



City of Portland, Oregon

**Equal Employment Opportunity
Affirmative Action Program (AAP) Plan
For Minorities & Women**

January 1, 2018 – December 31, 2022

Prepared for:


Mayor Ted Wheeler

Commissioner Chloe Eudaly

Commissioner Amanda Fritz

Commissioner Nick Fish

Commissioner Dan Saltzman

 **City of Portland
Bureau of
Human Resources**
Knowledgeable | Helpful | Responsive
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Affirmative Action Program (AAP) Plan For Minorities & Women



City of Portland Oregon

January 1, 2018 – December 31, 2022

Anna Kanwit
Human Resources Director

Employment and Outreach Manager
Designated as the Affirmative Action Officer

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Preface

The City of Portland (also referred to as **the City**) is fully committed to the concept and practice of equal opportunity and affirmative action.

In the preparation of this Affirmative Action Program (AAP) Plan, the City has used a format consistent with Executive Order 11246 and its implementing regulations. 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 any 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. 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).

While the City of Portland firmly believes in wide dissemination of its affirmative action policies and equal employment opportunity practices, this AAP contains certain proprietary information relating to the City's business that must be kept confidential. The detailed information provided in good faith as a part of the AAP contains specific information that, if disseminated, could be detrimental to the competitive and business interests of the City of Portland.

Therefore, even though the City is justifiably proud of its efforts described in the following pages, this AAP and its support data are to be disclosed to individuals, companies and government agencies only where such individuals or entities have a legitimate business interest or legal entitlement to the information. The City of Portland specifically requests the following:

- If this AAP or any supporting data or documentation is submitted to Office of Federal Contract Compliance Programs ("OFCCP") pursuant to the Executive Order, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act, and/or any implementing regulations (as any or all may have been or may be amended), those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying the City of Portland of the agency's decision to disclose and providing the City with ample time to contest the disclosure. Advance notice of disclosure should be sent to Affirmative Action Officer. The City requests this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. §552.
- If this AAP or any supporting data or documentation is supplied by the City to another government contractor, EEOC or fair employment practices agency representatives, or any other person, it is not to be copied, reproduced, or disclosed by such persons without prior notification to the City of Portland.
- No information contained in the AAP or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without a prior notification to and permission from the City of Portland.

- 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.

This AAP does not constitute an express or implied contract between the City and its employees, job applicants, or other persons, nor does it change in any way the basic at will employment relationship all City employees have with the City. Nothing in this AAP creates a private right of action on behalf of any individual group against the City.

Introduction

The Government of the City of Portland, state of Oregon, is based on a city commission government system. Elected officials include a Mayor, a City Council, and a City Auditor. The mayor and commissioners (members of City Council) are responsible for legislative policy and oversee the various bureaus that administer the day-to-day operation of the city. The auditor is responsible for ensuring that the government operates in good faith. Portland began using a commission form of government in 1913 following a public vote on May 3rd of that year.

Each elected official serves a four-year term, without term limits. Current City Commissioners are:

- Mayor Ted Wheeler (elected in 2016)
- Chloe Eudaly (elected in 2016),
- Nick Fish (re-elected in 2014),
- Amanda Fritz (re-elected in 2016), and
- Dan Saltzman (re-elected in 2014).

The City Auditor is Mary Hull Caballero (elected in 2014).

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

As detailed in the Job Group Analysis for calendar 2016, this AAP covers 5,802 employees including:

- 1,238 (21.34%) total minorities, an increase of 3.84% from FY11-12, and
- 1,986 (34.23%) females, an increase of 2.04% from FY11-12

It is expected these employees will help us to effectively serve the needs of citizens of the City of Portland and achieve personal growth.

Equal Employment Opportunity & Affirmative Action 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 the City of Portland not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the City. The City will continue to ensure that individuals are employed, and that employees are treated during employment, without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices as follows:

Employment decisions at the City are based on legitimate job related criteria. All personnel actions or programs that affect qualified individuals, such as employment, upgrading, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The City makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the City's business.

The City of Portland, and our Mayor are fully committed to principals of equal employment opportunity and affirmative action. As Human Resources Director, I support the successful implementation of the City's Affirmative Action Programs. I have appointed the Employment and Outreach Manager, the Affirmative Action Officer for the City, with responsibility for implementation of the City's affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement this Program. All managers and supervisors will take an active part in the City's AAP to ensure all qualified employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, the City of Portland will solicit the cooperation and support of all employees for the City's Equal Employment Opportunity and Affirmative Action Policy.

Our Affirmative Action Programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our Programs. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance

and implementation of the policy of affirmative action. In accordance with public law, the City's program of affirmative action for qualified individuals with disabilities and the program of affirmative action for protected veterans are available for inspection in the Bureau of Human Resources, Monday through Friday, from 9:00 a.m. to 5:00 p.m. upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974, Executive Order 11246, all as amended, and/or any other federal, state, or local law or regulation regarding Equal Employment Opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. The City of Portland will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Anna Kanwit
Human Resources Director

Sexual Discrimination Policy

41 C.F.R. 60-20.1 – 60-20.6

Pursuant to the City's equal employment opportunity and affirmative action policy, we have adopted the following policy prohibiting sexual discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration and selection for training or other employment opportunities. The terms "because of sex", on the "basis of sex", "regardless of sex" and "without regard to sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth or related medical conditions, gender identity and transgender status. In furtherance of our commitment to ensuring equal employment opportunity regardless of sex, we will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their sex, except where sex is a bona fide occupational qualification
- Ensure that job postings and recruitment materials do not express a sex preference, unless sex is a bona fide occupational qualification
- Review employment practices and personnel policies to ensure that applicants and employees are not discriminated against or harassed on the basis of sex
- Provide qualified employees with an equal opportunity to any available job without regard to their sex, except where sex is a bona fide occupational qualification
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of sex
- Develop written policies which prohibit unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature towards employees and take reasonable steps to prevent such harassment from occurring
- Treat married and unmarried men and women equally in all personnel actions, retirement age, and benefits will be administered without regard to sex
- Provide appropriate restroom and other facilities for applicants and employees of both sexes
- Refrain from reliance on any state laws which conflict with the non-discrimination provisions of Title VII of the Civil Rights Act of 1964 or Executive Order 11246 and are superseded thereby
- Provide leaves of absence to employees without regard to sex
- Ensure that no employee is discriminated against because of pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or related medical conditions will be treated the same as other persons who are not so affected but are similarly able or unable to work
- Administer any seniority systems without regard to sex
- Determine wage schedules without regard to sex
- Ensure that individuals are not restricted to certain job classifications based on sex.

Religious and National Origin Discrimination Policy

(41 C.F.R. 60-50.1 – 60.50.5)

Pursuant to the City's equal employment opportunity and affirmative action policy, we have adopted the following policy prohibiting religious and national discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities. In furtherance of our commitment to ensuring equal employment opportunity regardless of national origin or religious beliefs, we will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their national origin or religious beliefs
- Review employment practices and personnel policies to ensure that applicants and employees are not discriminated against or harassed on the basis of religion or national origin
- Provide qualified employees with an equal opportunity to any available job without regard to their religion or national origin
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of religion or national origin
- Develop written policies which prohibit unwelcome verbal or physical conduct based on religion or national origin and take reasonable steps to prevent such harassment occurring
- Explain the City's commitment to equal employment opportunity to supervisors and employees and request their support
- Develop reasonable internal procedures to monitor our implementation of the City's equal employment opportunity and affirmative action policy
- Inform all recruitment sources of the City's commitment to equal employment opportunity and seek their assistance and support of the City of Portland's commitment to providing equal employment opportunity without regard to national origin or religion
- Endeavor to make reasonable accommodations to religious observations and practices of an employee or prospective employee unless doing so would pose an undue hardship on the City's business.

Responsibility of Implementation

(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 Program to the Employment and Outreach Manager, who is designated as the Affirmative Action Officer of the City. As 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.

With regard to the City of Portland AAP, Human Resources Director works closely with the Affirmative Action Officer to implement the programs which are specific to the City. The Affirmative Action Officer, together with the Human Resources staff, has primary responsibility for implementing programs at the City.

The duties of the Affirmative Action Officer and designees include:

- Developing policy statements, AAPs, and internal and external modes of communication
- Overseeing regular discussions with local managers, supervisors, and employees to ensure the City's policies are being followed
- Training personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the City's affirmative action program are implemented
- Advising supervisors that the City is obligated to prevent discrimination and harassment of employees
- Identifying, in conjunction with line management any problem areas in implementing the AAP, and developing solutions
- Identifying any barriers to employment for protected individuals and assisting managers in developing solutions to ensure that all individuals benefit from equal employment opportunities
- Designing and implementing an internal audit and reporting system that will measure the effectiveness of the City's Program, indicate the need for remedial action, determine the degree to which the City's objectives have been attained, determine whether all employees have had the opportunity to participate in City-sponsored educational, training, recreational, and social activities, and ensure each City location is in compliance with applicable laws and regulations
- Serving as liaison between the City and enforcement agencies, and between the City and organizations of and for minorities or women

- Encouraging active involvement by City representatives in the community service programs of local organizations of and for minorities and women
- Ensuring posters and notices are properly displayed or disseminated in ways that are accessible and understandable to applicants and employees
- Keeping management informed of the latest developments in affirmative action.

The City recognizes 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:

- Assist the Affirmative Action Officer in the identification of any problem areas and help eliminate any barriers to equal employment opportunity
- Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs
- 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
- Review the qualifications of applicants and employees in a nondiscriminatory manner with regard to hire, promotion, transfer and termination
- Provide career counseling for employees as needed
- Adhere to the City's policy of equal employment opportunity for all employees and ensure the policy is understood, supported, and adhered to by the employees they supervise
- Take action to prevent the discrimination and 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.

Organizational Profile

(41 C.F.R. 60-2.11)

As one of the diagnostic components of the City of Portland's AAP, and to conform to applicable regulations, the City has completed a profile of the workforce at the City establishment. 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 individuals are underrepresented or concentrated by gender or race. 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 bureaus and offices at the City of Portland establishment and for each bureau or office lists all job titles from lowest to 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 by racial/ethnic group.

Workforce Analysis

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City of Portland

2017 Annual AAP Plan Reports

Portland, OR

Workforce Analysis

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PPR-Parks & Recs

Job Code & Title				Salary Range & EEO Code		Total	W	B	A	H	I	P	2
30002409	\$9.75 - 15.17	Total 2	Mal	1	1	0	0	0	0	0	0	0	0
Recreation Leader-FT-	8	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0	0
30000254	\$10.00 - 10.00	Total 1	Mal	1	1	0	0	0	0	0	0	0	0
Recreation Leader-PT/Seas	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0	0
30000073	\$15.15 - 15.15	Total 3	Mal	2	1	0	0	1	0	0	0	0	0
Maintenance Worker	8	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0	0
30002258	\$15.15 - 16.32	Total 6	Mal	5	3	0	0	2	0	0	0	0	0
Recreation Facility Technician	8	Tot Min 2	Fem	1	1	0	0	0	0	0	0	0	0
30002408	\$15.17 - 15.17	Total 17	Mal	13	8	3	1	0	0	0	0	0	1
Recreation Leader-FT-Instructor	8	Tot Min 6	Fem	4	3	0	0	0	1	0	0	0	0
30002411	\$15.17 - 18.75	Total 6	Mal	2	0	2	0	0	0	0	0	0	0
Recreation Leader-FT-Teen	8	Tot Min 5	Fem	4	1	2	0	0	0	0	0	0	1
30000262	\$15.17 - 20.27	Total 24	Mal	2	1	1	0	0	0	0	0	0	0
Recreation Leader-FT-Pre-School	8	Tot Min 8	Fem	22	15	3	0	2	1	0	0	0	1
30000261	\$15.17 - 20.27	Total 35	Mal	10	5	2	1	1	0	0	0	0	1
Recreation Leader-FT-Generalist	8	Tot Min 13	Fem	25	17	2	0	4	0	0	0	0	2
30000263	\$15.17 - 21.90	Total 3	Mal	2	2	0	0	0	0	0	0	0	0
Recreation Leader-FT-Arts	8	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0	0
30000256	\$15.17 - 21.90	Total 12	Mal	2	2	0	0	0	0	0	0	0	0
Recreation Leader-FT-Aquatics	8	Tot Min 3	Fem	10	7	1	1	0	0	0	0	0	1
30000258	\$15.17 - 21.90	Total 12	Mal	5	1	1	2	1	0	0	0	0	0
Recreation Leader-FT-Custmr Svc	8	Tot Min 7	Fem	7	4	0	2	1	0	0	0	0	0
30000267	\$15.17 - 21.90	Total 3	Mal	3	3	0	0	0	0	0	0	0	0
Recreation Leader-FT-Tennis	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0	0
30000012	\$16.73 - 24.02	Total 2	Mal	0	0	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0	0
30000257	\$18.75 - 18.75	Total 1	Mal	1	0	0	0	1	0	0	0	0	0
Recreation Leader-FT-Music	8	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0	0

Workforce Analysis

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PPR-Parks & Recs

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30001709	\$19.57 - 25.95	Total	14	Mal	10	6	2	0	0	0	1	1
Park Ranger	5	Tot Min	5	Fem	4	3	0	0	0	0	0	1
30000831	\$20.07 - 26.91	Total	8	Mal	7	7	0	0	0	0	0	0
Botanic Technician I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000185	\$20.28 - 26.64	Total	1	Mal	1	0	1	0	0	0	0	0
Parking Code Enforcement Officer	5	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000080	\$20.98 - 25.67	Total	15	Mal	13	9	1	2	1	0	0	0
Turf Maintenance Technician	8	Tot Min	4	Fem	2	2	0	0	0	0	0	0
30000076	\$21.39 - 23.26	Total	11	Mal	10	8	0	1	0	0	0	1
Utility Worker I	8	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000013	\$21.40 - 28.36	Total	6	Mal	1	1	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	1	Fem	5	4	1	0	0	0	0	0
30000280	\$21.55 - 21.55	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord I-Senior	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000273	\$21.55 - 25.03	Total	3	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Adaptive &	8	Tot Min	1	Fem	3	2	0	0	1	0	0	0
30000269	\$21.55 - 26.42	Total	5	Mal	3	1	2	0	0	0	0	0
Recreation Coord I-Teen	8	Tot Min	3	Fem	2	1	0	0	1	0	0	0
30000281	\$21.55 - 26.42	Total	4	Mal	1	0	1	0	0	0	0	0
Recreation Coord I-Custmr Svc	8	Tot Min	2	Fem	3	2	0	0	0	0	0	1
30000276	\$21.55 - 26.42	Total	33	Mal	10	5	2	0	1	1	0	1
Recreation Coord I-Generalist	8	Tot Min	14	Fem	23	14	4	1	2	1	0	1
30000062	\$21.99 - 29.03	Total	2	Mal	1	1	0	0	0	0	0	0
Accountant I	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30002008	\$22.09 - 22.09	Total	1	Mal	1	1	0	0	0	0	0	0
Community Garden Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000433	\$22.28 - 34.29	Total	6	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	3	Fem	6	3	1	0	1	1	0	0
30000081	\$22.59 - 25.67	Total	31	Mal	27	23	0	0	3	0	0	1
Parks Technician	8	Tot Min	6	Fem	4	2	0	1	1	0	0	0

