56	8.33	5.56	2.78	0.00	2.78	0.00		

## Job Group Analysis

1LE

Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000784 - Police Chief, Assistant	#	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		
30001483 - Police Services, Director of	#	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		
30000833 - Police Evidence & Property Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000774 - Police Program Specialist, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000837 - Police Evidence Control Supervisor	#	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		
7 Employees											
	Totals	#	0	1	0	0	0	0	0		
		%	0.00	14.29	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1LL

Officials/Admin - Legal

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000600 - Law Office Administrator	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

1PL

Officials/Admin - Planning

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000741 - Transportation Planning 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		
30000733 - Development Services Manager	#	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		
3 Employees											
Totals		#	1	1	0	0	1	0	0		
		%	33.33	33.33	0.00	0.00	33.33	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		
30000551 - Audit Services, Director of	#	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		
30001260 - Housing Director, Assistant	#	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		
30001080 - Healthy Working Rivers 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		
30000588 - License & Tax Division 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		
30000704 - Cable/Franchise Operations 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		
30000790 - Emergency Management 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		
30000509 - Conservation Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000466 - Program Manager, Sr	#	1	4	1	0	0	0	0	0		
10 Employees	%	10.00	40.00	10.00	0.00	0.00	0.00	0.00	0.00		
30001033 - Regulatory Division 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		
30001608 - Housing Policy Manager	#	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		
30000472 - Contractor Development Supervisor	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000488 - Security & Emerg Mgmt Program 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		
30000703 - Cable/Franchise Program Manager	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000547 - Council Support & Contracts Supervisor	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000552 - Foreclosure Program Manager	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000646 - Water Consortium Conservation Pg Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001363 - Housing Development Finance Coordinator	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000465 - Program Manager	#	3	11	0	1	0	0	0	2		
20 Employees	%	15.00	55.00	0.00	5.00	0.00	0.00	0.00	10.00		
30000487 - Emergency Management Program Manager	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000470 - Contractor Dev Program Coordinator	#	2	2	0	1	0	0	0	1		
5 Employees	%	40.00	40.00	0.00	20.00	0.00	0.00	0.00	20.00		
30001362 - Housing Construction Coordinator, Sr	#	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		
30000464 - Program Coordinator	#	8	18	1	3	3	0	0	1		
36 Employees	%	22.22	50.00	2.78	8.33	8.33	0.00	0.00	2.78		
30001367 - Lead Grant Program Coordinator	#	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		
30001595 - Housing Program Coordinator	#	2	5	1	1	0	0	0	0		
8 Employees	%	25.00	62.50	12.50	12.50	0.00	0.00	0.00	0.00		
30001365 - Housing Loan Coordinator, Sr	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001361 - Housing Construction Coordinator	#	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		
30000463 - Program Specialist	#	5	18	2	2	1	0	0	0		
30 Employees	%	16.67	60.00	6.67	6.67	3.33	0.00	0.00	0.00		
30001593 - Housing Program Specialist	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	4	15	1	0	1	2	0	0		
18 Employees	%	22.22	83.33	5.56	0.00	5.56	11.11	0.00	0.00		
30001594 - Housing Program Specialist, Asst.	#	3	4	1	0	1	1	0	0		
4 Employees	%	75.00	100.00	25.00	0.00	25.00	25.00	0.00	0.00		
164 Employees	Totals #	36	99	8	11	9	3	0	5		
	%	21.95	60.37	4.88	6.71	5.49	1.83	0.00	3.05		



## Job Group Analysis

1PR

Officials/Admin - Parks/Recreation

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000748 - Parks & Rec Services Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000746 - Parks & Rec Natural Areas 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		
30001585 - Parks & Rec Asset 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		
30000834 - Parks & Rec Central Svcs/Asset Syst Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000765 - Golf, Director of	#	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		
30000767 - Raceway 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		
30000755 - Parks & Rec Zone Manager	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000756 - Parks & Rec City Nature Zone Mgr	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
12 Employees											
	Totals	#	0	7	0	0	0	0	0		
		%	0.00	58.33	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1RM

Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000484 - Risk 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		
30000478 - Claims Analyst, Sr	#	1	1	1	0	0	0	0	0		
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000480 - Workers Comp/Disability Analyst, Sr	#	1	5	0	1	0	0	0	0		
5 Employees	%	20.00	100.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000479 - Workers Compensation/Disability Analyst	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000477 - Claims Analyst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
13 Employees											
	Totals	#	2	10	1	1	0	0	0		
		%	15.38	76.92	7.69	7.69	0.00	0.00	0.00		

## Job Group Analysis

1SP

Officials/Admin - Store &amp; Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001208 - Chief Procurement Officer	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000473 - Purchasing 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		
30000455 - Contracts Dev & Review Administrator	#	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		
30000471 - Procurement Supervisor	#	1	2	0	0	1	0	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000457 - Technology Svcs Contracts 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		
30000456 - Facilities Contracts 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		
30000468 - Stores System Supervisor II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000469 - Contracts Compliance Specialist	#	2	4	0	2	0	0	0	0		
4 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000467 - Stores System 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		
30000060 - Procurement Specialist, Sr	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000056 - Storekeeper/Acquisition Specialist III	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000059 - Procurement Specialist	#	3	3	0	3	0	0	0	0		
3 Employees	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000055 - Storekeeper/Acquisition II:Auto Part Spec	#	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		
30000054 - Storekeeper/Acquisition Specialist II	#	0	4	0	0	0	0	0	0		
12 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000053 - Storekeeper/Acquisition Specialist I	#	1	1	0	0	0	1	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00		

## Job Group Analysis

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
49 Employees	Totals	#	7	24	0	5	1	1	0	0		
		%	14.29	48.98	0.00	10.20	2.04	2.04	0.00	0.00		

# Job Group Analysis

1WA

Officials/Admin - Water

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000655 - Water Group Manager	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000648 - Water Resources Planning 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		
30000654 - Water Operations & Support 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		
30001034 - Water Quality Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000657 - Hydroelectric Power Project Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001860 - Water Resources Program Mgr, 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		
30000653 - Mechanical Systems Supervisor-Water,Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000656 - Water Resources Program Manager	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000658 - Hydroelectric Power Project Mgr, Asst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000651 - Water Quality Inspection Supervisor	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000141 - Water Quality Inspector III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000140 - Water Quality Inspector II	#	1	2	0	1	0	0	0	0		
5 Employees	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000139 - Water Quality Inspector 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		
24 Employees	Totals #	2	8	0	1	1	0	0	0		
	%	8.33	33.33	0.00	4.17	4.17	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		
30000586 - Revenue Audit Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000562 - Accounting Supervisor, Sr	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000405 - Revenue Auditor, Sr	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
30000560 - Accountant, Systems	#	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		
30000404 - Revenue Auditor	#	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		
30000064 - Accountant III	#	7	6	4	1	1	0	0	1		
16 Employees	%	43.75	37.50	25.00	6.25	6.25	0.00	0.00	6.25		
30000559 - Accountant, Assistant Systems	#	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	#	9	15	5	2	2	0	0	0		
22 Employees	%	40.91	68.18	22.73	9.09	9.09	0.00	0.00	0.00		
30000062 - Accountant I	#	6	13	4	1	0	0	0	1		
15 Employees	%	40.00	86.67	26.67	6.67	0.00	0.00	0.00	6.67		
64 Employees											
	Totals	#	25	39	15	5	3	0	2		
		%	39.06	60.94	23.44	7.81	4.69	0.00	3.13		