Workforce Analysis

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PPR-Parks & Recs

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30002036	\$22.88 - 22.88	Total	2	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Special	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000292	\$22.88 - 22.88	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Senior	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001383	\$23.18 - 29.58	Total	2	Mal	1	1	0	0	0	0	0	0
Botanic Technician II	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000077	\$23.26 - 27.31	Total	10	Mal	9	5	2	2	0	0	0	0
Utility Worker II	8	Tot Min	4	Fem	1	1	0	0	0	0	0	0
30000268	\$23.54 - 26.42	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
30000450	\$23.69 - 36.85	Total	2	Mal	1	0	0	1	0	0	0	0
Management Assistant	1	Tot Min	2	Fem	1	0	0	1	0	0	0	0
30000085	\$23.83 - 25.67	Total	14	Mal	14	12	1	1	0	0	0	0
Greenskeeper I	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000462	\$23.93 - 36.85	Total	5	Mal	3	2	0	1	0	0	0	0
Program Specialist, Assistant	6	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000452	\$23.93 - 44.91	Total	4	Mal	2	2	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001737	\$24.13 - 25.01	Total	4	Mal	3	1	0	0	1	0	0	1
Arborist I	8	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000098	\$24.50 - 27.40	Total	14	Mal	12	9	0	0	2	1	0	0
Maintenance Mechanic	7	Tot Min	3	Fem	2	2	0	0	0	0	0	0
30000275	\$25.03 - 25.03	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	\$25.03 - 26.42	Total	3	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Arts	8	Tot Min	1	Fem	3	2	0	0	1	0	0	0
30000491	\$25.36 - 36.85	Total	1	Mal	1	0	0	1	0	0	0	0
Community Outreach & Informtn	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000101	\$26.26 - 26.26	Total	4	Mal	4	4	0	0	0	0	0	0
Automotive Equipment Oper I	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000105	\$26.26 - 29.46	Total	2	Mal	2	2	0	0	0	0	0	0
Construction Equipment Operator	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000063	\$26.40 - 33.24	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000252	\$26.61 - 28.18	Total	21	Mal	19	17	0	0	2	0	0	0
Horticulturist	8	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000333	\$26.91 - 34.33	Total	3	Mal	1	0	0	0	1	0	0	0
Development Services Technician II	3	Tot Min	2	Fem	2	1	0	0	0	0	0	1
30000325	\$26.91 - 34.33	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering Technician II	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000082	\$26.93 - 26.93	Total	1	Mal	0	0	0	0	0	0	0	0
Parks Technician, Lead	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001738	\$27.00 - 27.00	Total	2	Mal	2	2	0	0	0	0	0	0
Arborist II	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000086	\$27.00 - 27.00	Total	6	Mal	6	6	0	0	0	0	0	0
Greenskeeper II	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002033	\$27.36 - 27.36	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord II-Sports	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000284	\$27.36 - 28.16	Total	4	Mal	1	1	0	0	0	0	0	0
Recreation Coord II-Aquatics	8	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000087	\$27.90 - 29.66	Total	6	Mal	6	4	1	0	1	0	0	0
Greenskeeper III	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000054	\$27.99 - 27.99	Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002034	\$28.16 - 28.16	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Educ &	8	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000288	\$28.16 - 28.16	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	\$28.16 - 28.16	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

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30000285	\$28.16 - 28.16	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Music	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001333	\$28.61 - 28.61	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec I-Trails	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000878	\$28.61 - 28.61	Total	2	Mal	1	0	0	1	0	0	0	0
Botanic Spec I-Forestry	2	Tot Min	2	Fem	1	0	0	0	1	0	0	0
30000316	\$28.61 - 34.77	Total	5	Mal	0	0	0	0	0	0	0	0
Botanic Spec I-Youth & Comnty	2	Tot Min	2	Fem	5	3	0	0	0	1	0	1
30000322	\$28.67 - 28.67	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Pest Mgmt	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000463	\$29.04 - 38.71	Total	7	Mal	5	3	2	0	0	0	0	0
Program Specialist	6	Tot Min	3	Fem	2	1	0	0	1	0	0	0
30000436	\$29.04 - 40.65	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
30000064	\$29.07 - 36.56	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant III	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000253	\$29.57 - 29.57	Total	1	Mal	1	1	0	0	0	0	0	0
Horticulturist, Lead	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000084	\$29.57 - 29.57	Total	3	Mal	2	2	0	0	0	0	0	0
Parks Maintenance Crew Leader	8	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000372	\$29.65 - 32.68	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
30000757	\$30.00 - 30.39	Total	2	Mal	2	1	1	0	0	0	0	0
Park Ranger Supervisor	5	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000744	\$30.19 - 40.65	Total	10	Mal	3	1	1	0	1	0	0	0
Recreation Supervisor I	8	Tot Min	3	Fem	7	6	1	0	0	0	0	0
30000248	\$30.47 - 30.47	Total	6	Mal	5	4	0	0	1	0	0	0
Arborist III	8	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000760	\$30.49 - 30.49	Total	1	Mal	1	1	0	0	0	0	0	0
Parks Facilities Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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30000492	\$30.49 - 38.71	Total	1	Mal	1	1	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000759	\$30.49 - 40.65	Total	6	Mal	5	3	1	0	1	0	0	0
Parks Maintenance Supervisor	7	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000630	\$30.49 - 40.65	Total	1	Mal	1	0	1	0	0	0	0	0
Public Works Supervisor II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000448	\$30.49 - 40.65	Total	2	Mal	2	2	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000451	\$30.49 - 40.65	Total	4	Mal	1	1	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000123	\$30.55 - 30.55	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	\$30.55 - 30.55	Total	3	Mal	3	1	1	1	0	0	0	0
Painter	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000110	\$30.55 - 30.55	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
30000250	\$30.73 - 33.49	Total	10	Mal	10	8	0	1	1	0	0	0
Tree Inspector	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000127	\$30.88 - 30.88	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
30000056	\$31.23 - 32.14	Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000319	\$31.62 - 31.62	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000321	\$31.62 - 36.57	Total	3	Mal	1	1	0	0	0	0	0	0
Botanic Spec II-Ntrl Resource	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000437	\$31.74 - 40.65	Total	1	Mal	1	1	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000435	\$31.97 - 39.03	Total	2	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	1	Fem	2	1	1	0	0	0	0	0

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30000928	\$32.03 - 32.03	Total 1	Mal	0	0	0	0	0	0	0	0	0
Sports Management Supervisor	8	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000464	\$32.03 - 42.71	Total 2	Mal	1	1	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000071	\$32.21 - 34.69	Total 6	Mal	6	4	0	0	0	0	1	1	
Facilities Maintenance Technician	7	Tot Min 2	Fem	0	0	0	0	0	0	0	0	0
30000567	\$33.04 - 40.65	Total 3	Mal	1	1	0	0	0	0	0	0	0
Financial Analyst	1	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30001005	\$33.19 - 34.85	Total 2	Mal	1	1	0	0	0	0	0	0	0
Botanic Spec II-Forestry	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000745	\$33.63 - 42.42	Total 5	Mal	2	1	1	0	0	0	0	0	0
Recreation Supervisor II	8	Tot Min 3	Fem	3	1	1	0	0	0	0	0	1
30000465	\$33.64 - 44.91	Total 1	Mal	0	0	0	0	0	0	0	0	0
Program Manager	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30001159	\$33.79 - 33.79	Total 1	Mal	1	0	0	0	0	0	0	0	1
Plumber	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000713	\$33.88 - 37.00	Total 1	Mal	1	1	0	0	0	0	0	0	0
Facilities Maintenance Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000116	\$34.17 - 36.88	Total 2	Mal	2	1	0	0	0	0	0	0	1
Electrician	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000329	\$34.33 - 34.33	Total 1	Mal	1	1	0	0	0	0	0	0	0
CAD Technician II	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30001584	\$34.77 - 34.77	Total 1	Mal	0	0	0	0	0	0	0	0	0
Botanic Spec I-Community Gardens	2	Tot Min 1	Fem	1	0	0	0	0	0	0	0	1
30000386	\$36.34 - 36.34	Total 2	Mal	1	1	0	0	0	0	0	0	0
Planner II. City-Parks	2	Tot Min 1	Fem	1	0	0	0	0	0	0	0	1
30000449	\$36.45 - 44.91	Total 1	Mal	1	1	0	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000493	\$36.50 - 42.71	Total 1	Mal	0	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0

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30000323	\$36.57 - 36.57	Total	1	Mal	1	1	0	0	0	0	0	0
Botanic Spec II-Rose Garden	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000317	\$36.57 - 36.57	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
30000358	\$37.15 - 47.36	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001685	\$37.36 - 37.36	Total	1	Mal	1	1	0	0	0	0	0	0
Parks Maintenance Supervisor II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000714	\$37.61 - 42.69	Total	2	Mal	2	1	1	0	0	0	0	0
Facilities Maintenance Supervisor,	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000343	\$37.82 - 41.73	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	\$37.82 - 41.73	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
30000767	\$38.34 - 38.34	Total	1	Mal	1	1	0	0	0	0	0	0
Raceway Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000764	\$38.93 - 42.71	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
30000394	\$39.76 - 39.76	Total	1	Mal	0	0	0	0	0	0	0	0
Planner, Sr City-Parks	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000453	\$39.86 - 58.41	Total	3	Mal	3	2	0	0	0	0	0	1
Management Analyst, Principal	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000763	\$40.22 - 42.71	Total	3	Mal	1	1	0	0	0	0	0	0
Urban Forestry Supervisor	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000768	\$40.32 - 42.71	Total	2	Mal	0	0	0	0	0	0	0	0
Natural Areas Supervisor	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000686	\$40.47 - 47.29	Total	3	Mal	0	0	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000499	\$40.65 - 40.65	Total	1	Mal	1	1	0	0	0	0	0	0
Volunteer Program Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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30001334	\$41.19 - 41.19	Total	1	Mal	0	0	0	0	0	0	0	0
Horticultural Services Supervisor	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000392	\$41.73 - 41.73	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
30000718	\$41.83 - 53.89	Total	2	Mal	2	2	0	0	0	0	0	0
Facilities Construction Project	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000749	\$42.41 - 42.41	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
30000440	\$42.46 - 47.29	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
30000753	\$42.71 - 42.71	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	\$42.71 - 42.71	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
30000766	\$42.71 - 42.71	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
30000761	\$42.71 - 42.71	Total	1	Mal	1	1	0	0	0	0	0	0
Parks Turf Maint, Irrigatn & Equip	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000758	\$42.73 - 42.73	Total	1	Mal	0	0	0	0	0	0	0	0
Parks Security Manager	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000365	\$42.96 - 52.21	Total	1	Mal	1	0	0	0	1	0	0	0
Engineer-Civil	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000687	\$43.42 - 49.79	Total	8	Mal	2	1	0	0	0	0	0	1
Capital Project Manager III	1	Tot Min	2	Fem	6	5	0	0	1	0	0	0
30000485	\$44.91 - 44.91	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
30000494	\$44.91 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Community Outreach & Invlvmt	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000755	\$45.67 - 49.79	Total	5	Mal	3	1	1	0	1	0	0	0
Parks & Rec Zone Manager	1	Tot Min	3	Fem	2	1	0	1	0	0	0	0

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30001733	\$45.90 - 45.90	Total	1	Mal	0	0	0	0	0	0	0	0
Parks Property & Business Devel	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000834	\$46.48 - 46.48	Total	1	Mal	1	1	0	0	0	0	0	0
Parks & Rec Central Svcs Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000756	\$46.52 - 47.29	Total	3	Mal	1	0	1	0	0	0	0	0
Parks & Rec City Nature Zone Mgr	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000746	\$46.85 - 46.85	Total	1	Mal	1	1	0	0	0	0	0	0
Parks & Rec Natural Areas Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000454	\$48.27 - 58.41	Total	3	Mal	1	1	0	0	0	0	0	0
Capital Improvmnt Program Planning	1	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000441	\$48.60 - 53.10	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000930	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Landscape Architect Project	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000765	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Golf, Director of	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000439	\$49.79 - 49.79	Total	1	Mal	0	0	0	0	0	0	0	0
Parks & Rec Administrative Mgr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000497	\$49.79 - 59.25	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
30000720	\$52.02 - 52.02	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
30001585	\$57.35 - 58.14	Total	2	Mal	1	1	0	0	0	0	0	0
Parks & Rec Asset Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001983	\$60.69 - 60.69	Total	1	Mal	0	0	0	0	0	0	0	0
Parks & Recreation Director,	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000748	\$69.14 - 69.14	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	\$87.77 - 87.77	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

Workforce Analysis

Total for 1160

Total	588	Mal	339	250	33	16	24	2	2	12
Tot Min	154	Fem	249	184	18	10	18	5	0	14

Workforce Analysis

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BDS-Bureau of Dev Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000011	\$15.23 - 21.76	Total 4	Mal	2	1	0	1	0	0	0	0	0
Office Support Specialist I	6	Tot Min 3	Fem	2	0	0	0	2	0	0	0	0
30000012	\$16.73 - 24.02	Total 16	Mal	4	3	0	0	0	0	0	0	1
Office Support Specialist II	6	Tot Min 6	Fem	12	7	2	2	1	0	0	0	0
30000374	\$18.52 - 18.52	Total 3	Mal	0	0	0	0	0	0	0	0	0
Planning Assistant	2	Tot Min 0	Fem	3	3	0	0	0	0	0	0	0
30000332	\$20.07 - 22.14	Total 5	Mal	4	3	1	0	0	0	0	0	0
Development Services Technician I	3	Tot Min 2	Fem	1	0	0	0	1	0	0	0	0
30000013	\$21.40 - 28.36	Total 6	Mal	2	1	1	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min 1	Fem	4	4	0	0	0	0	0	0	0
30000433	\$22.28 - 34.29	Total 6	Mal	0	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min 3	Fem	6	3	2	1	0	0	0	0	0
30000184	\$22.46 - 29.74	Total 3	Mal	3	2	0	1	0	0	0	0	0
Code Specialist II	3	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000028	\$23.16 - 30.46	Total 2	Mal	0	0	0	0	0	0	0	0	0
Hearings Clerk	6	Tot Min 1	Fem	2	1	1	0	0	0	0	0	0
30000450	\$23.69 - 36.85	Total 6	Mal	1	0	0	0	0	0	0	0	1
Management Assistant	1	Tot Min 3	Fem	5	3	1	0	0	0	0	0	1
30000447	\$23.93 - 36.85	Total 1	Mal	0	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	0
30000452	\$23.93 - 44.91	Total 3	Mal	1	1	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000375	\$25.95 - 30.03	Total 6	Mal	2	2	0	0	0	0	0	0	0
Planner, Associate	2	Tot Min 1	Fem	4	3	0	0	0	0	0	0	1
30000063	\$26.40 - 33.24	Total 3	Mal	1	0	0	0	1	0	0	0	0
Accountant II	2	Tot Min 2	Fem	2	1	1	0	0	0	0	0	0
30000333	\$26.91 - 34.33	Total 30	Mal	11	8	0	2	0	0	0	0	1
Development Services Technician II	3	Tot Min 6	Fem	19	16	2	0	0	0	0	0	1
30000171	\$27.50 - 31.99	Total 11	Mal	10	6	2	0	1	0	1	0	0
Housing Inspector	3	Tot Min 4	Fem	1	1	0	0	0	0	0	0	0

Workforce Analysis

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BDS-Bureau of Dev Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000186	\$27.72 - 27.72	Total	1	Mal	1	1	0	0	0	0	0	0
Code Specialist III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000230	\$28.58 - 31.50	Total	3	Mal	0	0	0	0	0	0	0	0
Plans Examiner, Residential	3	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000381	\$28.60 - 33.00	Total	3	Mal	1	1	0	0	0	0	0	0
Planner I, City-Urban Design	2	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000463	\$29.04 - 38.71	Total	3	Mal	0	0	0	0	0	0	0	0
Program Specialist	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000372	\$29.65 - 32.68	Total	1	Mal	1	0	0	0	1	0	0	0
Graphics Designer II	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000377	\$30.03 - 33.00	Total	7	Mal	5	5	0	0	0	0	0	0
Planner I, City-Land Use	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000492	\$30.49 - 38.71	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
30000448	\$30.49 - 40.65	Total	5	Mal	1	0	0	1	0	0	0	0
Business Systems Analyst	2	Tot Min	2	Fem	4	3	0	1	0	0	0	0
30000451	\$30.49 - 40.65	Total	4	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	1	Fem	4	3	0	0	0	1	0	0
30000389	\$31.44 - 36.34	Total	7	Mal	3	2	0	0	0	0	0	1
Planner II, City-Urban Design	2	Tot Min	2	Fem	4	3	0	1	0	0	0	0
30000384	\$31.44 - 36.34	Total	1	Mal	1	1	0	0	0	0	0	0
Planner II, City-Environmental	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000385	\$31.44 - 36.34	Total	18	Mal	6	6	0	0	0	0	0	0
Planner II, City-Land Use	2	Tot Min	2	Fem	12	10	0	0	0	1	0	1
30000437	\$31.74 - 40.65	Total	1	Mal	1	1	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000531	\$31.74 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000435	\$31.97 - 39.03	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

Workforce Analysis

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Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000177	\$32.00 - 32.00	Total	1	Mal	0	0	0	0	0	0	0	0
Site Development Inspector I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000464	\$32.03 - 42.71	Total	1	Mal	1	0	0	0	0	0	0	1
Program Coordinator	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000397	\$32.68 - 41.73	Total	3	Mal	1	0	0	0	0	1	0	0
Planner, Sr City-Urban Design	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000567	\$33.04 - 40.65	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000173	\$33.20 - 38.40	Total	11	Mal	10	8	1	0	0	0	0	1
Building Inspector II	3	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000168	\$33.20 - 38.40	Total	10	Mal	7	4	0	1	2	0	0	0
Electrical Inspector	3	Tot Min	4	Fem	3	2	0	0	0	0	0	1
30000465	\$33.64 - 44.91	Total	1	Mal	1	0	0	0	0	0	0	1
Program Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000231	\$34.74 - 40.22	Total	17	Mal	11	11	0	0	0	0	0	0
Plans Examiner, Commercial	3	Tot Min	0	Fem	6	6	0	0	0	0	0	0
30000164	\$34.86 - 38.40	Total	5	Mal	4	3	0	0	1	0	0	0
Plumbing Inspector	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000172	\$35.02 - 38.60	Total	4	Mal	3	2	0	0	0	0	0	1
Housing Inspector, Sr	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000568	\$35.50 - 44.91	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
30000334	\$36.06 - 41.73	Total	4	Mal	0	0	0	0	0	0	0	0
Development Services Technician III	3	Tot Min	2	Fem	4	2	1	1	0	0	0	0
30000393	\$36.06 - 41.73	Total	12	Mal	4	4	0	0	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min	0	Fem	8	8	0	0	0	0	0	0
30000449	\$36.45 - 44.91	Total	1	Mal	1	0	1	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000836	\$37.04 - 49.79	Total	2	Mal	0	0	0	0	0	0	0	0
Development Supervisor II	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0

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Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000170	\$37.20 - 41.02	Total	13	Mal	13	11	0	0	1	0	0	1
Combination Inspector	3	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000335	\$37.82 - 41.73	Total	5	Mal	2	2	0	0	0	0	0	0
Development Services Project Coord 1		Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000174	\$39.14 - 43.12	Total	19	Mal	18	16	1	0	1	0	0	0
Building Inspector, Sr	3	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000453	\$39.86 - 58.41	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000178	\$41.10 - 43.12	Total	2	Mal	1	1	0	0	0	0	0	0
Site Development Inspector, Sr	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000169	\$41.10 - 43.12	Total	7	Mal	7	6	0	0	0	0	0	1
Electrical Inspector, Sr	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000232	\$41.65 - 43.70	Total	3	Mal	1	1	0	0	0	0	0	0
Plans Examiner, Sr	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000392	\$41.73 - 41.73	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
30000466	\$41.85 - 58.04	Total	1	Mal	1	1	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000369	\$42.96 - 52.21	Total	12	Mal	7	5	0	2	0	0	0	0
Engineer-Structural	2	Tot Min	3	Fem	5	4	0	1	0	0	0	0
30000367	\$42.96 - 52.21	Total	6	Mal	4	3	0	1	0	0	0	0
Engineer-Geotechnical	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000165	\$43.12 - 43.12	Total	4	Mal	4	3	1	0	0	0	0	0
Plumbing Inspector, Sr	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000724	\$45.74 - 53.10	Total	5	Mal	2	2	0	0	0	0	0	0
Planner, Supervising	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000735	\$46.48 - 53.10	Total	4	Mal	2	2	0	0	0	0	0	0
Inspection Supervisor	7	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000569	\$47.16 - 55.76	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

Workforce Analysis

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BDS-Bureau of Dev Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000368	\$49.72 - 52.21	Total	1	Mal	1	0	0	1	0	0	0	0
Engineer-Mechanical	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000734	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Housing Inspection Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000680	\$52.21 - 57.44	Total	1	Mal	1	0	0	1	0	0	0	0
Engineer, Sr	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000730	\$53.10 - 53.10	Total	1	Mal	1	1	0	0	0	0	0	0
Plan Review Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000681	\$54.81 - 61.75	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer, Supervising	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000736	\$55.75 - 62.46	Total	3	Mal	3	3	0	0	0	0	0	0
Inspection Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000725	\$62.46 - 62.46	Total	1	Mal	0	0	0	0	0	0	0	0
Planner, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000442	\$63.68 - 69.14	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000426	\$87.77 - 87.77	Total	1	Mal	1	0	1	0	0	0	0	0
Development Services Director	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 1210		Total	331	Mal	179	138	9	12	8	1	1	10
		Tot Min	72	Fem	152	121	11	8	5	2	0	5

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Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total 6	Mal	1	1	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 3	Fem	5	2	1	1	0	0	0	1
30000155	\$18.53 - 18.53	Total 1	Mal	1	0	1	0	0	0	0	0
Industrial Maintenance Millwright,	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000328	\$20.07 - 20.07	Total 3	Mal	3	2	0	0	1	0	0	0
CAD Technician I	3	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30002039	\$20.07 - 20.07	Total 1	Mal	0	0	0	0	0	0	0	0
Field Science Technician Trainee	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000013	\$21.40 - 28.36	Total 5	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min 1	Fem	5	4	0	1	0	0	0	0
30000433	\$22.28 - 34.29	Total 4	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min 2	Fem	4	2	1	0	0	0	0	1
30000450	\$23.69 - 36.85	Total 2	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min 1	Fem	2	1	0	1	0	0	0	0
30000462	\$23.93 - 36.85	Total 3	Mal	2	2	0	0	0	0	0	0
Program Specialist, Assistant	6	Tot Min 1	Fem	1	0	0	0	0	1	0	0
30000434	\$23.93 - 36.85	Total 3	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min 0	Fem	3	3	0	0	0	0	0	0
30000447	\$23.93 - 36.85	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
30000452	\$23.93 - 44.91	Total 5	Mal	1	1	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min 1	Fem	4	3	1	0	0	0	0	0
30000491	\$25.36 - 36.85	Total 2	Mal	1	1	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000063	\$26.40 - 33.24	Total 3	Mal	2	2	0	0	0	0	0	0
Accountant II	2	Tot Min 1	Fem	1	0	0	1	0	0	0	0
30000333	\$26.91 - 34.33	Total 1	Mal	0	0	0	0	0	0	0	0
Development Services Technician II	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000325	\$26.91 - 34.33	Total 24	Mal	17	14	0	2	1	0	0	0
Engineering Technician II	3	Tot Min 5	Fem	7	5	0	0	1	0	0	1

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Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000338	\$26.91 - 34.33	Total 36	Mal	18	16	1	1	0	0	0	0
Environmental Technician II	3	Tot Min 4	Fem	18	16	0	0	2	0	0	0
30002038	\$26.91 - 34.33	Total 6	Mal	5	5	0	0	0	0	0	0
Field Science Technician	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30001283	\$27.68 - 32.04	Total 6	Mal	3	3	0	0	0	0	0	0
Laboratory Analyst II	3	Tot Min 0	Fem	3	3	0	0	0	0	0	0
30001284	\$27.68 - 36.76	Total 5	Mal	3	3	0	0	0	0	0	0
Laboratory Analytical Specialist	3	Tot Min 1	Fem	2	1	0	0	1	0	0	0
30000104	\$27.70 - 27.70	Total 1	Mal	1	1	0	0	0	0	0	0
Automotive Equip Oper II: Tractor-	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000054	\$27.99 - 27.99	Total 3	Mal	2	2	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000342	\$28.21 - 34.33	Total 2	Mal	2	2	0	0	0	0	0	0
GIS Technician II	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000828	\$28.36 - 28.36	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
30000161	\$28.45 - 30.88	Total 39	Mal	33	26	1	3	0	0	2	1
Wastewater Operator II	7	Tot Min 8	Fem	6	5	0	1	0	0	0	0
30000320	\$28.67 - 36.57	Total 5	Mal	2	2	0	0	0	0	0	0
Botanic Spec II-Generalist	2	Tot Min 0	Fem	3	3	0	0	0	0	0	0
30000463	\$29.04 - 38.71	Total 2	Mal	0	0	0	0	0	0	0	0
Program Specialist	6	Tot Min 1	Fem	2	1	1	0	0	0	0	0
30000064	\$29.07 - 36.56	Total 2	Mal	1	1	0	0	0	0	0	0
Accountant III	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000157	\$29.97 - 30.88	Total 28	Mal	27	23	0	1	1	1	0	1
Industrial Maintenance Millwright	7	Tot Min 4	Fem	1	1	0	0	0	0	0	0
30000228	\$30.18 - 34.49	Total 15	Mal	11	9	1	0	1	0	0	0
Public Works Inspector	3	Tot Min 3	Fem	4	3	0	0	0	1	0	0
30000661	\$30.23 - 38.71	Total 2	Mal	0	0	0	0	0	0	0	0
Environmental Program Specialist	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0

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Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000492	\$30.49 - 38.71	Total 2	Mal	0	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000451	\$30.49 - 40.65	Total 2	Mal	0	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000353	\$30.53 - 40.90	Total 17	Mal	10	9	0	0	1	0	0	0	0
Engineering Associate-Civil	2	Tot Min 2	Fem	7	6	0	1	0	0	0	0	0
30000114	\$30.55 - 30.55	Total 1	Mal	1	0	0	0	1	0	0	0	0
Industrial Painter	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000126	\$30.88 - 30.88	Total 1	Mal	1	1	0	0	0	0	0	0	0
Industrial Machinist	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000056	\$31.23 - 32.14	Total 1	Mal	1	1	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000321	\$31.62 - 36.57	Total 6	Mal	6	6	0	0	0	0	0	0	0
Botanic Spec II-Ntrl Resource	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000437	\$31.74 - 40.65	Total 1	Mal	0	0	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000435	\$31.97 - 39.03	Total 1	Mal	0	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min 1	Fem	1	0	0	0	0	0	0	0	1
30000464	\$32.03 - 42.71	Total 3	Mal	1	0	0	0	1	0	0	0	0
Program Coordinator	1	Tot Min 1	Fem	2	2	0	0	0	0	0	0	0
30000481	\$32.57 - 35.29	Total 1	Mal	1	1	0	0	0	0	0	0	0
Risk Specialist	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000345	\$32.68 - 34.33	Total 4	Mal	3	3	0	0	0	0	0	0	0
Materials Testing Technician II	8	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000339	\$32.68 - 41.73	Total 27	Mal	13	12	1	0	0	0	0	0	0
Environmental Specialist-Generalist	2	Tot Min 3	Fem	14	12	0	0	1	0	0	0	1
30000163	\$33.18 - 33.18	Total 3	Mal	3	3	0	0	0	0	0	0	0
Wastewater Operations Specialist	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000482	\$33.34 - 42.71	Total 1	Mal	1	1	0	0	0	0	0	0	0
Risk Specialist, Sr	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0

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Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000662	\$33.61 - 42.71	Total 8	Mal	2	2	0	0	0	0	0	0	0
Environmental Program Coordinator	2	Tot Min 0	Fem	6	6	0	0	0	0	0	0	0
30000465	\$33.64 - 44.91	Total 2	Mal	1	0	1	0	0	0	0	0	0
Program Manager	1	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0
30000712	\$33.88 - 38.25	Total 1	Mal	1	1	0	0	0	0	0	0	0
Facilities Services Specialist	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000644	\$33.88 - 38.71	Total 4	Mal	4	3	0	1	0	0	0	0	0
Maintenance Planner/Scheduler	6	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000116	\$34.17 - 36.88	Total 9	Mal	8	8	0	0	0	0	0	0	0
Electrician	7	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000239	\$34.17 - 36.88	Total 12	Mal	12	11	0	0	0	0	0	0	1
Instrument Technician	3	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000329	\$34.33 - 34.33	Total 8	Mal	7	6	1	0	0	0	0	0	0
CAD Technician II	3	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0
30000373	\$34.33 - 41.73	Total 1	Mal	0	0	0	0	0	0	0	0	0
Graphics Designer III	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000401	\$35.65 - 35.65	Total 3	Mal	3	2	0	0	1	0	0	0	0
Electronic Systems Technician	3	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000495	\$35.92 - 44.91	Total 1	Mal	0	0	0	0	0	0	0	0	0
Public Information Officer	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000326	\$36.06 - 41.73	Total 8	Mal	4	2	0	2	0	0	0	0	0
Engineering Technician III	3	Tot Min 3	Fem	4	3	0	0	1	0	0	0	0
30000449	\$36.45 - 44.91	Total 4	Mal	0	0	0	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min 0	Fem	4	4	0	0	0	0	0	0	0
30000493	\$36.50 - 42.71	Total 2	Mal	0	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000468	\$37.03 - 40.65	Total 1	Mal	1	1	0	0	0	0	0	0	0
Stores System Supervisor II	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000836	\$37.04 - 49.79	Total 2	Mal	2	1	0	0	1	0	0	0	0
Development Supervisor II	3	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0