## Job Group Analysis

2BO

Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000322 - Botanic Spec II-Pest Mgmt	#	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		
30000323 - Botanic Spec II-Rose Garden	#	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		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	1	1	1	0	0	0	0	0		
11 Employees	%	9.09	9.09	9.09	0.00	0.00	0.00	0.00	0.00		
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		
30000320 - Botanic Spec II-Generalist	#	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		
30001005 - Botanic Spec II-Forestry	#	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		
30001333 - Botanic Spec I-Trails	#	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		
30000315 - Botanic Spec I-Generalist	#	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		
30000316 - Botanic Spec I-Youth & Comnty Programs	#	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		
30001584 - Botanic Spec 1-Community Gardens	#	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		
26 Employees											
	Totals	#	2	10	1	0	0	0	1		
		%	7.69	38.46	3.85	0.00	0.00	0.00	3.85		

## Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001783 - State Government Relations Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000498 - Government Relations Lobbyist	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000507 - Conservation Program Coordinator, Sr	#	2	4	0	0	0	2	0	0		
6 Employees	%	33.33	66.67	0.00	0.00	0.00	33.33	0.00	0.00		
30000495 - Public Information Officer	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000512 - Water Conservation Program Coordinator	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000506 - Conservation Program Coordinator	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000493 - Community Outreach & Informtn Rep, Sr	#	1	5	0	1	0	0	0	0		
8 Employees	%	12.50	62.50	0.00	12.50	0.00	0.00	0.00	0.00		
30000499 - Volunteer Program Coordinator	#	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		
30000492 - Community Outreach & Informtn Rep	#	4	10	3	1	0	0	0	0		
14 Employees	%	28.57	71.43	21.43	7.14	0.00	0.00	0.00	0.00		
30000503 - Disability 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		
30000500 - Neighborhood Programs Coordinator	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000505 - Conservation Program Specialist	#	0	5	0	0	0	0	0	0		
8 Employees	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00		
56 Employees	#	10	34	4	2	0	2	0	2		
Totals	%	17.86	60.71	7.14	3.57	0.00	3.57	0.00	3.57		



## Job Group Analysis

2EC

Professionals - Emergency Communication

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000788 - Emerg Commun Training Officer	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	#	1	1	0	1	0	0	0	0		
Totals	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000340 - Hydrogeologist	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001810 - Env Policy & Hazardous Materials Coord	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000459 - Environmental Policy Analyst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000666 - Watershed Revegetation Program Supvr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000662 - Environmental Program Coordinator	#	1	8	0	0	0	0	0	1		
10 Employees	%	10.00	80.00	0.00	0.00	0.00	0.00	0.00	10.00		
30000339 - Environmental Specialist	#	6	15	0	2	2	0	0	2		
33 Employees	%	18.18	45.45	0.00	6.06	6.06	0.00	0.00	6.06		
30000661 - Environmental Program Specialist	#	1	5	0	0	1	0	0	0		
6 Employees	%	16.67	83.33	0.00	0.00	16.67	0.00	0.00	0.00		
54 Employees											
	Totals	#	8	29	0	2	3	0	3		
		%	14.81	53.70	0.00	3.70	5.56	0.00	5.56		

## Job Group Analysis

2ER

Professionals - Engineering &amp; Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	5	9	5	0	0	0	0	0		
36 Employees	%	13.89	25.00	13.89	0.00	0.00	0.00	0.00	0.00		
30000366 - Engineer-Electrical	#	2	0	2	0	0	0	0	0		
3 Employees	%	66.67	0.00	66.67	0.00	0.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	3	3	1	1	0	1	0	0		
7 Employees	%	42.86	42.86	14.29	14.29	0.00	14.29	0.00	0.00		
30000365 - Engineer-Civil	#	8	9	7	0	1	0	0	0		
48 Employees	%	16.67	18.75	14.58	0.00	2.08	0.00	0.00	0.00		
30000369 - Engineer-Structural	#	1	2	0	0	0	0	0	1		
5 Employees	%	20.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00		
30001734 - Engineer-Bridge	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000368 - Engineer-Mechanical	#	0	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		
30000364 - Engineer-Chemical/Environmental	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000367 - Engineer-Geotechnical	#	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		
30000679 - Public Works Permit Engineering 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		
30000930 - Landscape Architect Project Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000693 - Mapping & GIS Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000360 - Engineering Associate, Sr-Geotechnical	#	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		
30000362 - Engineering Associate, Sr-Structural	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000358 - Engineering Associate, Sr-Civil	#	6	15	4	2	0	0	0	0		
34 Employees	%	17.65	44.12	11.76	5.88	0.00	0.00	0.00	0.00		
30000363 - Engineering Associate, Sr-Traffic	#	1	2	1	0	0	0	0	0		
7 Employees	%	14.29	28.57	14.29	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

2ER

Professionals - Engineering &amp; Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000695 - Surveying Supvr/Water Rights Examiner	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000700 - Communications Engineer	#	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		
30000694 - Surveying Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000331 - CAD Analyst	#	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		
30000355 - Engineering Associate-Mechanical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	3	7	2	0	1	0	0	0		
16 Employees	%	18.75	43.75	12.50	0.00	6.25	0.00	0.00	0.00		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
30000225 - Surveyor I	#	2	1	1	0	1	0	0	0		
8 Employees	%	25.00	12.50	12.50	0.00	12.50	0.00	0.00	0.00		
189 Employees	Totals #	33	56	24	3	3	2	0	1		
	%	17.46	29.63	12.70	1.59	1.59	1.06	0.00	0.53		

## 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	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		
5 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

2FL

Professionals - Financial

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000578 - Economist, City	#	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		
30000577 - Economist, Principal	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000576 - Economist, Sr	#	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		
4 Employees											
	Totals	#	0	0	0	0	0	0	0		
		%	0.00	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		
30000461 - Policy Analyst, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000460 - Policy Analyst	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000550 - Management Auditor, Principal	#	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		
30000549 - Management Auditor, Sr	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000548 - Management Auditor	#	1	3	1	0	0	0	0	0		
4 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
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		
15 Employees	#	1	13	1	0	0	0	0	0		
	%	6.67	86.67	6.67	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

2GM

Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000089 - Sign Maker	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000079 - Equestrian Trainer	#	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 #	1	2	0	0	0	1	0	0		
	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00		



## Job Group Analysis

2HR

Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000536 - Labor Relations Coordinator	#	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		
30000527 - Employment & Development Coordinator	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000534 - Classification/Compensation 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		
30000523 - Human Resources Coordinator	#	10	6	0	5	2	1	0	2		
12 Employees	%	83.33	50.00	0.00	41.67	16.67	8.33	0.00	16.67		
30001535 - Benefits 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		
30000532 - Training & Development Officer	#	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		
30000539 - Benefits Analyst	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000522 - Human Resources Analyst, Sr	#	4	3	2	2	0	0	0	0		
6 Employees	%	66.67	50.00	33.33	33.33	0.00	0.00	0.00	0.00		
30000531 - Training & Development Analyst	#	0	6	0	0	0	0	0	0		
7 Employees	%	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00		
30000533 - Classification/Compensation Analyst, Sr	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001586 - Affirmative Action/Diversity Analyst, Sr.	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30001833 - Labor Relations Analyst, Sr	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30001834 - Labor Relations Analyst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000538 - Benefits Specialist	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
42 Employees	Totals #	20	29	6	9	2	1	0	2		
	%	47.62	69.05	14.29	21.43	4.76	2.38	0.00	4.76		

## Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000622 - SAP Architect- XI/PI	#	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		
30001433 - SAP Business Systems 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		
30000880 - Inf Syst Analyst, Principal-GIS,Vertical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000217 - Inf Syst Analyst, Principal-GIS Enterprs	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000218 - Inf Syst Analyst, Principal-Gen	#	6	6	4	1	1	0	0	0		
25 Employees	%	24.00	24.00	16.00	4.00	4.00	0.00	0.00	0.00		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	2	3	1	0	0	0	0	1		
7 Employees	%	28.57	42.86	14.29	0.00	0.00	0.00	0.00	14.29		
30000220 - Inf Syst Analyst, Principal-Security	#	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		
30000603 - Inf Syst Analyst IV(Supvr)-Gen	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001684 - SAP Business Systems Analyst, Sr	#	2	9	1	0	0	0	0	1		
13 Employees	%	15.38	69.23	7.69	0.00	0.00	0.00	0.00	7.69		
30000207 - Applications Analyst IV-Generalist	#	2	1	2	0	0	0	0	0		
12 Employees	%	16.67	8.33	16.67	0.00	0.00	0.00	0.00	0.00		
30000215 - Inf Syst Technical Analyst VI	#	4	1	4	0	0	0	0	0		
16 Employees	%	25.00	6.25	25.00	0.00	0.00	0.00	0.00	0.00		
30001234 - Applications Analyst IV-Web Developer	#	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		
30001003 - ISTA VI-Security Specialty	#	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		
30000449 - Business Systems Analyst, Sr	#	4	8	2	1	0	0	0	1		
12 Employees	%	33.33	66.67	16.67	8.33	0.00	0.00	0.00	8.33		
30000204 - Applications Analyst III-Generalist	#	7	6	6	1	0	0	0	0		
18 Employees	%	38.89	33.33	33.33	5.56	0.00	0.00	0.00	0.00		
30000213 - Inf Syst Technical Analyst V	#	8	4	1	2	3	0	1	1		
16 Employees	%	50.00	25.00	6.25	12.50	18.75	0.00	6.25	6.25		

## Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000373 - Graphics Designer 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		
30001510 - ISTA VI-Vertical GIS Specialty	#	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		
30000448 - Business Systems Analyst	#	2	10	2	0	0	0	0	0		
13 Employees	%	15.38	76.92	15.38	0.00	0.00	0.00	0.00	0.00		
30000203 - Applications Analyst II-Generalist	#	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		
30000211 - ISTA IV-Telecommunications Specialty	#	2	2	0	1	1	0	0	0		
4 Employees	%	50.00	50.00	0.00	25.00	25.00	0.00	0.00	0.00		
30000212 - ISTA IV-Vertical GIS Specialty	#	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		
30000210 - Inf Syst Technical Analyst IV	#	10	7	4	4	1	1	0	0		
24 Employees	%	41.67	29.17	16.67	16.67	4.17	4.17	0.00	0.00		
30000200 - Inf Syst Technical Analyst III	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
30000201 - Applications Analyst I-Generalist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000209 - ISTA III-Telecommunications Specialty	#	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		
30000372 - Graphics Designer II	#	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		
30001509 - Web Designer	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000447 - Business Systems Analyst, Assistant	#	2	5	2	0	0	0	0	0		
6 Employees	%	33.33	83.33	33.33	0.00	0.00	0.00	0.00	0.00		
30001591 - Housing Business Systems Analyst, Asst.	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000199 - Inf Syst Technical Analyst II	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000198 - Inf Syst Technical Analyst I	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		

## Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001533 - Business Systems Analyst, Principal	#	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		
205 Employees	Totals #	57	79	33	10	8	1	1	4		
	%	27.80	38.54	16.10	4.88	3.90	0.49	0.49	1.95		

## Job Group Analysis

2LE

Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000310 - Police Investigative Accountant	#	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		
30000772 - Police ID Technologies Coordinator	#	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		
30000778 - Police Data Research Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000777 - Crime Analyst	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000309 - Crime Prevention Program Administrator	#	2	9	0	1	0	0	0	1		
13 Employees	%	15.38	69.23	0.00	7.69	0.00	0.00	0.00	7.69		
30000308 - Crime Prevention Rep	#	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		
23 Employees	Totals	#	2	13	0	1	0	0	1		
		%	8.70	56.52	0.00	4.35	0.00	0.00	4.35		

## Job Group Analysis

2LL

Professionals - Legal

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000597 - Attorney, Chief Deputy City	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000596 - Attorney, Sr Deputy City	#	1	5	1	0	0	0	0	0		
12 Employees	%	8.33	41.67	8.33	0.00	0.00	0.00	0.00	0.00		
30000598 - Hearings 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		
30000595 - Attorney, Deputy City	#	4	6	1	0	1	0	1	1		
16 Employees	%	25.00	37.50	6.25	0.00	6.25	0.00	6.25	6.25		
30000830 - Paralegal 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		
35 Employees											
	Totals	#	5	15	2	0	1	0	1	1	
		%	14.29	42.86	5.71	0.00	2.86	0.00	2.86	2.86	

## Job Group Analysis

20S

Professionals - Office Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	1	8	1	0	0	0	0	0		
9 Employees	%	11.11	88.89	11.11	0.00	0.00	0.00	0.00	0.00		
9 Employees	#	1	8	1	0	0	0	0	0		
Totals	%	11.11	88.89	11.11	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001053 - Planner, 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		
30000725 - Planner, Principal	#	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		
30000742 - Parks 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		
30000724 - Planner, Supervising	#	2	3	2	0	0	0	0	0		
7 Employees	%	28.57	42.86	28.57	0.00	0.00	0.00	0.00	0.00		
30000739 - Transportation Planning Coordinator	#	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		
30000392 - Planner, Sr City-Environmental	#	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		
30000391 - Planner, Sr City-Economic	#	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		
30000395 - Planner, Sr City-Transportation Modeling	#	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		
30000396 - Planner, Sr City-Transportation	#	1	1	0	0	1	0	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000397 - Planner, Sr City-Urban Design	#	1	1	0	0	0	1	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00		
30000398 - Planner, Sr City-Water Resources	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000393 - Planner, Sr City-Land Use	#	0	9	0	0	0	0	0	0		
17 Employees	%	0.00	52.94	0.00	0.00	0.00	0.00	0.00	0.00		
30000385 - Planner II. City-Land Use	#	3	14	1	0	1	1	0	0		
23 Employees	%	13.04	60.87	4.35	0.00	4.35	4.35	0.00	0.00		
30000388 - Planner II. City-Transportation	#	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		
30000386 - Planner II. City-Parks	#	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		
30000383 - Planner II. City-Economic	#	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		



























































































































































































































































































































































































































































































































































































































































































































































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- The bureau makes reasonable efforts to accommodate the religious observances and practices of present and prospective employees, unless such accommodation creates undue hardship on the conduct of the bureau's activities, provision of services, financial resources, creates serious personal problems, or is in violation of the City's contract(s) with its employees.
- The Portland Water Bureau is committed to taking affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era, and does not discriminate against any employee or applicant for employment because of that individual's status as a disabled veteran or Veteran of the Vietnam era.
- The Portland Water Bureau is committed to taking affirmative action to employ and advance in employment qualified disabled individuals and does not discriminate against any employee or applicant for employment because of mental or physical disability, in regard to any position for which the employee or applicant is qualified.

### **Current Objectives**

It is the bureau's goal to continue to address areas of underutilization and promote PWB as an employer of choice among women and minorities, veterans and persons with disabilities through improved recruitment and selection strategies as well as engaging in increased outreach activities. The bureau is committed to involving all employees in these activities through their participation in job fairs, community events, school-to-work programs and other educational opportunities, and contributions to exam development and implementation.

More specifically with regard to recruitment and selection activities, our goal is to ensure that the processes used are appropriate to and reflective of the demands of the job and to not use methodologies that unnecessarily eliminate qualified candidates. We will also work to ensure that prior to opening every recruitment, a thorough analysis is done to determine the appropriate steps to address underutilization, retention or other related issues. We look forward to refining our processes with the help of the Human Resources staff that will permit us to manage the diversity of applicants at each step in the process.

Our goals also include greater emphasis on employee development to enhance promotional opportunities for all. To enhance the ability of current employees to promote, greater opportunities for skill development will be emphasized through training, upgrades and the like. Ensuring that all employees have equal access and opportunity to promotional opportunities is a cornerstone of the bureau's affirmative action strategy.

We also strive to ensure that the work environment is one which all our employees perceive as fair and equitable, and where all have the opportunity to excel.

### **Methodologies**

As we have demonstrated during the preceding plan years, through the use of strategies such as targeted recruitments, extensive use of apprenticeships and training programs, and training for promotional opportunities, we can substantially impact underutilization. It is our goal to continue to utilize these tools to ensure a diverse and representative workforce. We will also focus on new strategies to ensure fair and equitable treatment of all employees, increase our presence in the community at large, and make PWB an employer of choice for all groups within our community.

Training and skill building for managers and supervisors are critical as well. To that end, we are ensuring that all PWB managers and supervisors attend training and receive certification through the City's Culturally Competent Manager Certification Program and complete the City's Managerial and Supervisory Training Program. Trainings that increase the ability of managers and supervisors to work effectively with all employees and to understand and reduce biases have been and will continue to be effective tools for creating a more equitable workplace where all employees can excel.

We continue to provide opportunities for learning and growth for all employees to enhance their effectiveness in their current positions as well as to take advantage of other opportunities.

The Water Bureau will continue to use problem-solving techniques to improve its outreach, recruitment, selection and retention activities. It will revise any procedures that are found to be problematic.

## **ASSESSMENT OF CURRENT AFFIRMATIVE ACTION STRATEGIES**

Through the successful implementation of a number of our planned actions, the bureau has reduced underutilization and has created a workplace of greater opportunity for all employees.

- Our recruitment and selection strategies have been targeted and successful in eliminating some of the underutilization, reducing the number of placement goals even while significantly reducing the overall number of positions. For example in FY 10 11, we had 19 different placement goals. At the end of FY 11-12, we have 17. Our hiring and selection procedures ensure the greatest diversity in the candidate pools.
- We have continued to expand our relationships with community-based organizations, by participating in job fairs, notifying them directly of recruitments, and involving individual employees in recruitment-related activities.
- We have recruited at the college level for entry-level engineering positions. Colleges and universities are selected for the diversity of their student population. This has allowed us to significantly increase the diversity of the engineering group where for a number of years there were placement goals.
- We have provided training and coaching for employees seeking promotions such that our internal promotion rate has been at approximately 65% for several years.
- We have ensured that all employees have attended the appropriate level of the City's mandatory harassment training and make it a priority after hiring new employees
- We have continued to effectively utilize apprenticeship and training programs both to diversify the workforce and to provide greater promotional opportunities for incumbents.
- We have enhanced the skill level of our workforce through training opportunities such as providing training for passing the Oregon Water Distribution Certification exam.
- We have held managers, supervisors and employees accountable for their behavior, investigating any and all reports of harassment, discrimination or unfair treatment and suggesting workplace improvements even when no harassment or discrimination was found.
- We also provided a well-received training in Micro Inequities for management staff to enable them to be more culturally sensitive in common workplace activities.
- Through our quarterly reporting on budget program goals, we continually assess ourselves.



## PLACEMENT OBJECTIVES

Review of the utilization data provided by the City Affirmative Action Office, based on Utilization Reports for the fiscal year 2011-12 (July 1, 2011 - June 30, 2012), indicates that we have achieved some success in eliminating previous placement goals even in a time of rapidly changing demographics and a sluggish economy that has resulted in the loss of 34.5 positions from FY 08-09 through FY 11-12 (PWB cut another 10 in FY 12-13 and expects to lose an additional 25.5 in FY 13-14.)

Overall, the bureau has continued to improve both the hiring and the promotion of women and minorities during the period of the last plan. During the period in which the last plan was in place, the categories used for reporting and the way the jobs are grouped into categories has undergone a significant change. New job groups have been created and jobs that were once placed together into a single category may now be part of different job categories, making it difficult to make exact comparison for the period.

As of Utilization Report for FY 11-12 the following placement goals exist.

- Officials/Admin - Program Management (IPM): Females are underutilized; there is a placement goal of 2 females.
- Officials/Admin – Store & Purchases (1SP): Females are underutilized; there is a placement goal of 1 female.
- Technicians – Electronics: Females and minorities are underutilized; there is a goal of 1 minority and 1 females
- Protective Service – Non-sworn Water (5WA): Females are underutilized; there is a placement goal of 6 females.
- Administrative Support – Accounting (6AC): Females are underutilized. There is a placement goal of 2 females.
- Administrative Support – Office Support (6OS): Females are underutilized; there is a placement goal of 3 females.
- Administrative Support – Water (6WA): Females and Minorities are underutilized. There are placement goals of 1 female and 1 minority.
- Skilled Craft – General Maintenance/Trades (7GM): Females are underutilized. There is placement goal of 1 female.
- Service Maintenance – General Maintenance/Trades (8GM): Minorities are underutilized. There are placement goals of 4 Minorities.
- Service Maintenance – Water: Females, Minorities are underutilized. There are placement goals of 2 females, 2 Minorities.