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30000358	\$37.15 - 47.36	Total 11	Mal	5	5	0	0	0	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min 0	Fem	6	6	0	0	0	0	0	0	0
30000692	\$37.36 - 37.36	Total 1	Mal	1	1	0	0	0	0	0	0	0
Maps & Records Supervisor	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000343	\$37.82 - 41.73	Total 3	Mal	3	2	0	1	0	0	0	0	0
GIS Technician III	3	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000330	\$37.82 - 41.73	Total 4	Mal	3	2	0	0	0	0	1	0	0
CAD Technician III	3	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0
30002037	\$37.82 - 41.73	Total 2	Mal	2	2	0	0	0	0	0	0	0
Field Science Specialist	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000121	\$38.00 - 38.00	Total 5	Mal	5	5	0	0	0	0	0	0	0
Electrician/Instrument Technician	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000673	\$38.10 - 47.29	Total 5	Mal	5	3	1	1	0	0	0	0	0
Wastewater Treatment O&M	7	Tot Min 2	Fem	0	0	0	0	0	0	0	0	0
30000576	\$38.17 - 38.17	Total 1	Mal	1	1	0	0	0	0	0	0	0
Economist, Sr	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000229	\$38.57 - 38.57	Total 10	Mal	9	7	0	1	0	0	1	0	0
Public Works Inspector, Sr	3	Tot Min 3	Fem	1	0	1	0	0	0	0	0	0
30000698	\$38.81 - 44.91	Total 2	Mal	2	2	0	0	0	0	0	0	0
Property Acquisition & Services	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000459	\$38.95 - 38.95	Total 1	Mal	0	0	0	0	0	0	0	0	0
Environmental Policy Analyst	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000666	\$39.50 - 39.50	Total 1	Mal	1	0	0	1	0	0	0	0	0
Watershed Revegetation Program	2	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000453	\$39.86 - 58.41	Total 1	Mal	0	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000686	\$40.47 - 47.29	Total 3	Mal	3	3	0	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30001285	\$40.54 - 40.54	Total 3	Mal	1	1	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0

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30000346	\$41.73 - 41.73	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
30000313	\$41.73 - 41.73	Total	1	Mal	0	0	0	0	0	0	0	0
Landscape Architect	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000466	\$41.85 - 58.04	Total	2	Mal	1	0	0	0	0	0	0	1
Program Manager, Sr	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000667	\$41.92 - 41.92	Total	1	Mal	0	0	0	0	0	0	0	0
Watershed Revegetation Program	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000700	\$42.34 - 47.29	Total	2	Mal	2	1	0	1	0	0	0	0
Communications Engineer	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000440	\$42.46 - 47.29	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
30000470	\$42.56 - 44.84	Total	1	Mal	0	0	0	0	0	0	0	0
Contractor Dev Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000367	\$42.96 - 52.21	Total	2	Mal	1	1	0	0	0	0	0	0
Engineer-Geotechnical	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000365	\$42.96 - 52.21	Total	20	Mal	19	13	0	6	0	0	0	0
Engineer-Civil	2	Tot Min	7	Fem	1	0	0	1	0	0	0	0
30000656	\$43.34 - 47.29	Total	5	Mal	2	2	0	0	0	0	0	0
Water Resources Program Manager	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000485	\$44.91 - 44.91	Total	1	Mal	1	1	0	0	0	0	0	0
Safety & Risk Officer I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001958	\$44.91 - 44.91	Total	1	Mal	1	1	0	0	0	0	0	0
Statistician	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000690	\$44.91 - 44.91	Total	1	Mal	1	1	0	0	0	0	0	0
Public Works Inspection Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000663	\$44.98 - 47.29	Total	9	Mal	5	5	0	0	0	0	0	0
Environmental Program Manager	1	Tot Min	1	Fem	4	3	0	1	0	0	0	0
30000218	\$47.16 - 53.10	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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30000569	\$47.16 - 55.76	Total	3	Mal	2	2	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000340	\$47.27 - 47.27	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
30000691	\$47.29 - 47.29	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
30000455	\$47.29 - 47.29	Total	1	Mal	0	0	0	0	0	0	0	0
Contracts Dev & Review	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000366	\$47.36 - 52.21	Total	3	Mal	3	1	1	1	0	0	0	0
Engineer-Electrical	2	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000441	\$48.60 - 53.10	Total	2	Mal	0	0	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000880	\$49.65 - 49.65	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Analyst, Principal-	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001735	\$49.65 - 49.65	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Investigations Mgr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000368	\$49.72 - 52.21	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-Mechanical	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000635	\$49.79 - 49.79	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	\$49.79 - 49.79	Total	1	Mal	0	0	0	0	0	0	0	0
Data Acquisition & Mgmt Supervisor	3	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000671	\$49.79 - 49.79	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
30000670	\$49.99 - 53.10	Total	1	Mal	1	1	0	0	0	0	0	0
Laboratory Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000680	\$52.21 - 57.44	Total	14	Mal	9	8	0	1	0	0	0	0
Engineer, Sr	2	Tot Min	1	Fem	5	5	0	0	0	0	0	0
30000733	\$52.29 - 57.09	Total	1	Mal	0	0	0	0	0	0	0	0
Development Services Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30001359	\$53.10 - 53.10	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Svcs Public Affairs	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000677	\$53.10 - 53.10	Total	1	Mal	0	0	0	0	0	0	0	0
Portland Harbor Superfund	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000664	\$53.10 - 53.10	Total	2	Mal	1	1	0	0	0	0	0	0
Environmental Program Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000674	\$53.73 - 62.46	Total	2	Mal	1	1	0	0	0	0	0	0
Wastewater Treatment Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000659	\$54.22 - 57.09	Total	3	Mal	1	1	0	0	0	0	0	0
Watershed Division Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000689	\$54.28 - 54.28	Total	1	Mal	1	1	0	0	0	0	0	0
Capital Program Mgmt & Controls	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000681	\$54.81 - 61.75	Total	9	Mal	7	7	0	0	0	0	0	0
Engineer, Supervising	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30001659	\$55.76 - 55.76	Total	1	Mal	1	1	0	0	0	0	0	0
Env Svcs OCIP, Risk & Safety	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000682	\$56.52 - 66.37	Total	3	Mal	2	2	0	0	0	0	0	0
Engineer, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001736	\$57.09 - 57.09	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Compliance Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000660	\$60.47 - 60.47	Total	1	Mal	0	0	0	0	0	0	0	0
Watershed Services Group Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000678	\$62.46 - 62.46	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Policy Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000675	\$62.46 - 62.46	Total	1	Mal	1	1	0	0	0	0	0	0
Wastewater Collections System	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002358	\$63.32 - 63.32	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Services Director,	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000442	\$63.68 - 69.14	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title		Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000676	\$69.14 - 69.14	Total	1	Mal	1	1	0	0	0	0	0	0
Wastewater Operations Group	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000669	\$69.14 - 69.14	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Monitoring Svcs	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000683	\$77.98 - 77.98	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer, Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000419	\$95.39 - 95.39	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Services Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1010		Total	522	Mal	337	286	9	24	9	1	4	4
		Tot Min	83	Fem	185	153	7	10	8	2	0	5

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PWB-Portland Water Bureau

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000073	\$15.15 - 15.15	Total	1	Mal	1	0	1	0	0	0	0	0
Maintenance Worker	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000012	\$16.73 - 24.02	Total	4	Mal	3	2	0	0	1	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000075	\$17.51 - 23.13	Total	17	Mal	13	7	2	1	2	0	0	1
Utility Worker II, Apprentice	8	Tot Min	8	Fem	4	2	0	0	1	0	0	1
30000029	\$17.95 - 25.88	Total	2	Mal	1	0	0	0	0	0	0	1
Service Dispatcher	6	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000017	\$17.95 - 25.88	Total	41	Mal	18	11	3	1	2	0	0	1
Customer Accounts Specialist I	6	Tot Min	13	Fem	23	17	2	3	1	0	0	0
30001558	\$17.98 - 25.84	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
30000133	\$19.19 - 24.38	Total	11	Mal	7	7	0	0	0	0	0	0
Water Meter Reader I	6	Tot Min	2	Fem	4	2	2	0	0	0	0	0
30000337	\$21.08 - 23.26	Total	4	Mal	2	2	0	0	0	0	0	0
Environmental Technician I	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000076	\$21.39 - 23.26	Total	2	Mal	2	2	0	0	0	0	0	0
Utility Worker I	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000013	\$21.40 - 28.36	Total	3	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	2	Fem	3	1	1	0	0	1	0	0
30000062	\$21.99 - 29.03	Total	1	Mal	1	0	0	1	0	0	0	0
Accountant I	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000433	\$22.28 - 34.29	Total	5	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	2	Fem	5	3	2	0	0	0	0	0
30000081	\$22.59 - 25.67	Total	4	Mal	4	4	0	0	0	0	0	0
Parks Technician	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002158	\$23.26 - 25.01	Total	6	Mal	6	4	1	0	0	1	0	0
Water Meter Technician I	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000077	\$23.26 - 27.31	Total	25	Mal	21	15	3	0	3	0	0	0
Utility Worker II	8	Tot Min	7	Fem	4	3	0	0	0	1	0	0

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PWB-Portland Water Bureau

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000450	\$23.69 - 36.85	Total	5	Mal	2	2	0	0	0	0	0	0
Management Assistant	1	Tot Min	2	Fem	3	1	1	0	1	0	0	0
30000462	\$23.93 - 36.85	Total	3	Mal	1	1	0	0	0	0	0	0
Program Specialist, Assistant	6	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000434	\$23.93 - 36.85	Total	4	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	4	3	1	0	0	0	0	0
30000452	\$23.93 - 44.91	Total	3	Mal	1	1	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000018	\$24.56 - 28.36	Total	9	Mal	4	4	0	0	0	0	0	0
Customer Accounts Specialist II	6	Tot Min	1	Fem	5	4	1	0	0	0	0	0
30000138	\$25.01 - 25.01	Total	9	Mal	6	6	0	0	0	0	0	0
Water Security Specialist	5	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000149	\$25.01 - 25.01	Total	3	Mal	3	3	0	0	0	0	0	0
Watershed Specialist I	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001037	\$25.83 - 26.91	Total	7	Mal	5	3	1	1	0	0	0	0
Utility Locator	3	Tot Min	4	Fem	2	0	2	0	0	0	0	0
30000144	\$25.98 - 29.03	Total	5	Mal	5	1	3	0	0	0	0	1
Water Operations Mechanic,	7	Tot Min	4	Fem	0	0	0	0	0	0	0	0
30000146	\$26.00 - 26.00	Total	1	Mal	1	1	0	0	0	0	0	0
Water Treatment Operator I	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000137	\$26.24 - 26.24	Total	1	Mal	1	1	0	0	0	0	0	0
Water Security Specialist, Lead	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000078	\$26.26 - 26.26	Total	1	Mal	1	1	0	0	0	0	0	0
Water Utility Worker, Sr	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000151	\$26.26 - 26.26	Total	2	Mal	2	2	0	0	0	0	0	0
Watershed Specialist II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000101	\$26.26 - 26.26	Total	16	Mal	12	9	1	0	2	0	0	0
Automotive Equipment Oper I	8	Tot Min	4	Fem	4	3	0	1	0	0	0	0
30000105	\$26.26 - 29.46	Total	20	Mal	19	17	0	0	1	1	0	0
Construction Equipment Operator	7	Tot Min	2	Fem	1	1	0	0	0	0	0	0

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30000147	\$26.31 - 34.01	Total 8	Mal	8	8	0	0	0	0	0	0	0
Water Treatment Operator II	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000142	\$26.33 - 27.58	Total 4	Mal	3	2	0	0	0	0	1	0	0
Water Meter Technician II	7	Tot Min 2	Fem	1	0	0	1	0	0	0	0	0
30000063	\$26.40 - 33.24	Total 3	Mal	0	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min 0	Fem	3	3	0	0	0	0	0	0	0
30000403	\$26.43 - 26.43	Total 1	Mal	0	0	0	0	0	0	0	0	0
Remittance Technician	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000252	\$26.61 - 28.18	Total 1	Mal	1	1	0	0	0	0	0	0	0
Horticulturist	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000341	\$26.91 - 26.91	Total 1	Mal	1	1	0	0	0	0	0	0	0
GIS Technician I	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000325	\$26.91 - 34.33	Total 9	Mal	5	5	0	0	0	0	0	0	0
Engineering Technician II	3	Tot Min 0	Fem	4	4	0	0	0	0	0	0	0
30000338	\$26.91 - 34.33	Total 2	Mal	1	1	0	0	0	0	0	0	0
Environmental Technician II	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000134	\$27.58 - 27.58	Total 1	Mal	0	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	0
30000135	\$27.58 - 27.58	Total 7	Mal	6	6	0	0	0	0	0	0	0
Water Service Inspector I	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30001283	\$27.68 - 32.04	Total 2	Mal	2	2	0	0	0	0	0	0	0
Laboratory Analyst II	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30001284	\$27.68 - 36.76	Total 4	Mal	1	0	0	0	1	0	0	0	0
Laboratory Analytical Specialist	3	Tot Min 1	Fem	3	3	0	0	0	0	0	0	0
30000104	\$27.70 - 27.70	Total 1	Mal	1	1	0	0	0	0	0	0	0
Automotive Equip Oper II: Tractor-	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000054	\$27.99 - 27.99	Total 2	Mal	2	2	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000342	\$28.21 - 34.33	Total 5	Mal	4	3	0	1	0	0	0	0	0
GIS Technician II	3	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0

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30000224	\$28.52 - 28.52	Total	1	Mal	1	1	0	0	0	0	0	0
Surveying Aide II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000140	\$28.61 - 34.01	Total	4	Mal	2	2	0	0	0	0	0	0
Water Quality Inspector II	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000463	\$29.04 - 38.71	Total	3	Mal	0	0	0	0	0	0	0	0
Program Specialist	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000436	\$29.04 - 40.65	Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000064	\$29.07 - 36.56	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000136	\$29.80 - 29.80	Total	1	Mal	1	1	0	0	0	0	0	0
Water Service Inspector II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000145	\$30.10 - 31.02	Total	29	Mal	27	21	1	2	1	2	0	0
Water Operations Mechanic	7	Tot Min	6	Fem	2	2	0	0	0	0	0	0
30000228	\$30.18 - 34.49	Total	2	Mal	2	1	0	0	1	0	0	0
Public Works Inspector	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000661	\$30.23 - 38.71	Total	2	Mal	0	0	0	0	0	0	0	0
Environmental Program Specialist	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000225	\$30.42 - 34.78	Total	2	Mal	2	2	0	0	0	0	0	0
Surveyor I	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000492	\$30.49 - 38.71	Total	1	Mal	1	1	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000203	\$30.49 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Applications Analyst II-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000759	\$30.49 - 40.65	Total	1	Mal	1	1	0	0	0	0	0	0
Parks Maintenance Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000630	\$30.49 - 40.65	Total	8	Mal	8	6	1	0	1	0	0	0
Public Works Supervisor II	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000451	\$30.49 - 40.65	Total	5	Mal	3	2	0	1	0	0	0	0
Management Analyst	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0