## Fiscal Years 2013-2017

### Water Bureau Affirmative Action Strategies Baseline Report

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
<b>Outreach</b>	Continue/expand collaboration, with community based organizations, e.g. Women-in-Trades, In particular we will direct more outreach toward Hispanic Community resources, Veterans and Disabled persons.	Attend job fairs. Provide information about PWB and jobs. Support employees volunteering expertise to enhance organizations' work. Participate in community events. Educate these groups in City/PWB hiring processes. Develop relationships with various community based organizations.	Bailey & Various staff: BRIDGE (bureau equity committee), Managers and Supervisors, all employees. Partner with BHR outreach and recruitment staff.	Increase the number of qualified applicants from underrepresented groups, particularly the Hispanic Communities. Increase awareness of PWB as an employer of choice. Increase awareness of opportunities within PWB, especially apprenticeship and training programs.	On-going focus, particularly on periods just prior to opening a new recruitment.
	Develop relationships with local high schools, trades schools, etc.	Participate in school to work programs. Provide educational opportunities for students, teachers, e.g., field days. Provide job-shadow opportunities.	Bailey, all employees	Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	On-going
	Expand knowledge of apprentice programs in the community.	Add information about apprenticeship programs to website. Make presentations about programs at schools and community based organizations.	Bailey & Stalhke and various bureau staff, and BHR partners (HR Business Partner, Focused Outreach Recruiter, Sr. HR Analysts.)	Increase awareness of apprentice/training programs and the opportunity for employment through them. Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	On going, focusing particularly on periods just prior to opening a new recruitment.
	Participate in the City's Summer Youth Employment effort as well as other city sponsored events and programs.	Fill at least three positions with youth summer help.	Various bureau staff and BHR partners (HR Business Partner, Focused Outreach Recruiter, Sr. HR Analysts.)	Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	Annually

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
<b>(Cont.) Outreach</b>	Develop relationships with colleges and universities.	Attend university career fairs. Advertise on their websites for appropriate positions. Hire summer interns from a variety of schools. Partner with CCC's WET program: provide internships, tours, etc. Provide 10 internships for recipients of the Future Connect Scholarships.	Bailey, Ralston, various staff	Increase diversity of applicant pool for various positions.	On-going
<b>Recruitment</b>	Utilize a wide range of resources to target recruitments for specific jobs to enhance diversity.	Advertise on website sites that focus on targeted group. Develop relationships with colleges and universities with diverse student populations. Utilize community-based organizations in recruitment processes. Engage employees in recruitment efforts within their own communities. Advertise in community-based publications. Develop website and other recruitment materials that enhance our image as an employer of choice for the diverse community.	Bailey Hiring Managers and Supervisors, all employees, BHR	Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	On going,
	Utilize POL and written materials to market PWB as an employer of choice.	Develop website materials about working at PWB that focus on diversity, opportunity and excellence. Develop written materials for various events attended that focus on diversity, opportunity and excellence.	Bailey & Outreach and Information Staff	Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	On-going
<b>Recruitment &amp; Selection</b>	Review current AA report to inform recruitment and selection strategies for each recruitment.	Determine if should be external or internal based on availability. Determine appropriate advertising or other resources to utilize. Determine interview/oral panels.	Bailey, Myers working with hiring managers and BHR outreach and recruitment staff.	Increase the number of qualified candidates from underrepresented groups.	Quarterly and with each recruitment in a targeted category.

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
<i>(Cont.)</i> <b>Recruitment &amp; Selection</b>	Ensure selection processes do not unfairly impact various groups.	Evaluate types of examinations used so they do not require skills that are unnecessary for the job itself, e.g., use of written questions for jobs that do not require writing skills. Develop new recruiting techniques to simplify processes. Review interview questions for bias. Review results at each step in the selection process to ensure diversity in the applicant pool at each step. Ensure weighting of parts of process is equitable. Ensure diverse rating panels. Train interview panels in culturally competent interviewing.	Bailey, and hiring managers, in collaboration with BHR	Increase the number of qualified candidates from underrepresented groups.	On-going, for each new recruitment
<b>Recruitment/ Retention</b>	Ensure promotional opportunities for women and people of color.	Utilize appropriate recruitment process to enhance opportunities, e.g., expanded transfer vs. open recruitment.	Bailey, Myers and hiring managers	Ensure equal opportunity for existing employees to compete for promotional opportunities.	On-going, for each new recruitment
	Provide adequate skill development to enhance employees' promotional capacities.	Provide cross-training opportunities. Provide rotational upgrade opportunities, e.g., UWII to AEO. Provide training in responding to interview questions, building resumes, etc. Implement WOM training program & develop Community of Practice. Provide supervised project management opportunities to develop skill sets. Expand coaching and mentoring opportunities.	Various supervisors and Managers	Ensure equal opportunity for existing employees to compete for promotional opportunities.	On-going

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
<b>Retention</b>	Foster an environment of workplace excellence	Develop accountability at all levels. Initiate workforce development initiatives for all levels of employees, e.g., leadership development, management training, cross training, etc. Exhibit responsiveness to customers. Demonstrate leadership at all levels of the organization. Treat each other respectfully at all times. Provide training to enhance effectiveness of interactions: Emotional Intelligence, Implicit Bias, etc.	All employees, managers & supervisors	Ensure a work environment that will attract and retain a diverse, highly skilled, motivated workforce.	On-going.
	Utilize a Performance Management System that incorporates: setting goals, coaching and feedback, taking appropriate corrective action, and annual performance reviews to manage and develop employees.	Provide training to all supervisors and managers. Hold managers and supervisors accountable. Provide coaching and feedback training to leads.	MT, all supervisors and managers	Ensure a work environment that will attract and retain a diverse, highly skilled, motivated workforce.	On-going performance management
	Ensure fair and equitable treatment of employees.	Review available data on separations based on gender, race, age, etc. Review data from Exit Interviews and New Employee Surveys	Bailey & Myers	Ensure equity in internal personnel actions and employee perception of the workplace.	On-going semi-annually
<b>Veterans</b>	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Bailey & Outreach and Information Staff Partner with OEDR	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
<b>Individuals with Disabilities</b>	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Bailey & Outreach and Information Staff Partner with OEDR and BHR Training and Workforce Development Manager	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Ongoing

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**Bureau of Planning  
and Sustainability  
(BPS)**



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**1140**  
**Bureau of Planning and Sustainability**  
**AFFIRMATIVE ACTION STRATEGY**  
**FY 2013 - 2017**



**Bureau of Planning and Sustainability**  
Innovation. Collaboration. Practical Solutions.



*City of Portland, Oregon*  
*Charlie Hales, Mayor • Susan Anderson, Director*

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## I INTRODUCTION

### **Bureau of Planning and Sustainability's Commitment**

The Affirmative Action Strategy of the Bureau of Planning and Sustainability (BPS) has been prepared in accordance with the City's Affirmative Action Plan and all applicable rules therein.

Portland has experienced rapid population growth and significant changes in demographic composition over the last decade. Faced with continued growth in the region, the City of Portland has planned for and invested in neighborhoods to provide housing and transportation options to meet the needs of an increasingly diverse population, as well as parks, schools and other amenities to support a thriving community.

In recognizing this need, BPS is committed to serving all Portlanders to create and enhance our vibrant city. BPS combines the disciplines of planning and sustainability to advance Portland's diverse and distinct neighborhoods, promote a prosperous and low-carbon economy, and help ensure that people and the natural environment are healthy and integrated into the cityscape.

Through this work BPS provides a forum for community engagement and education, and is a catalyst for action. With a city full of partners, BPS develops creative and practical solutions on issues as far ranging as comprehensive, neighborhood and environmental planning, urban design, waste reduction and recycling, energy efficiency, solar energy deployment and climate action. As employees at BPS, we recognize the imperative to understand and reflect the composition and characteristics of our community, and for our work to be responsive to our community's values, needs and aspirations.