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30000153	\$30.51 - 30.51	Total 1	Mal	1	1	0	0	0	0	0	0	0
Operating Engineer II	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000353	\$30.53 - 40.90	Total 5	Mal	5	3	0	1	0	0	0	0	1
Engineering Associate-Civil	2	Tot Min 2	Fem	0	0	0	0	0	0	0	0	0
30000114	\$30.55 - 30.55	Total 2	Mal	2	2	0	0	0	0	0	0	0
Industrial Painter	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000110	\$30.55 - 30.55	Total 3	Mal	3	3	0	0	0	0	0	0	0
Carpenter	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000107	\$30.55 - 30.55	Total 2	Mal	2	2	0	0	0	0	0	0	0
Concrete Finisher	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000127	\$30.88 - 30.88	Total 2	Mal	2	2	0	0	0	0	0	0	0
General Mechanic	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000349	\$31.11 - 34.33	Total 1	Mal	0	0	0	0	0	0	0	0	0
Right of Way Agent II	6	Tot Min 1	Fem	1	0	0	0	0	1	0	0	0
30000143	\$31.13 - 31.13	Total 6	Mal	6	3	0	1	0	2	0	0	0
Water Meter Technician III	7	Tot Min 3	Fem	0	0	0	0	0	0	0	0	0
30000056	\$31.23 - 32.14	Total 1	Mal	1	1	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30001308	\$31.58 - 31.58	Total 2	Mal	2	2	0	0	0	0	0	0	0
Watershed Specialist III	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000437	\$31.74 - 40.65	Total 1	Mal	0	0	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000435	\$31.97 - 39.03	Total 1	Mal	0	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min 1	Fem	1	0	0	0	0	0	0	0	1
30000464	\$32.03 - 42.71	Total 3	Mal	1	1	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000355	\$32.04 - 32.04	Total 1	Mal	1	1	0	0	0	0	0	0	0
Engineering Associate-Mechanical	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000154	\$32.06 - 34.01	Total 12	Mal	10	8	0	0	1	0	0	0	1
Operating Engineer III	7	Tot Min 4	Fem	2	0	0	0	0	1	1	0	0

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30000115	\$32.07 - 32.07	Total	1	Mal	1	1	0	0	0	0	0	0
Industrial Painter, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000978	\$32.68 - 41.73	Total	1	Mal	1	0	0	1	0	0	0	0
Mapping Data Technician II	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000339	\$32.68 - 41.73	Total	7	Mal	4	4	0	0	0	0	0	0
Environmental Specialist-Generalist	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000567	\$33.04 - 40.65	Total	2	Mal	1	0	0	1	0	0	0	0
Financial Analyst	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000482	\$33.34 - 42.71	Total	1	Mal	0	0	0	0	0	0	0	0
Risk Specialist, Sr	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000662	\$33.61 - 42.71	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
30000445	\$33.64 - 44.91	Total	5	Mal	2	2	0	0	0	0	0	0
Customer Service Supervisor	1	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30000465	\$33.64 - 44.91	Total	4	Mal	3	3	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000644	\$33.88 - 38.71	Total	3	Mal	1	0	0	1	0	0	0	0
Maintenance Planner/Scheduler	6	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000116	\$34.17 - 36.88	Total	5	Mal	4	4	0	0	0	0	0	0
Electrician	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000239	\$34.17 - 36.88	Total	5	Mal	4	4	0	0	0	0	0	0
Instrument Technician	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000329	\$34.33 - 34.33	Total	3	Mal	3	3	0	0	0	0	0	0
CAD Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000373	\$34.33 - 41.73	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
30000204	\$35.03 - 44.91	Total	2	Mal	2	2	0	0	0	0	0	0
Applications Analyst III-Generalist	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000226	\$35.27 - 41.07	Total	1	Mal	1	1	0	0	0	0	0	0
Surveyor II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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30000568	\$35.50 - 44.91	Total	3	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000148	\$35.68 - 35.68	Total	1	Mal	1	1	0	0	0	0	0	0
Water Treatment Operator, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000141	\$35.68 - 35.68	Total	1	Mal	1	1	0	0	0	0	0	0
Water Quality Inspector III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000495	\$35.92 - 44.91	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
30000326	\$36.06 - 41.73	Total	4	Mal	1	1	0	0	0	0	0	0
Engineering Technician III	3	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000507	\$36.20 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Conservation Program Coordinator,	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000449	\$36.45 - 44.91	Total	2	Mal	1	0	1	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	2	Fem	1	0	0	1	0	0	0	0
30000493	\$36.50 - 42.71	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
30000468	\$37.03 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Stores System Supervisor II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000358	\$37.15 - 47.36	Total	15	Mal	12	8	1	3	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	4	Fem	3	3	0	0	0	0	0	0
30000732	\$37.17 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Development Supervisor I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000560	\$37.82 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant, Systems	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000343	\$37.82 - 41.73	Total	2	Mal	1	1	0	0	0	0	0	0
GIS Technician III	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000330	\$37.82 - 41.73	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
30000229	\$38.57 - 38.57	Total	4	Mal	3	3	0	0	0	0	0	0
Public Works Inspector, Sr	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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30000650	\$38.57 - 38.57	Total	1	Mal	1	1	0	0	0	0	0	0
Water Treatment Operations	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000117	\$38.72 - 38.72	Total	1	Mal	1	1	0	0	0	0	0	0
Electrician, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000240	\$38.72 - 38.72	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
30000698	\$38.81 - 44.91	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
30000453	\$39.86 - 58.41	Total	2	Mal	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000686	\$40.47 - 47.29	Total	1	Mal	1	1	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001285	\$40.54 - 40.54	Total	1	Mal	0	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000645	\$40.65 - 40.65	Total	1	Mal	1	1	0	0	0	0	0	0
Security Supervisor	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000658	\$41.32 - 41.32	Total	1	Mal	1	1	0	0	0	0	0	0
Hydroelectric Power Project Mgr,	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001908	\$41.73 - 41.73	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Spec-Wildlife	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000398	\$41.73 - 41.73	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Sr City-Water Resources	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000331	\$41.73 - 41.73	Total	1	Mal	1	1	0	0	0	0	0	0
CAD Analyst	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000399	\$41.73 - 41.73	Total	3	Mal	2	2	0	0	0	0	0	0
Capital Project Manager I	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000466	\$41.85 - 58.04	Total	5	Mal	3	3	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000657	\$42.42 - 42.42	Total	1	Mal	1	1	0	0	0	0	0	0
Hydroelectric Power Project	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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30000440	\$42.46 - 47.29	Total 1	Mal	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min 0	Fem	1	1	0	0	0	0
30000512	\$42.71 - 42.71	Total 2	Mal	1	1	0	0	0	0
Water Conservation Program	2	Tot Min 0	Fem	1	1	0	0	0	0
30000651	\$42.71 - 42.71	Total 1	Mal	1	0	0	0	1	0
Water Quality Inspection Supervisor	1	Tot Min 1	Fem	0	0	0	0	0	0
30000365	\$42.96 - 52.21	Total 15	Mal	12	12	0	0	0	0
Engineer-Civil	2	Tot Min 0	Fem	3	3	0	0	0	0
30001534	\$43.02 - 43.02	Total 1	Mal	1	0	1	0	0	0
Water Bureau Emergency	1	Tot Min 1	Fem	0	0	0	0	0	0
30000656	\$43.34 - 47.29	Total 2	Mal	1	1	0	0	0	0
Water Resources Program Manager	1	Tot Min 0	Fem	1	1	0	0	0	0
30000687	\$43.42 - 49.79	Total 1	Mal	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min 0	Fem	1	1	0	0	0	0
30001408	\$44.91 - 44.91	Total 1	Mal	1	1	0	0	0	0
Instrumentation & Security Systems	7	Tot Min 0	Fem	0	0	0	0	0	0
30002384	\$44.91 - 44.91	Total 1	Mal	1	1	0	0	0	0
Laboratory Supervisor	3	Tot Min 0	Fem	0	0	0	0	0	0
30000647	\$44.91 - 44.91	Total 1	Mal	0	0	0	0	0	0
Water Resource & Urban Affairs	2	Tot Min 0	Fem	1	1	0	0	0	0
30000663	\$44.98 - 47.29	Total 1	Mal	0	0	0	0	0	0
Environmental Program Manager	1	Tot Min 0	Fem	1	1	0	0	0	0
30000486	\$45.20 - 45.20	Total 1	Mal	1	1	0	0	0	0
Safety & Risk Officer II	3	Tot Min 0	Fem	0	0	0	0	0	0
30000207	\$46.82 - 47.29	Total 3	Mal	3	2	1	0	0	0
Applications Analyst IV-Generalist	2	Tot Min 1	Fem	0	0	0	0	0	0
30000218	\$47.16 - 53.10	Total 1	Mal	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min 0	Fem	1	1	0	0	0	0
30000569	\$47.16 - 55.76	Total 2	Mal	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min 1	Fem	2	1	0	1	0	0

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30000695	\$47.29 - 47.29	Total	1	Mal	1	1	0	0	0	0	0	0
Surveying Supvr/Water Rights	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000603	\$47.29 - 47.29	Total	1	Mal	0	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	0
30000691	\$47.29 - 47.29	Total	1	Mal	1	0	0	0	1	0	0	0
Public Works Inspection Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000514	\$47.29 - 47.29	Total	1	Mal	0	0	0	0	0	0	0	0
Water Conservation Program	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000455	\$47.29 - 47.29	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
30000366	\$47.36 - 52.21	Total	1	Mal	1	0	0	1	0	0	0	0
Engineer-Electrical	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000454	\$48.27 - 58.41	Total	1	Mal	1	1	0	0	0	0	0	0
Capital Improvmnt Program Planning	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000441	\$48.60 - 53.10	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30001081	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Watershed & Conduit Supvr	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000652	\$49.79 - 49.79	Total	2	Mal	2	1	1	0	0	0	0	0
Water Maintenance Supervisor, Sr	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000635	\$49.79 - 49.79	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
30000693	\$49.79 - 49.79	Total	1	Mal	0	0	0	0	0	0	0	0
Mapping & GIS Supervisor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000696	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Survey Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000653	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Mechanical Systems Supervisor-	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000438	\$49.79 - 49.79	Total	1	Mal	0	0	0	0	0	0	0	0
Water Administrative Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1130

PWB-Portland Water Bureau

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000670	\$49.99 - 53.10	Total	1	Mal	0	0	0	0	0	0	0	0
Laboratory Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000364	\$52.21 - 52.21	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-Chemical/Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000680	\$52.21 - 57.44	Total	15	Mal	9	8	0	1	0	0	0	0
Engineer, Sr	2	Tot Min	3	Fem	6	4	0	1	0	0	0	1
30000577	\$53.10 - 53.10	Total	1	Mal	1	1	0	0	0	0	0	0
Economist, Principal	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000664	\$53.10 - 53.10	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000681	\$54.81 - 61.75	Total	5	Mal	4	4	0	0	0	0	0	0
Engineer, Supervising	1	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000682	\$56.52 - 66.37	Total	5	Mal	4	4	0	0	0	0	0	0
Engineer, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30002433	\$59.33 - 59.33	Total	1	Mal	0	0	0	0	0	0	0	0
Water Utility Director, Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000654	\$62.46 - 62.46	Total	1	Mal	1	1	0	0	0	0	0	0
Water Operations & Support	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000442	\$63.68 - 69.14	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000655	\$69.14 - 69.14	Total	4	Mal	3	3	0	0	0	0	0	0
Water Group Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000685	\$73.81 - 73.81	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer, Chief - Water Bureau	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000424	\$90.91 - 90.91	Total	1	Mal	1	1	0	0	0	0	0	0
Water Utility Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1130		Total	564	Mal	382	311	22	18	18	6	1	6
		Tot Min	111	Fem	182	142	13	12	6	3	0	6

Workforce Analysis

1020

PFR-Portland Fire & Rescue

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total	2	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000061	\$16.73 - 24.02	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
30001558	\$17.98 - 25.84	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
30000793	\$20.84 - 41.71	Total	444	Mal	420	334	14	22	27	14	1	8
Fire Fighter	4	Tot Min	87	Fem	24	23	0	1	0	0	0	0
30000062	\$21.99 - 29.03	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000433	\$22.28 - 34.29	Total	4	Mal	1	1	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000077	\$23.26 - 27.31	Total	2	Mal	2	0	0	0	1	0	0	1
Utility Worker II	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000434	\$23.93 - 36.85	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000452	\$23.93 - 44.91	Total	2	Mal	1	0	0	0	1	0	0	0
Management Analyst, Sr	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000063	\$26.40 - 33.24	Total	1	Mal	1	0	0	0	0	0	0	1
Accountant II	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000333	\$26.91 - 34.33	Total	2	Mal	1	0	1	0	0	0	0	0
Development Services Technician II	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000131	\$27.57 - 30.88	Total	7	Mal	7	7	0	0	0	0	0	0
Vehicle & Equipment Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000463	\$29.04 - 38.71	Total	2	Mal	1	0	1	0	0	0	0	0
Program Specialist	6	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000436	\$29.04 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	1	Fem	1	0	0	0	0	0	1	0
30000064	\$29.07 - 36.56	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1020

PFR-Portland Fire & Rescue

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000822	\$30.45 - 34.35	Total 10	Mal	10	7	0	2	0	1	0	0
Harbor Pilot	4	Tot Min 3	Fem	0	0	0	0	0	0	0	0
30000798	\$30.45 - 52.43	Total 104	Mal	101	85	4	8	1	2	0	1
Fire Lieutenant	4	Tot Min 16	Fem	3	3	0	0	0	0	0	0
30000451	\$30.49 - 40.65	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
30000112	\$30.55 - 30.55	Total 2	Mal	2	2	0	0	0	0	0	0
Painter	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000795	\$31.67 - 40.93	Total 3	Mal	3	2	0	1	0	0	0	0
Fire Fighter Specialist	4	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000435	\$31.97 - 39.03	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
30000071	\$32.21 - 34.69	Total 2	Mal	2	1	0	1	0	0	0	0
Facilities Maintenance Technician	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000132	\$32.39 - 32.39	Total 1	Mal	1	1	0	0	0	0	0	0
Vehicle & Equipment Mechanic,	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000072	\$34.69 - 34.69	Total 1	Mal	1	1	0	0	0	0	0	0
Facilities Maintenance Technician,	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000803	\$34.96 - 39.47	Total 30	Mal	28	24	0	3	1	0	0	0
Fire Captain	4	Tot Min 4	Fem	2	2	0	0	0	0	0	0
30000518	\$35.27 - 38.71	Total 2	Mal	2	2	0	0	0	0	0	0
Video Production Specialist	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000800	\$36.42 - 36.42	Total 3	Mal	2	2	0	0	0	0	0	0
Fire Training Officer	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000801	\$36.42 - 47.06	Total 10	Mal	10	6	0	2	1	0	0	1
Fire Lieutenant, Staff	4	Tot Min 4	Fem	0	0	0	0	0	0	0	0
30000449	\$36.45 - 44.91	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
30000336	\$36.89 - 36.89	Total 1	Mal	0	0	0	0	0	0	0	0
Fire Land Use Review Technician	3	Tot Min 1	Fem	1	0	0	0	1	0	0	0

Workforce Analysis

1020

PFR-Portland Fire & Rescue

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000714	\$37.61 - 42.69	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
30000474	\$38.71 - 38.71	Total	1	Mal	0	0	0	0	0	0	0	0
EAP Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000808	\$39.35 - 44.39	Total	23	Mal	18	8	7	1	2	0	0	0
Fire Inspector	4	Tot Min	10	Fem	5	5	0	0	0	0	0	0
30000453	\$39.86 - 58.41	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
30000440	\$42.46 - 47.29	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
30000806	\$43.42 - 45.40	Total	13	Mal	12	10	0	1	1	0	0	0
Fire Battalion Chief	4	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000812	\$44.39 - 47.06	Total	13	Mal	10	5	0	0	2	3	0	0
Fire Inspector/Specialist	4	Tot Min	5	Fem	3	3	0	0	0	0	0	0
30000708	\$44.43 - 44.43	Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Maintenance Supervisor II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000815	\$44.82 - 47.06	Total	5	Mal	4	3	1	0	0	0	0	0
Fire Investigator	4	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000811	\$45.18 - 51.02	Total	5	Mal	2	2	0	0	0	0	0	0
Fire Inspector, Sr	4	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000819	\$45.96 - 51.31	Total	3	Mal	0	0	0	0	0	0	0	0
EMS Specialist	4	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30001533	\$48.29 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst, Principal	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000441	\$48.60 - 53.10	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
30000489	\$49.79 - 49.79	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	\$49.79 - 59.25	Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1020

PFR-Portland Fire & Rescue

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000823	\$52.72 - 68.12	Total	8	Mal	8	7	0	0	1	0	0	0
Fire Chief, Deputy	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000816	\$54.08 - 54.08	Total	2	Mal	1	1	0	0	0	0	0	0
Fire Inspector, Sr - Specialist	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000817	\$54.08 - 54.08	Total	4	Mal	4	3	0	0	1	0	0	0
Fire Captain, Staff	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000807	\$62.19 - 62.19	Total	2	Mal	1	1	0	0	0	0	0	0
Fire Battalion Chief, Staff	4	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000442	\$63.68 - 69.14	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
30000826	\$74.59 - 74.59	Total	1	Mal	1	0	0	1	0	0	0	0
Fire Marshal	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000825	\$74.59 - 74.59	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	\$86.90 - 86.90	Total	1	Mal	1	1	0	0	0	0	0	0
Fire Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1020		Total	739	Mal	667	524	28	43	39	20	1	12
		Tot Min	149	Fem	72	66	1	2	2	0	1	0

Workforce Analysis

1040

PHB-Housing Bureau

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000061	\$16.73 - 24.02	Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Technician	6	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000434	\$23.93 - 36.85	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000452	\$23.93 - 44.91	Total	3	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	3	Fem	3	0	1	0	1	1	0	0
30001369	\$26.13 - 26.13	Total	1	Mal	0	0	0	0	0	0	0	0
Housing Loan Compliance Analyst	6	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30001592	\$26.13 - 28.31	Total	3	Mal	0	0	0	0	0	0	0	0
Housing Administrative Specialist, Sr	6	Tot Min	2	Fem	3	1	1	0	0	0	0	1
30001591	\$28.07 - 35.72	Total	2	Mal	1	1	0	0	0	0	0	0
Housing Business Systems Analyst, 2	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30001594	\$30.42 - 37.19	Total	4	Mal	1	1	0	0	0	0	0	0
Housing Program Specialist,	6	Tot Min	2	Fem	3	1	0	1	1	0	0	0
30000451	\$30.49 - 40.65	Total	1	Mal	1	0	0	1	0	0	0	0
Management Analyst	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30001593	\$31.94 - 33.27	Total	2	Mal	0	0	0	0	0	0	0	0
Housing Program Specialist	6	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30001361	\$31.94 - 39.06	Total	2	Mal	0	0	0	0	0	0	0	0
Housing Construction Coordinator	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000464	\$32.03 - 42.71	Total	2	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	2	Fem	2	0	1	0	1	0	0	0
30001364	\$32.97 - 32.97	Total	1	Mal	0	0	0	0	0	0	0	0
Housing Loan Coordinator	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000465	\$33.64 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001588	\$34.31 - 37.19	Total	2	Mal	0	0	0	0	0	0	0	0
Housing Financial Analyst, Assistant	1	Tot Min	2	Fem	2	0	2	0	0	0	0	0

Workforce Analysis

1040

PHB-Housing Bureau

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30001365	\$34.90 - 41.02	Total	2	Mal	0	0	0	0	0	0	0	0
Housing Loan Coordinator, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000568	\$35.50 - 44.91	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
30001363	\$35.61 - 45.32	Total	4	Mal	1	0	1	0	0	0	0	0
Housing Portfolio Finance	1	Tot Min	2	Fem	3	2	0	1	0	0	0	0
30000495	\$35.92 - 44.91	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
30001587	\$36.36 - 41.02	Total	2	Mal	0	0	0	0	0	0	0	0
Housing Financial Analyst	1	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30001367	\$36.70 - 36.70	Total	1	Mal	0	0	0	0	0	0	0	0
Housing Lead Grant Program	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001362	\$36.70 - 36.70	Total	3	Mal	2	1	1	0	0	0	0	0
Housing Construction Coordinator,	1	Tot Min	2	Fem	1	0	0	0	1	0	0	0
30001595	\$36.70 - 43.10	Total	9	Mal	2	1	1	0	0	0	0	0
Housing Program Coordinator	1	Tot Min	5	Fem	7	3	2	1	1	0	0	0
30000453	\$39.86 - 58.41	Total	1	Mal	1	0	0	1	0	0	0	0
Management Analyst, Principal	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000466	\$41.85 - 58.04	Total	1	Mal	1	1	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000569	\$47.16 - 55.76	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
30000441	\$48.60 - 53.10	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30001260	\$52.92 - 52.92	Total	1	Mal	1	0	0	0	1	0	0	0
Housing Director, Assistant	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000417	\$77.98 - 77.98	Total	1	Mal	1	1	0	0	0	0	0	0
Housing Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1040		Total	56	Mal	14	8	3	2	1	0	0	0
		Tot Min	31	Fem	42	17	10	5	8	1	0	1

Workforce Analysis

1120

PBOT-Transportation

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total	8	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	2	Fem	8	6	0	0	1	0	1	0
30001183	\$17.47 - 19.25	Total	4	Mal	0	0	0	0	0	0	0	0
Transportation Demand Mgmt	8	Tot Min	2	Fem	4	2	1	1	0	0	0	0
30000029	\$17.95 - 25.88	Total	7	Mal	3	2	1	0	0	0	0	0
Service Dispatcher	6	Tot Min	3	Fem	4	2	1	1	0	0	0	0
30001558	\$17.98 - 25.84	Total	5	Mal	0	0	0	0	0	0	0	0
Timekeeping Specialist	6	Tot Min	3	Fem	5	2	1	1	1	0	0	0
30000348	\$20.07 - 21.08	Total	2	Mal	0	0	0	0	0	0	0	0
Right of Way Agent I	6	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000324	\$20.07 - 26.91	Total	14	Mal	6	4	1	1	0	0	0	0
Engineering Technician I	3	Tot Min	7	Fem	8	3	3	0	1	0	0	1
30000185	\$20.28 - 26.64	Total	51	Mal	32	25	2	2	1	0	0	2
Parking Code Enforcement Officer	5	Tot Min	9	Fem	19	17	0	0	1	1	0	0
30000076	\$21.39 - 23.26	Total	9	Mal	5	3	2	0	0	0	0	0
Utility Worker I	8	Tot Min	2	Fem	4	4	0	0	0	0	0	0
30000013	\$21.40 - 28.36	Total	5	Mal	1	1	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	1	Fem	4	3	1	0	0	0	0	0
30000053	\$21.78 - 26.66	Total	2	Mal	2	2	0	0	0	0	0	0
Storekeeper/Acquisition Specialist I	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000062	\$21.99 - 29.03	Total	3	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	2	Fem	3	1	0	1	0	0	0	1
30001883	\$22.04 - 25.88	Total	2	Mal	2	0	1	0	0	0	0	1
Streetcar Officer	5	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000433	\$22.28 - 34.29	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000189	\$22.46 - 28.88	Total	8	Mal	2	2	0	0	0	0	0	0
Regulatory Program Specialist	6	Tot Min	3	Fem	6	3	1	1	0	0	0	1
30000077	\$23.26 - 27.31	Total	130	Mal	116	96	6	3	4	4	2	1
Utility Worker II	8	Tot Min	24	Fem	14	10	2	0	1	0	0	1

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PBOT-Transportation

Job Code & Title	Salary Range & EEO Code	Total	W	B	A	H	I	P	2
30000450	\$23.69 - 36.85	Total 1	Mal	0	0	0	0	0	0
Management Assistant	1	Tot Min 0	Fem	1	1	0	0	0	0
30000462	\$23.93 - 36.85	Total 5	Mal	0	0	0	0	0	0
Program Specialist, Assistant	6	Tot Min 2	Fem	5	3	1	0	0	1
30000434	\$23.93 - 36.85	Total 7	Mal	0	0	0	0	0	0
Administrative Assistant	6	Tot Min 3	Fem	7	4	1	2	0	0
30000447	\$23.93 - 36.85	Total 1	Mal	1	1	0	0	0	0
Business Systems Analyst, Assistant	2	Tot Min 0	Fem	0	0	0	0	0	0
30000452	\$23.93 - 44.91	Total 6	Mal	3	2	1	0	0	0
Management Analyst, Sr	1	Tot Min 1	Fem	3	3	0	0	0	0
30000090	\$25.01 - 25.01	Total 7	Mal	7	3	2	2	0	0
Asphalt Raker	7	Tot Min 4	Fem	0	0	0	0	0	0
30000491	\$25.36 - 36.85	Total 1	Mal	1	0	0	0	1	0
Community Outreach & Informtn	6	Tot Min 1	Fem	0	0	0	0	0	0
30001037	\$25.83 - 26.91	Total 5	Mal	2	2	0	0	0	0
Utility Locator	3	Tot Min 1	Fem	3	2	1	0	0	0
30000375	\$25.95 - 30.03	Total 3	Mal	2	2	0	0	0	0
Planner, Associate	2	Tot Min 0	Fem	1	1	0	0	0	0
30000102	\$26.09 - 27.70	Total 8	Mal	8	6	0	1	1	0
Automotive Equip Oper II: Sewer	8	Tot Min 2	Fem	0	0	0	0	0	0
30000101	\$26.26 - 26.26	Total 48	Mal	44	35	6	0	1	0
Automotive Equipment Oper I	8	Tot Min 10	Fem	4	3	0	1	0	0
30000105	\$26.26 - 29.46	Total 15	Mal	14	12	1	0	0	1
Construction Equipment Operator	7	Tot Min 2	Fem	1	1	0	0	0	0
30000341	\$26.91 - 26.91	Total 1	Mal	1	1	0	0	0	0
GIS Technician I	3	Tot Min 0	Fem	0	0	0	0	0	0
30000351	\$26.91 - 34.33	Total 5	Mal	1	1	0	0	0	0
Transportation Demand Mgmt Spec I	8	Tot Min 2	Fem	4	2	0	0	1	0
30000325	\$26.91 - 34.33	Total 24	Mal	11	9	1	0	1	0
Engineering Technician II	3	Tot Min 5	Fem	13	10	1	2	0	0

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PBOT-Transportation

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000103	\$27.70 - 27.70	Total	9	Mal	9	8	1	0	0	0	0	0
Automotive Equip Oper II: Street	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000054	\$27.99 - 27.99	Total	4	Mal	4	2	0	0	0	1	0	1
Storekeeper/Acquisition Specialist II	6	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000342	\$28.21 - 34.33	Total	6	Mal	4	4	0	0	0	0	0	0
GIS Technician II	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000224	\$28.52 - 28.52	Total	7	Mal	7	7	0	0	0	0	0	0
Surveying Aide II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000463	\$29.04 - 38.71	Total	7	Mal	3	3	0	0	0	0	0	0
Program Specialist	6	Tot Min	1	Fem	4	3	0	1	0	0	0	0
30000436	\$29.04 - 40.65	Total	2	Mal	1	1	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30001809	\$29.10 - 29.10	Total	4	Mal	3	3	0	0	0	0	0	0
Collection System Investigator	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001808	\$29.10 - 29.10	Total	6	Mal	6	5	0	0	0	0	0	1
Collection System Video Inspector	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000092	\$29.39 - 29.39	Total	6	Mal	4	4	0	0	0	0	0	0
Traffic Crew Leader	7	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000099	\$29.57 - 29.57	Total	4	Mal	3	3	0	0	0	0	0	0
Parking Pay Station Technician	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000372	\$29.65 - 32.68	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
30000228	\$30.18 - 34.49	Total	6	Mal	5	4	0	0	0	1	0	0
Public Works Inspector	3	Tot Min	2	Fem	1	0	0	0	0	1	0	0
30000225	\$30.42 - 34.78	Total	4	Mal	3	2	0	1	0	0	0	0
Surveyor I	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30002133	\$30.47 - 30.47	Total	2	Mal	1	1	0	0	0	0	0	0
Site Operations Crew Leader	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000095	\$30.47 - 30.47	Total	11	Mal	11	11	0	0	0	0	0	0
Environmental Systems Crew	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title		Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000091	\$30.47 - 30.47	Total	7	Mal	7	5	0	1	0	1	0	0
Street Maintenance Crew Leader	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000197	\$30.47 - 30.47	Total	6	Mal	6	6	0	0	0	0	0	0
Sidewalk Inspector	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000492	\$30.49 - 38.71	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
30000630	\$30.49 - 40.65	Total	20	Mal	16	14	1	1	0	0	0	0
Public Works Supervisor II	7	Tot Min	3	Fem	4	3	0	0	0	0	0	1
30000448	\$30.49 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000451	\$30.49 - 40.65	Total	4	Mal	1	0	0	1	0	0	0	0
Management Analyst	1	Tot Min	2	Fem	3	2	0	0	1	0	0	0
30000353	\$30.53 - 40.90	Total	9	Mal	5	5	0	0	0	0	0	0
Engineering Associate-Civil	2	Tot Min	2	Fem	4	2	0	2	0	0	0	0
30000123	\$30.55 - 30.55	Total	2	Mal	2	2	0	0	0	0	0	0
Welder	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000112	\$30.55 - 30.55	Total	1	Mal	1	1	0	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000110	\$30.55 - 30.55	Total	5	Mal	4	3	0	0	0	1	0	0
Carpenter	7	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000107	\$30.55 - 30.55	Total	12	Mal	12	12	0	0	0	0	0	0
Concrete Finisher	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000089	\$30.55 - 30.55	Total	1	Mal	0	0	0	0	0	0	0	0
Sign Maker	2	Tot Min	1	Fem	1	0	0	0	0	1	0	0
30001079	\$30.56 - 30.56	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
30000127	\$30.88 - 30.88	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
30000349	\$31.11 - 34.33	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

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Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000056	\$31.23 - 32.14	Total 3	Mal	2	2	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000385	\$31.44 - 36.34	Total 2	Mal	0	0	0	0	0	0	0	0	0
Planner II. City-Land Use	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000437	\$31.74 - 40.65	Total 1	Mal	0	0	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min 1	Fem	1	0	0	1	0	0	0	0	0
30000435	\$31.97 - 39.03	Total 1	Mal	0	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	0
30000100	\$32.00 - 32.00	Total 2	Mal	1	0	0	1	0	0	0	0	0
Parking Pay Station Technician,	7	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0
30000637	\$32.03 - 42.71	Total 4	Mal	3	2	1	0	0	0	0	0	0
Parking Enforcement Supervisor	5	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0
30000464	\$32.03 - 42.71	Total 4	Mal	2	2	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000481	\$32.57 - 35.29	Total 1	Mal	0	0	0	0	0	0	0	0	0
Risk Specialist	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000350	\$32.68 - 41.73	Total 4	Mal	2	2	0	0	0	0	0	0	0
Right of Way Agent III	6	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000978	\$32.68 - 41.73	Total 2	Mal	1	1	0	0	0	0	0	0	0
Mapping Data Technician II	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000567	\$33.04 - 40.65	Total 2	Mal	1	1	0	0	0	0	0	0	0
Financial Analyst	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000465	\$33.64 - 44.91	Total 6	Mal	3	2	0	0	0	0	0	0	1
Program Manager	1	Tot Min 2	Fem	3	2	0	0	0	0	0	0	1
30000644	\$33.88 - 38.71	Total 2	Mal	1	1	0	0	0	0	0	0	0
Maintenance Planner/Scheduler	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000116	\$34.17 - 36.88	Total 16	Mal	14	10	1	0	3	0	0	0	0
Electrician	7	Tot Min 4	Fem	2	2	0	0	0	0	0	0	0
30000329	\$34.33 - 34.33	Total 3	Mal	3	3	0	0	0	0	0	0	0
CAD Technician II	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0