As a key component of the BPS Strategic Plan and the Portland Plan we recognize that every person has the right to meet their needs, advance their well-being and achieve their full potential. Our planning, technical assistance and outreach efforts must be geared toward providing opportunities for residents and businesses in all parts of the city, of all ages and races and ethnicities, including people with disabilities and newcomers to Portland. Our workforce must reflect the diversity of our community in order to truly deliver services that meet the needs of an ever-growing diverse city.

BPS is committed to the City's policies for equal employment opportunity and in supporting an inclusive work environment. We continually strive to improve our abilities to serve the public and create a positive workplace environment that reflects the

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objectives of the City's Affirmative Action Plan for 2013-17. The City's plan and the BPS Affirmative Action Strategy support the recruitment, hiring, and retention of a workforce that reflects the diversity and cultural awareness of our residents.

BPS's current affirmative action practices address a wide array of options available to the Bureau for improving of recruitment and hiring practices to increase the diversity of our workforce. Including, but not limited to, increasing the number of interviews for each position, reaching out to community groups and professional organizations in Portland and other geographic regions in order to recruit persons of color to the Portland area, and ensuring employee retention by providing training and career development opportunities and tracking these successes in individual work plans. In addition, the Bureau is working to create a more inclusive work environment to support and welcome employees from all backgrounds. We will also examine more closely how we can promote more people of color and women into professional job classes. One key strategy is creating and adopting Bureau-wide recruitment and hiring guidelines that ensure that all recruitments utilize best practices for reaching professionals of color.

The statistical data available suggest that BPS can do more to recruit people of color in Community Relations Professionals and Planning Professionals positions; and more women and people of color in General Administrative Paraprofessionals. It is clear that with a growing diverse city we must redouble our efforts and commit to recruiting people of color in any job class. This will be a major focus in the coming years through our outreach plan, communication plan, recruitment efforts, and community dialogue and involvement. We look forward to working collaboratively with other city agencies to carry out the Citywide strategy.

## **II ASSESSMENT OF CURRENT AFFIRMATIVE ACTION STRATEGIES**

The current BPS Affirmative Action Strategy was created in 2011 from the merger of the existing plans from the former Bureau of Planning and Office of Sustainable Development. At that time, a great deal of effort was dedicated to the blending of separate offices into one bureau. It was critical to address the needs of current staff and how to respect each employee while learning how to operate as one agency. Management dedicated time and resources to training and assessment for employees, including conducting wide-ranging assessments of attitudes toward diversity both in internal office culture and in our external programs. The Bureau also committed to supporting an active and effective Diversity Committee, which advocates for and helps to implement our AA strategies. Today the BPS has made substantial progress toward establishing a thriving and inclusive workplace culture where equity is a common focus of our policies and practices.

BPS is making progress to institutionalize several key practices oriented toward attracting and retaining a diverse workforce. The Diversity Committee is working with bureau

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management to develop guidelines for improving diversity in recruitment and hiring, diversity and cultural competency are a routine part of annual performance evaluations, and the Bureau has committed to all-staff training on equity, diversity, and race for all employees. There is also a full time employee committed to improving the equity of our planning and service delivery. Managers have shown impressive support and commitment to moving forward Affirmative Action strategies and consistently support internal and external efforts to foster diversity and equity.

One key category of our existing AA strategy is to develop and institutionalize the data collection and reporting of key metrics that will inform our progress to achieving our diversity and equity objectives. BPS has set up a database to track gender, race, length of time at the city, and movement between classifications over time.

Despite the success in carrying out individual action items from our previous AA strategy, we believe BPS still has considerable opportunity to improve the overall diversity of our workforce. In recent recruitments we have made a concerted effort to improve the diversity of the applicant pool, with modest results. More remains to be done, and we look forward to carrying out the 2013-2017 AA strategy.

### **III PLACEMENT OBJECTIVES**

The following Placement Objectives are based upon data from Human Resources showing underutilization per job category for women and people of color. Based on the fourth quarter reports for FY 2011-12, the Bureau of Planning and Sustainability has the following underutilization of minorities and females:

#### **Professionals - Planning**

Minorities are underutilized in the workforce in this category with an availability of 13.42% compared to 8.33% utilization. One minority employee would be required to meet placement goals.

#### **Administrative Support - General Administrative**

Females are underutilized in the workforce in this category with an availability of 89.76% compared to 50% utilization. Three female employees would be required to meet placement goals.

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## Affirmative Action Strategy (2013-2017)

Bureau of Planning and Sustainability

Desiree Williams-Rajee, Diversity Committee Co-Chair, 503.823.7632

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<b><u>Policy and Communication</u></b>	A) Review and get input on AA Plan 2013-2017 update from various levels within the Bureau.	1. Review by Leadership Team Review by Management Team Review by Diversity Committee Review by EMC2 Update and finalize	Gain ownership and buy-in for the activities outlined within the Affirmative Action Plan at all levels of the Bureau.	<ul style="list-style-type: none"> <li>• Affirmative Action Representative (AA Rep)</li> </ul>	<ul style="list-style-type: none"> <li>• AA Rep</li> </ul>	Start: March 2013 End: June 2013
	B) Update Bureau AA/EEO policy statement and share with staff.	1. Present updated policy and plan overview at an all-staff meeting.  Draft memo from Bureau Director.  Distribute memo to staff regarding AA and EEO practices.  Share plan annually.  Keep copy in Affirmative Action network file.	Ensure all staff know and understand BPS policies and commitment pertaining to EEO and Affirmative Action.	<ul style="list-style-type: none"> <li>• Bureau Director</li> <li>• AA Rep</li> </ul>	<ul style="list-style-type: none"> <li>• AA Rep</li> </ul>	By June 2013, Ongoing

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<b><u>(Cont.)</u></b> <b><u>Policy and Communication</u></b>		2. Link to Citywide AA information from intranet site, including EEO complaint process.	Ensure all staff have access to Affirmative Action and EEO information	<ul style="list-style-type: none"> <li>• AA Rep</li> <li>• BPS Web Team</li> </ul>	<ul style="list-style-type: none"> <li>• AA Rep</li> </ul>	
	C) Communicate new processes for tracking and monitoring.	1. Present new processes and systems to staff as needed. (hiring guidelines, data tracking).	<p>Reinforce the importance of diversity.</p> <p>Ensure all staff understand role in tracking and record-keeping to support our efforts.</p>	<ul style="list-style-type: none"> <li>• AA Rep</li> <li>• Director</li> <li>• Leadership Team</li> <li>• Managers</li> </ul>	<ul style="list-style-type: none"> <li>• AA Rep</li> </ul>	Ongoing, as needed
<b><u>Hiring and Recruitment - Guidelines</u></b>	A) Develop and implement guidelines for improving diversity in hiring, including people of color, women, veterans, and those with disabilities.	1. Draft guidelines to guide recruitment and hiring processes for all recruitments.	Improve representation of people of color, women, veterans, and those with disabilities in all job classes.	<ul style="list-style-type: none"> <li>• HR Team*</li> <li>• Recruitment/Hiring/Retention (RHR) Subcommittee (DC)</li> <li>• Partner with BHR</li> </ul>	<ul style="list-style-type: none"> <li>• AA Rep</li> <li>• HR Lead**</li> </ul>	Start: November 2012 Working draft: June 2013
		2. Establish guidelines for recruiting and mentoring interns.	Provide expectation and consistency in recruiting and mentoring interns.	<ul style="list-style-type: none"> <li>• BPS HR Team</li> <li>• RHR Subcommittee (DC)</li> </ul>	<ul style="list-style-type: none"> <li>• AA Rep</li> <li>• BPS HR Lead</li> </ul>	Start: Jan 2013 End: Sept 2013
		3. Process is communicated at all levels of the Bureau.	Establish shared expectations in hiring processes.	<ul style="list-style-type: none"> <li>• Leadership Team</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership Team Member</li> <li>• AA Rep</li> </ul>	Start: June 2013 End: October 2013

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<b><u>Hiring and Recruitment-Outreach</u></b>	A) Expand and systematize outreach for bureau recruitment efforts to include people of color, veterans, and those with disabilities.	1. Develop BPS talking points on internships and jobs.	Ensure staff are equipped to instruct interested individuals on how to stay in touch with our office for job and internship opportunities.	<ul style="list-style-type: none"> <li>RHR Subcommittee (DC)</li> </ul>	<ul style="list-style-type: none"> <li>AA Rep</li> </ul>	Winter 2013
		2. Standardize process for handling inquiries for internships and jobs in the office.	Ensure all interested individuals receive information on available job and internship opportunities.	<ul style="list-style-type: none"> <li>Admin Supervisor (AS)</li> </ul>	<ul style="list-style-type: none"> <li>Admin Supervisor</li> </ul>	Summer 2013
		3. Set up outreach list of organizations to send to as part of recruitment process.	Ensure hiring managers have the appropriate tools for position recruitment outreach to include diverse communities.	<ul style="list-style-type: none"> <li>HR Team</li> <li>AA Rep [with input from staff]</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Lead</li> </ul>	Winter 2013-Ongoing
		4. Develop and use recruiting sources that provide access and/or contacts to Latino communities, covered veterans and individuals with disabilities.	Ensure outreach efforts include veterans and individuals with disabilities.	<ul style="list-style-type: none"> <li>HR Team</li> <li>AA Rep [with input from staff]</li> <li>Partner with BHR Outreach Employment and Diversity Resources (OEDR)</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Lead</li> </ul>	Summer 2013 Ongoing
		5. Create tracking form to be completed after hire that includes panel composition and recruitment strategies.	Track how recruitment was done for a position and whether or not resources for outreach were used.	<ul style="list-style-type: none"> <li>RHR Subcommittee (DC)</li> <li>HR Team</li> <li>Partner with BHR</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Lead</li> </ul>	Spring 2013

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<b><u>Hiring and Recruitment – Selection Process</u></b>	A) Ensure selection processes support inclusive hiring techniques.	1. Revise job duties for new recruitments to reflect the need for positions to interact effectively with a diverse work group and public.	Address current underutilization in job categories.  Broaden the pool of candidates.	<ul style="list-style-type: none"> <li>Hiring Manager</li> <li>Diversity Committee (support)</li> </ul>	<ul style="list-style-type: none"> <li>Hiring Managers</li> </ul>	Start Spring: 2013 - Ongoing with each recruitment
<b><u>(Cont.) Hiring and Recruitment – Selection Process</u></b>		2. For external recruitments, conduct at least ten first round interviews.	Address current underutilization in job categories.  Broaden the pool of candidates.	<ul style="list-style-type: none"> <li>Hiring Manager</li> <li>BPS HR Team (recordkeeping)</li> </ul>	<ul style="list-style-type: none"> <li>Hiring Managers</li> </ul>	Start: Spring 2013 - Ongoing with each recruitment
		3. Offer hiring interview panels training and resources in multicultural interview techniques.	Increase employee and manager skills in identifying diverse panels.  Address current underutilization in job categories.	<ul style="list-style-type: none"> <li>RHR Subcommittee (DC)</li> <li>BPS HR Team</li> <li>Hiring Manager</li> <li>Partner with BHR</li> </ul>	<ul style="list-style-type: none"> <li>Diversity Committee Co-Chair</li> <li>HR Lead</li> </ul>	Start Spring: 2013 - Ongoing with each recruitment
		4. Invite Diversity Committee member to sit on hiring panel or applicant rating team.	DC members are trained in anti-bias and dismantling racism. Ensures this perspective is included in hiring process.	<ul style="list-style-type: none"> <li>Hiring Manager</li> <li>Diversity Committee</li> </ul>	<ul style="list-style-type: none"> <li>Diversity Committee Co-Chair</li> </ul>	Start: Spring 2013 Ongoing with recruitments
		5. Maintain list of members of all hiring/rating panels and include information about the relative diversity of each through tracking form.	Track diversity of hiring/rating panels.	<ul style="list-style-type: none"> <li>Hiring Managers</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Lead</li> <li>Diversity Committee Co-Chair</li> </ul>	Spring 2013 – Ongoing with each recruitment

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<b><u>Hiring &amp; Recruitment - Monitoring</u></b>	A) Investigate cases where the applicant pool of people of color or women does not reflect external availability.	1. Annual audit of demographic makeup of applicants applied versus applicants interviewed.	Identify trends and patterns in hiring practices to assess if recruitment and selection practices are effectively connecting with diverse communities, including people of color, veterans, and those with disabilities.	<ul style="list-style-type: none"> <li>RHR Subcommittee (DC) (support)</li> <li>BPS HR Team</li> </ul>	<ul style="list-style-type: none"> <li>Diversity Committee Co-Chair</li> </ul>	Start: Fall 2013, Then ongoing annually
<b><u>(Cont.) Hiring &amp; Recruitment - Monitoring</u></b>	B) Monitor diversity of recruitments for career pathways - internships, Youth Planners, AmeriCorps, etc.	2. Track diversity of office internships, etc. through a demographic form in the application process.	Encourage further interest in the work of BPS, providing for long-term employment goals.	<ul style="list-style-type: none"> <li>Hiring manager (collects data)</li> <li>BPS HR Team (compiles data)</li> <li>RHR Subcommittee (DC) (analyzes data)</li> <li>Partner with BHR</li> </ul>	<ul style="list-style-type: none"> <li>Hiring Managers</li> <li>BPS HR Lead</li> </ul>	Ongoing
	C) Report annually to Mgmt Team about the bureau's progress on using diverse panels.	1. Review and analyze demographic data from hiring and rating panels	Understand how well efforts to use diverse hiring/rating panels are doing.	<ul style="list-style-type: none"> <li>RHR Subcommittee (DC)</li> <li>AA Rep</li> </ul>	<ul style="list-style-type: none"> <li>AA Rep</li> </ul>	Annually, each July