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Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000352	\$34.33 - 41.73	Total 7	Mal	3	3	0	0	0	0	0	0	0
Transportation Demand Mgmt Spec	8	Tot Min 0	Fem	4	4	0	0	0	0	0	0	0
30000226	\$35.27 - 41.07	Total 4	Mal	4	3	0	0	0	1	0	0	0
Surveyor II	2	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000568	\$35.50 - 44.91	Total 2	Mal	1	0	0	1	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min 2	Fem	1	0	0	1	0	0	0	0	0
30000495	\$35.92 - 44.91	Total 1	Mal	1	0	0	0	1	0	0	0	0
Public Information Officer	2	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000739	\$36.00 - 42.71	Total 4	Mal	3	3	0	0	0	0	0	0	0
Transportation Planning Coordinator	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000237	\$36.03 - 36.03	Total 3	Mal	2	0	0	2	0	0	0	0	0
Electronics Technician II: Traffic	3	Tot Min 2	Fem	1	1	0	0	0	0	0	0	0
30000334	\$36.06 - 41.73	Total 1	Mal	0	0	0	0	0	0	0	0	0
Development Services Technician III	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000326	\$36.06 - 41.73	Total 5	Mal	5	5	0	0	0	0	0	0	0
Engineering Technician III	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000393	\$36.06 - 41.73	Total 2	Mal	2	1	0	0	1	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000449	\$36.45 - 44.91	Total 1	Mal	0	0	0	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000493	\$36.50 - 42.71	Total 1	Mal	0	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min 1	Fem	1	0	1	0	0	0	0	0	0
30000643	\$37.03 - 40.22	Total 4	Mal	4	4	0	0	0	0	0	0	0
Portland Streetcar Maintenance	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000468	\$37.03 - 40.65	Total 1	Mal	0	0	0	0	0	0	0	0	0
Stores System Supervisor II	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000839	\$37.03 - 40.65	Total 5	Mal	3	3	0	0	0	0	0	0	0
Portland Streetcar Operations Supvr	1	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000836	\$37.04 - 49.79	Total 3	Mal	2	2	0	0	0	0	0	0	0
Development Supervisor II	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0

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Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000358	\$37.15 - 47.36	Total 6	Mal	3	3	0	0	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min 0	Fem	3	3	0	0	0	0	0	0
30000732	\$37.17 - 44.91	Total 1	Mal	0	0	0	0	0	0	0	0
Development Supervisor I	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000343	\$37.82 - 41.73	Total 3	Mal	3	3	0	0	0	0	0	0
GIS Technician III	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000121	\$38.00 - 38.00	Total 1	Mal	1	1	0	0	0	0	0	0
Electrician/Instrument Technician	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000229	\$38.57 - 38.57	Total 6	Mal	4	4	0	0	0	0	0	0
Public Works Inspector, Sr	3	Tot Min 1	Fem	2	1	0	0	1	0	0	0
30000117	\$38.72 - 38.72	Total 2	Mal	2	1	0	0	1	0	0	0
Electrician, Lead	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000190	\$38.77 - 39.94	Total 1	Mal	1	1	0	0	0	0	0	0
Regulatory Program Administrator	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000363	\$38.96 - 47.36	Total 9	Mal	9	6	0	1	1	0	1	0
Engineering Associate, Sr-Traffic	2	Tot Min 3	Fem	0	0	0	0	0	0	0	0
30000453	\$39.86 - 58.41	Total 3	Mal	1	1	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min 0	Fem	2	2	0	0	0	0	0	0
30000686	\$40.47 - 47.29	Total 6	Mal	3	3	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min 0	Fem	3	3	0	0	0	0	0	0
30000166	\$40.49 - 40.49	Total 1	Mal	1	1	0	0	0	0	0	0
Lighting & Signal Inspector	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000402	\$41.73 - 41.73	Total 1	Mal	1	0	0	0	0	1	0	0
Signals & Street Lighting Technician	3	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000396	\$41.73 - 41.73	Total 4	Mal	2	1	0	1	0	0	0	0
Planner, Sr City-Transportation	2	Tot Min 1	Fem	2	2	0	0	0	0	0	0
30000395	\$41.73 - 41.73	Total 1	Mal	1	0	0	1	0	0	0	0
Planner, Sr City-Transportation	2	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000331	\$41.73 - 41.73	Total 1	Mal	1	1	0	0	0	0	0	0
CAD Analyst	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000399	\$41.73 - 41.73	Total 2	Mal	1	1	0	0	0	0	0	0	0
Capital Project Manager I	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000466	\$41.85 - 58.04	Total 2	Mal	1	1	0	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000634	\$42.33 - 42.33	Total 1	Mal	1	1	0	0	0	0	0	0	0
Electrical Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000440	\$42.46 - 47.29	Total 3	Mal	1	1	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30001859	\$42.71 - 42.71	Total 1	Mal	1	1	0	0	0	0	0	0	0
Parking Pay Station Analyst	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000365	\$42.96 - 52.21	Total 5	Mal	3	2	1	0	0	0	0	0	0
Engineer-Civil	2	Tot Min 1	Fem	2	2	0	0	0	0	0	0	0
30000687	\$43.42 - 49.79	Total 4	Mal	4	4	0	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000638	\$44.91 - 44.91	Total 1	Mal	1	1	0	0	0	0	0	0	0
Parking Control Manager	5	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000485	\$44.91 - 44.91	Total 1	Mal	1	0	1	0	0	0	0	0	0
Safety & Risk Officer I	3	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000690	\$44.91 - 44.91	Total 1	Mal	0	0	0	0	0	0	0	0	0
Public Works Inspection Supervisor	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000632	\$46.10 - 59.54	Total 3	Mal	3	3	0	0	0	0	0	0	0
Public Works Division Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000740	\$46.48 - 48.40	Total 2	Mal	1	0	0	0	1	0	0	0	0
Transportation Planner, Supervising	2	Tot Min 2	Fem	1	0	0	1	0	0	0	0	0
30000207	\$46.82 - 47.29	Total 2	Mal	2	2	0	0	0	0	0	0	0
Applications Analyst IV-Generalist	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000569	\$47.16 - 55.76	Total 1	Mal	1	0	0	1	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30001810	\$47.27 - 47.27	Total 1	Mal	1	1	0	0	0	0	0	0	0
Env Policy & Hazardous Materials	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0

Workforce Analysis

1120

PBOT-Transportation

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000694	\$47.29 - 47.29	Total	1	Mal	1	1	0	0	0	0	0	0
Surveying Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000362	\$47.36 - 47.36	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering Associate, Sr-Structural	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000642	\$47.99 - 60.09	Total	5	Mal	1	0	1	0	0	0	0	0
Transportation Division Manager	1	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30000702	\$48.40 - 48.40	Total	1	Mal	1	0	0	1	0	0	0	0
Street Lights/Signals Manager	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000441	\$48.60 - 53.10	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
30000697	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Right of Way Acquisition Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000696	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Survey Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000640	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0	0
Portland Streetcar Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000639	\$49.79 - 49.79	Total	1	Mal	0	0	0	0	0	0	0	0
Portland Streetcar Operations	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000497	\$49.79 - 59.25	Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001734	\$52.21 - 52.21	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-Bridge	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000370	\$52.21 - 52.21	Total	6	Mal	2	1	1	0	0	0	0	0
Engineer-Traffic	2	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30000680	\$52.21 - 57.44	Total	7	Mal	5	2	0	3	0	0	0	0
Engineer, Sr	2	Tot Min	3	Fem	2	2	0	0	0	0	0	0
30000733	\$52.29 - 57.09	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
30001259	\$53.10 - 53.10	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

Workforce Analysis

1120

PBOT-Transportation

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000699	\$53.10 - 53.10	Total	1	Mal	1	1	0	0	0	0	0
Traffic Investigations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000681	\$54.81 - 61.75	Total	5	Mal	4	4	0	0	0	0	0
Engineer, Supervising	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000682	\$56.52 - 66.37	Total	2	Mal	1	1	0	0	0	0	0
Engineer, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000854	\$61.76 - 67.44	Total	2	Mal	2	2	0	0	0	0	0
Transportation Systems Grp Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000855	\$69.14 - 69.14	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
30000853	\$69.14 - 69.14	Total	1	Mal	0	0	0	0	0	0	0
Transportation Dev & Engineering	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000684	\$72.18 - 72.18	Total	1	Mal	1	1	0	0	0	0	0
Engineer, City Traffic	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30002083	\$74.04 - 74.04	Total	1	Mal	1	1	0	0	0	0	0
Transportation Director, Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000683	\$77.98 - 77.98	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	\$95.39 - 95.39	Total	1	Mal	0	0	0	0	0	0	0
Transportation Director	1	Tot Min	1	Fem	1	0	0	0	1	0	0
Total for 1120		Total	760	Mal	533	434	32	26	18	11	3
		Tot Min	155	Fem	227	171	15	18	9	4	1

Workforce Analysis

1190

PBEM-Bureau of Emrg Mgmt

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000462	\$23.93 - 36.85	Total	1	Mal	1	0	1	0	0	0	0	0
Program Specialist, Assistant	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000063	\$26.40 - 33.24	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000463	\$29.04 - 38.71	Total	3	Mal	2	2	0	0	0	0	0	0
Program Specialist	6	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000464	\$32.03 - 42.71	Total	4	Mal	1	1	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000465	\$33.64 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000495	\$35.92 - 44.91	Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000493	\$36.50 - 42.71	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
30000466	\$41.85 - 58.04	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000440	\$42.46 - 47.29	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000790	\$42.86 - 42.86	Total	1	Mal	0	0	0	0	0	0	0	0
Emergency Management Operations	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000430	\$69.14 - 69.14	Total	1	Mal	0	0	0	0	0	0	0	0
Emergency Management Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 1190		Total	17	Mal	5	4	1	0	0	0	0	0
		Tot Min	5	Fem	12	8	0	1	2	0	0	1

Workforce Analysis

1200

BOEC-Bureau of Emrg Comm

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000013	\$21.40 - 28.36	Total	3	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000032	\$22.09 - 25.58	Total	29	Mal	10	10	0	0	0	0	0	0
Emerg Commun Dispatcher, Trainee	5	Tot Min	7	Fem	19	12	1	1	3	1	0	1
30000031	\$23.21 - 28.74	Total	2	Mal	0	0	0	0	0	0	0	0
Emerg Commun Call Taker	5	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000452	\$23.93 - 44.91	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
30000835	\$24.02 - 24.02	Total	2	Mal	0	0	0	0	0	0	0	0
Emerg Commun Support Specialist	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000034	\$28.30 - 36.82	Total	46	Mal	14	13	0	0	1	0	0	0
Emerg Commun Dispatcher, Sr	5	Tot Min	6	Fem	32	27	1	0	4	0	0	0
30000436	\$29.04 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000451	\$30.49 - 40.65	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
30000037	\$30.56 - 39.77	Total	25	Mal	11	10	0	0	0	1	0	0
Emerg Commun Dispatcher, Sr-	5	Tot Min	2	Fem	14	13	0	0	1	0	0	0
30000038	\$31.04 - 31.04	Total	3	Mal	0	0	0	0	0	0	0	0
Emerg Commun Call Taker-	5	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000531	\$31.74 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000035	\$35.42 - 35.42	Total	2	Mal	0	0	0	0	0	0	0	0
Emerg Commun Police Dispatcher	5	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000568	\$35.50 - 44.91	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
30000449	\$36.45 - 44.91	Total	2	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	1	Fem	1	0	0	0	0	1	0	0
30000785	\$44.91 - 44.91	Total	12	Mal	7	7	0	0	0	0	0	0
Emerg Commun Supervisor	6	Tot Min	0	Fem	5	5	0	0	0	0	0	0

Workforce Analysis

1200

BOEC-Bureau of Emrg Comm

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000487	\$44.91 - 44.91	Total	1	Mal	0	0	0	0	0	0	0
Emergency Management Program	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000788	\$47.29 - 47.29	Total	1	Mal	0	0	0	0	0	0	0
Emerg Commun Training & Dev Mgr	2	Tot Min	1	Fem	1	0	1	0	0	0	0
30001533	\$48.29 - 49.79	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
30000441	\$48.60 - 53.10	Total	1	Mal	0	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000787	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0
Emerg Commun Operations Mgr,	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000789	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0
Emerg Commun Program Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000786	\$56.51 - 56.51	Total	1	Mal	0	0	0	0	0	0	0
Emerg Commun Operations Mgr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000429	\$77.98 - 77.98	Total	1	Mal	0	0	0	0	0	0	0
Emergency Communications	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1200		Total	139	Mal	47	45	0	0	1	1	0
		Tot Min	18	Fem	92	76	3	2	8	2	1

Workforce Analysis

1030

OGR-Offc of Gov Rel

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000004	\$27.88 - 27.88	Total	1	Mal	0	0	0	0	0	0	0
Commissioner's Admin Support	6	Tot Min	1	Fem	1	0	1	0	0	0	0
30000005	\$30.48 - 42.86	Total	4	Mal	2	1	0	0	1	0	0
Commissioner's Staff Rep	1	Tot Min	2	Fem	2	1	0	1	0	0	0
30000498	\$47.12 - 51.81	Total	2	Mal	1	1	0	0	0	0	0
Government Relations Lobbyist	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30001783	\$55.53 - 55.53	Total	1	Mal	1	1	0	0	0	0	0
State Government Relations	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000414	\$58.81 - 58.81	Total	1	Mal	0	0	0	0	0	0	0
Government Relations Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1030		Total	9	Mal	4	3	0	0	1	0	0
		Tot Min	3	Fem	5	3	1	1	0	0	0