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<b><u>Employee Development</u></b>	A) Provide training for all employees concerning professional development and advancement.	1. Identify training opportunities through the annual employee evaluation.	Increase staff access to appropriate training and needed support.  Strengthen career paths for all employees at all levels in the organization.  Increase supervisors' skills and available resources.	<ul style="list-style-type: none"> <li>Managers and supervisors</li> <li>EMC2</li> </ul>	<ul style="list-style-type: none"> <li>AA Rep</li> <li>BPS HR Lead</li> </ul>	Ongoing
		2. Develop a bureau-wide training plan.	Address bureau-wide professional development needs and efficient use of training dollars.	<ul style="list-style-type: none"> <li>All-staff training subcommittee</li> </ul>	<ul style="list-style-type: none"> <li>Subcommittee representative</li> </ul>	FY12-13, updated annually
		3. Track training implementation and attendance	Ensure training opportunities reach all employees.	<ul style="list-style-type: none"> <li>Managers and supervisors</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Lead</li> </ul>	FY 12-13 for Cit sponsored, within 2 years for external trainings
	B) Review of Job Descriptions and Class specifications.	1. Managers review and edit their staff work plans during annual performance evaluations.	Assess whether positions accurately describe functions, duties and qualifications their staff have and are performing.	<ul style="list-style-type: none"> <li>Managers and supervisors</li> </ul>	<ul style="list-style-type: none"> <li>Managers and supervisors</li> </ul>	Spring 2013 Ongoing with evaluations
<b><u>Retention - New Employee Integration</u></b>	A) Improve new employee welcome and orientation process.	1. Develop a new employee welcoming process and orientation on workplace values of diversity and culture of BPS and networking opportunities.	Ensure each employee feels comfortable in the office  Provide employees with understanding of and appreciation for diversity issues.  Encourage relationship building across the bureau.	<ul style="list-style-type: none"> <li>Administration Supervisor (AS)/HR Team</li> <li>DC Community Building Subcommittee</li> </ul>	<ul style="list-style-type: none"> <li>Admin Supervisor</li> </ul>	April-September 2013, updated as needed.

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<i>(Cont.)</i> <b><u>Retention - New Employee Integration</u></b>		2. Update manager's checklist for welcoming new employees.	Ensure all managers have tools to direct staff to appropriate resources at time of hire.  Ensure all new hires are given the same information.	<ul style="list-style-type: none"> <li>Hiring Manager</li> <li>AS/BPS HR Team</li> <li>DC Community Building Subcommittee</li> </ul>	<ul style="list-style-type: none"> <li>AS</li> <li>BPSHR Lead</li> </ul>	Summer 2013
<b><u>Retention – Management Training</u></b>	A) EEO Training.	1. Identify available EEO/AA trainings.	Ensures managers understand applicable EEO and AA law.	<ul style="list-style-type: none"> <li>AA Rep</li> <li>BPS HR Team</li> <li>Managers</li> <li>EMC2</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Lead</li> </ul>	Ongoing
		2. Attend EEO/AA trainings.		<ul style="list-style-type: none"> <li>Supervisors and Managers</li> </ul>	<ul style="list-style-type: none"> <li>Supervisors and Managers</li> </ul>	Ongoing
		3. Track participation attendance.		<ul style="list-style-type: none"> <li>BPS HR Team</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Lead</li> </ul>	Ongoing
	B) Management Training on Diversity and Cultural competency including HRAR 2.02.	1. Identify training programs in each employee's annual work plan.	Provide management the skills necessary to handle difficult conversations, particularly around race and oppression.	<ul style="list-style-type: none"> <li>Managers</li> </ul>	<ul style="list-style-type: none"> <li>Management Team</li> <li>Direct Supervisor</li> </ul>	Ongoing as new management are hired.  Current management team should complete by end of FY12-13.
	2. Track those who have completed this training.	Ensure accountability.	<ul style="list-style-type: none"> <li>BPS HR Team</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Team</li> </ul>	Present – Ongoing	

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<b><u>Retention – All-Staff Training</u></b>	A) Ongoing staff trainings to support inclusive work environment.	1. Establish a policy for each employee to attend at least one diversity-related training annually.	Provide employees with understanding of and appreciation for diversity issues and how to deal with those issues.	<ul style="list-style-type: none"> <li>All-Staff Training Committee</li> <li>Leadership Team</li> </ul>	<ul style="list-style-type: none"> <li>Employee</li> <li>Direct Supervisor</li> </ul>	Summer 2013-Ongoing
<b><u>(Cont.) Retention – All-Staff Training</u></b>		2. Each employee takes HRAR 2.02 training.	Understand policy and law regarding harassment in the workplace.	<ul style="list-style-type: none"> <li>BPS HR Team</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Team</li> </ul>	End: March 2013 Ongoing as new employees are hired
		3. Provide training opportunities on disability.	Increase staff ability to work with individuals with disabilities.	<ul style="list-style-type: none"> <li>ADA Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>ADA Coordinator</li> </ul>	Summer 2013
		4. Track staff who have completed these trainings.	Ensure accountability.	<ul style="list-style-type: none"> <li>Direct Supervisor</li> <li>Training coordinators</li> </ul>	<ul style="list-style-type: none"> <li>Direct Supervisor</li> <li>BPS HR Lead</li> </ul>	Winter 2013-Ongoing
<b><u>ADA- Reasonable Accommodations</u></b>	A) Ensure that facilities will reasonably accommodate applicants and employees with disabilities.	1. Establish tracking system for reasonable accommodation requests.	Track how and when reasonable accommodation requests are completed.	<ul style="list-style-type: none"> <li>ADA Coordinator</li> <li>BPS HR Team</li> </ul>	<ul style="list-style-type: none"> <li>ADA Coordinator</li> </ul>	Fall 2013

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<b><u>AA Progress</u></b>	A) Review and report on AA statistics, hiring, promotions, terminations, and other major personnel changes quarterly.	1. Develop and managed database to centralize tracking of data for AA statistics, hiring, promotions and terminations.	Management stays informed about hiring and promotion trends over time.	<ul style="list-style-type: none"> <li>Admin Supervisor (until Jun 2013)</li> <li>HR Team (after June 2013)</li> </ul>	<ul style="list-style-type: none"> <li>AA Rep</li> <li>BPS HR Lead [support]</li> </ul>	January 2013-Ongoing
		2. Request information from BHR on part-time, temporary, and seasonal employees.	Understand hiring trends and patterns within non full-time/permanent employees.	<ul style="list-style-type: none"> <li>BPS HR Team</li> </ul>	<ul style="list-style-type: none"> <li>AA Rep</li> </ul>	July 2013
		3. Review data quarterly and report to Leadership Team and Diversity Committee.	Management stays informed about hiring and promotion trends over time.	<ul style="list-style-type: none"> <li>Diversity Committee</li> <li>AA Rep</li> <li>BPS HR Team</li> </ul>	<ul style="list-style-type: none"> <li>AA Rep</li> </ul>	Quarterly as reports are made available by BHR
	B) Annual Reporting on retention of employees with data on people of color, veterans, and those with disabilities.	1. Report retention rate of job classes and overall bureau to leadership team with cross section by diversity categories of race and gender.	Track length of service in our bureau by race and gender.	<ul style="list-style-type: none"> <li>BPS HR Team</li> <li>Operations Supervisor</li> </ul>	<ul style="list-style-type: none"> <li>BPS HR Team</li> <li>AA Rep</li> </ul>	Tracking ongoing starting winter 2013. Reporting Annually each July
<b><u>Veterans</u></b>	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Partner with OEDR		Ongoing
<b><u>Individuals with Disabilities</u></b>	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Partner with OEDR and BHR Training and Workforce Development Manager		Ongoing

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**1150**  
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**Affirmative Action Strategy**

**2013-2017**

**Michael Reese**  
**Chief of Police**



















































































































































































































































































































































