Workforce Analysis

1090

City Attorney

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total	2	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000450	\$23.69 - 36.85	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
30000462	\$23.93 - 36.85	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist, Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000591	\$24.75 - 36.85	Total	7	Mal	1	0	0	0	1	0	0	0
Legal Assistant	6	Tot Min	3	Fem	6	4	1	0	0	0	0	1
30000593	\$31.74 - 38.71	Total	7	Mal	0	0	0	0	0	0	0	0
Paralegal	6	Tot Min	1	Fem	7	6	1	0	0	0	0	0
30000592	\$33.22 - 38.71	Total	4	Mal	0	0	0	0	0	0	0	0
Legal Assistant, Sr	6	Tot Min	1	Fem	4	3	1	0	0	0	0	0
30002134	\$33.64 - 36.40	Total	3	Mal	0	0	0	0	0	0	0	0
Attorney, Asst. Deputy City	2	Tot Min	1	Fem	3	2	0	0	1	0	0	0
30000440	\$42.46 - 47.29	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
30000594	\$42.71 - 42.71	Total	2	Mal	0	0	0	0	0	0	0	0
Paralegal, Sr	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000830	\$44.91 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Paralegal Supervisor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000595	\$46.10 - 62.46	Total	18	Mal	9	5	0	1	1	0	0	2
Attorney, Deputy City	2	Tot Min	10	Fem	9	3	1	2	1	0	0	2
30000600	\$53.10 - 53.10	Total	1	Mal	0	0	0	0	0	0	0	0
Law Office Administrator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000596	\$62.56 - 69.14	Total	14	Mal	5	5	0	0	0	0	0	0
Attorney, Sr Deputy City	2	Tot Min	1	Fem	9	8	0	1	0	0	0	0
30000597	\$73.98 - 77.98	Total	4	Mal	4	4	0	0	0	0	0	0
Attorney, Chief Deputy City	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000418	\$90.84 - 90.84	Total	1	Mal	0	0	0	0	0	0	0	0
Attorney, City	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 1090

Total	67	Mal	19	14	0	1	2	0	0	2
Tot Min	18	Fem	48	35	5	3	2	0	0	3

Workforce Analysis

1100

City Auditor

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total 2	Mal	1	0	0	1	0	0	0	0	0
Office Support Specialist II	6	Tot Min 2	Fem	1	0	1	0	0	0	0	0	0
30000433	\$22.28 - 34.29	Total 2	Mal	0	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000028	\$23.16 - 30.46	Total 2	Mal	0	0	0	0	0	0	0	0	0
Hearings Clerk	6	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000542	\$23.19 - 23.19	Total 2	Mal	0	0	0	0	0	0	0	0	0
Archives & Records Mgmt Spec	6	Tot Min 1	Fem	2	1	0	0	0	0	0	0	1
30000450	\$23.69 - 36.85	Total 1	Mal	0	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000434	\$23.93 - 36.85	Total 1	Mal	0	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000452	\$23.93 - 44.91	Total 1	Mal	0	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000491	\$25.36 - 36.85	Total 1	Mal	0	0	0	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000492	\$30.49 - 38.71	Total 1	Mal	1	1	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000448	\$30.49 - 40.65	Total 1	Mal	1	1	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000451	\$30.49 - 40.65	Total 1	Mal	0	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000435	\$31.97 - 39.03	Total 1	Mal	1	1	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30002208	\$32.03 - 42.32	Total 2	Mal	2	2	0	0	0	0	0	0	0
Archives & Records Mgmt Coord	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000553	\$33.02 - 40.65	Total 7	Mal	4	3	0	1	0	0	0	0	0
Complaint Investigator	1	Tot Min 1	Fem	3	3	0	0	0	0	0	0	0
30000568	\$35.50 - 44.91	Total 1	Mal	1	1	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0

Workforce Analysis

1100

City Auditor

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000493	\$36.50 - 42.71	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
30000544	\$36.96 - 36.96	Total	1	Mal	0	0	0	0	0	0	0	0
Archives & Records Mgmt Spec, Sr	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000549	\$39.28 - 44.91	Total	9	Mal	2	1	0	1	0	0	0	0
Management Auditor, Sr	2	Tot Min	2	Fem	7	6	0	1	0	0	0	0
30000546	\$40.65 - 40.65	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
30000555	\$44.90 - 49.01	Total	2	Mal	0	0	0	0	0	0	0	0
IPR Program Manager, Assistant	1	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000552	\$44.91 - 44.91	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	\$44.91 - 44.91	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
30000545	\$47.29 - 47.29	Total	1	Mal	0	0	0	0	0	0	0	0
Archivist, City	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000550	\$49.79 - 49.79	Total	1	Mal	0	0	0	0	0	0	0	0
Management Auditor, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000554	\$52.43 - 52.43	Total	1	Mal	0	0	0	0	0	0	0	0
Ombudsman, City	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000598	\$58.37 - 58.37	Total	1	Mal	1	0	1	0	0	0	0	0
Hearings Officer	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000556	\$61.24 - 61.24	Total	1	Mal	1	0	1	0	0	0	0	0
IPR Program Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000558	\$62.46 - 62.46	Total	1	Mal	0	0	0	0	0	0	0	0
Auditor, Chief Deputy City	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000551	\$62.46 - 62.46	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	49	Mal	17	11	2	3	1	0	0	0
		Tot Min	12	Fem	32	26	2	1	1	0	0	2

Workforce Analysis

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BPS-Bureau of Pln & Sust

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000011	\$15.23 - 21.76	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist I	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000012	\$16.73 - 24.02	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000433	\$22.28 - 34.29	Total	4	Mal	2	2	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000184	\$22.46 - 29.74	Total	1	Mal	1	1	0	0	0	0	0	0
Code Specialist II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000450	\$23.69 - 36.85	Total	3	Mal	1	1	0	0	0	0	0	0
Management Assistant	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000462	\$23.93 - 36.85	Total	5	Mal	1	0	0	0	1	0	0	0
Program Specialist, Assistant	6	Tot Min	2	Fem	4	3	1	0	0	0	0	0
30000375	\$25.95 - 30.03	Total	3	Mal	3	3	0	0	0	0	0	0
Planner, Associate	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000063	\$26.40 - 33.24	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000566	\$27.00 - 36.85	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000342	\$28.21 - 34.33	Total	1	Mal	1	1	0	0	0	0	0	0
GIS Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000381	\$28.60 - 33.00	Total	1	Mal	1	1	0	0	0	0	0	0
Planner I, City-Urban Design	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000436	\$29.04 - 40.65	Total	1	Mal	1	0	0	0	0	0	0	1
Administrative Supervisor I	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000492	\$30.49 - 38.71	Total	6	Mal	1	0	1	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	3	Fem	5	3	1	0	1	0	0	0
30000448	\$30.49 - 40.65	Total	1	Mal	1	0	0	1	0	0	0	0
Business Systems Analyst	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000451	\$30.49 - 40.65	Total	6	Mal	2	1	0	1	0	0	0	0
Management Analyst	1	Tot Min	2	Fem	4	3	0	0	0	0	0	1

Workforce Analysis

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BPS-Bureau of Pln & Sust

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000389	\$31.44 - 36.34	Total	1	Mal	0	0	0	0	0	0	0	0
Planner II. City-Urban Design	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000384	\$31.44 - 36.34	Total	2	Mal	1	1	0	0	0	0	0	0
Planner II. City-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000385	\$31.44 - 36.34	Total	11	Mal	4	3	0	0	0	0	0	1
Planner II. City-Land Use	2	Tot Min	3	Fem	7	5	0	1	1	0	0	0
30000464	\$32.03 - 42.71	Total	1	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000397	\$32.68 - 41.73	Total	2	Mal	2	2	0	0	0	0	0	0
Planner, Sr City-Urban Design	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000506	\$33.04 - 42.71	Total	6	Mal	2	1	0	0	0	0	0	1
Conservation Program Coordinator	2	Tot Min	3	Fem	4	2	0	0	1	0	0	1
30000373	\$34.33 - 41.73	Total	2	Mal	0	0	0	0	0	0	0	0
Graphics Designer III	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000568	\$35.50 - 44.91	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
30000495	\$35.92 - 44.91	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
30000393	\$36.06 - 41.73	Total	7	Mal	4	4	0	0	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000507	\$36.20 - 44.91	Total	6	Mal	2	1	0	0	1	0	0	0
Conservation Program Coordinator,	2	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30000449	\$36.45 - 44.91	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
30001509	\$36.85 - 36.85	Total	1	Mal	0	0	0	0	0	0	0	0
Web Designer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000212	\$38.21 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Tech Analyst IV-Vertical GIS	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000505	\$38.71 - 38.71	Total	3	Mal	2	2	0	0	0	0	0	0
Conservation Program Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

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BPS-Bureau of Pln & Sust

Job Code & Title		Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000391	\$39.76 - 41.73	Total	2	Mal	2	2	0	0	0	0	0	0
Planner, Sr City-Economic	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000466	\$41.85 - 58.04	Total	1	Mal	1	1	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000724	\$45.74 - 53.10	Total	3	Mal	1	1	0	0	0	0	0	0
Planner, Supervising	2	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000509	\$53.10 - 53.10	Total	1	Mal	0	0	0	0	0	0	0	0
Conservation Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000508	\$53.10 - 53.10	Total	1	Mal	1	0	0	0	0	0	0	1
Solid Waste & Recycling Program	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000725	\$62.46 - 62.46	Total	2	Mal	1	1	0	0	0	0	0	0
Planner, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001658	\$69.14 - 69.14	Total	1	Mal	1	1	0	0	0	0	0	0
Plg & Sust Policy, Rsrch & Oper Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001053	\$80.77 - 80.77	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Chief	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001054	\$97.99 - 97.99	Total	1	Mal	0	0	0	0	0	0	0	0
Planning & Sustainability Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 1140		Total	95	Mal	41	32	1	2	2	0	0	4
		Tot Min	23	Fem	54	40	4	3	5	0	0	2

Workforce Analysis

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PPB-Portland Police Bureau

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000019	\$15.15 - 15.15	Total	3	Mal	1	1	0	0	0	0	0	0
Police Records Specialist, Trainee	6	Tot Min	1	Fem	2	1	0	0	0	0	0	1
30000022	\$15.15 - 21.27	Total	6	Mal	1	1	0	0	0	0	0	0
Police Desk Clerk	6	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000020	\$15.15 - 24.02	Total	45	Mal	13	11	0	1	0	1	0	0
Police Records Specialist	6	Tot Min	6	Fem	32	28	1	2	1	0	0	0
30000024	\$16.73 - 24.02	Total	23	Mal	4	4	0	0	0	0	0	0
Police Administrative Support	6	Tot Min	4	Fem	19	15	0	1	2	0	0	1
30000083	\$20.39 - 25.01	Total	3	Mal	1	1	0	0	0	0	0	0
Stable Attendant	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000062	\$21.99 - 29.03	Total	6	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	2	Fem	6	4	0	2	0	0	0	0
30000433	\$22.28 - 34.29	Total	9	Mal	1	1	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	3	Fem	8	5	0	0	3	0	0	0
30000309	\$23.53 - 31.56	Total	3	Mal	0	0	0	0	0	0	0	0
Crime Prevention Program	2	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30000450	\$23.69 - 36.85	Total	2	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000462	\$23.93 - 36.85	Total	15	Mal	9	7	0	0	1	0	0	1
Program Specialist, Assistant	6	Tot Min	6	Fem	6	2	0	1	3	0	0	0
30000434	\$23.93 - 36.85	Total	4	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	4	3	0	0	0	0	0	1
30000452	\$23.93 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000769	\$24.00 - 24.00	Total	1	Mal	1	1	0	0	0	0	0	0
Home Security Specialist	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000025	\$24.56 - 28.36	Total	16	Mal	3	3	0	0	0	0	0	0
Police Administrative Support Spec,	6	Tot Min	3	Fem	13	10	0	1	1	0	1	0
30000096	\$25.01 - 25.01	Total	4	Mal	4	4	0	0	0	0	0	0
Auto Servicer	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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PPB-Portland Police Bureau

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000050	\$26.00 - 27.99	Total 8	Mal	2	2	0	0	0	0	0	0	0
Evidence Control Specialist	6	Tot Min 2	Fem	6	4	0	0	2	0	0	0	0
30000079	\$26.24 - 26.24	Total 1	Mal	0	0	0	0	0	0	0	0	0
Equestrian Trainer	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000063	\$26.40 - 33.24	Total 1	Mal	0	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000566	\$27.00 - 36.85	Total 1	Mal	0	0	0	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min 1	Fem	1	0	0	1	0	0	0	0	0
30000021	\$27.53 - 28.36	Total 7	Mal	1	1	0	0	0	0	0	0	0
Police Records Training Coordinator	2	Tot Min 1	Fem	6	5	0	1	0	0	0	0	0
30000463	\$29.04 - 38.71	Total 1	Mal	1	1	0	0	0	0	0	0	0
Program Specialist	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000436	\$29.04 - 40.65	Total 5	Mal	0	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min 0	Fem	5	5	0	0	0	0	0	0	0
30000297	\$29.25 - 39.25	Total 615	Mal	524	431	23	40	19	0	1	10	
Police Officer	4	Tot Min 106	Fem	91	78	3	3	4	0	0	3	
30000492	\$30.49 - 38.71	Total 1	Mal	1	0	0	1	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000451	\$30.49 - 40.65	Total 7	Mal	0	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min 3	Fem	7	4	0	2	1	0	0	0	0
30000779	\$30.59 - 40.65	Total 3	Mal	1	1	0	0	0	0	0	0	0
Police Records Supervisor	6	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000051	\$31.23 - 32.14	Total 2	Mal	1	0	0	1	0	0	0	0	0
Evidence Control Specialist, Lead	6	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0
30000777	\$31.71 - 42.71	Total 13	Mal	8	8	0	0	0	0	0	0	0
Crime Analyst	2	Tot Min 1	Fem	5	4	0	0	1	0	0	0	0
30000437	\$31.74 - 40.65	Total 2	Mal	0	0	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0
30000531	\$31.74 - 40.65	Total 3	Mal	1	1	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0	0

Workforce Analysis

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PPB-Portland Police Bureau

Job Code & Title	Salary Range & EEO Code	Total	W	B	A	H	I	P	2
30000435	\$31.97 - 39.03	Total 1	Mal	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min 0	Fem	1	1	0	0	0	0
30000478	\$32.03 - 42.71	Total 1	Mal	1	1	0	0	0	0
Claims Analyst, Sr	1	Tot Min 0	Fem	0	0	0	0	0	0
30000464	\$32.03 - 42.71	Total 2	Mal	1	1	0	0	0	0
Program Coordinator	1	Tot Min 0	Fem	1	1	0	0	0	0
30000304	\$33.61 - 35.35	Total 15	Mal	6	3	0	1	0	2
Police Identification Technician	3	Tot Min 4	Fem	9	8	0	0	1	0
30000465	\$33.64 - 44.91	Total 2	Mal	1	1	0	0	0	0
Program Manager	1	Tot Min 0	Fem	1	1	0	0	0	0
30000837	\$34.24 - 34.54	Total 2	Mal	1	1	0	0	0	0
Police Evidence Control Supervisor	1	Tot Min 0	Fem	1	1	0	0	0	0
30000774	\$34.70 - 42.71	Total 2	Mal	1	1	0	0	0	0
Police Program Specialist, Sr	5	Tot Min 0	Fem	1	1	0	0	0	0
30000518	\$35.27 - 38.71	Total 1	Mal	1	1	0	0	0	0
Video Production Specialist	3	Tot Min 0	Fem	0	0	0	0	0	0
30000305	\$35.35 - 38.44	Total 3	Mal	1	0	0	1	0	0
Police Identification Technician,	3	Tot Min 2	Fem	2	1	0	1	0	0
30000771	\$35.57 - 35.57	Total 1	Mal	1	1	0	0	0	0
Alarm Program Coord	6	Tot Min 0	Fem	0	0	0	0	0	0
30000775	\$35.57 - 40.65	Total 8	Mal	5	5	0	0	0	0
Police Internal Affairs Investigator	5	Tot Min 1	Fem	3	2	1	0	0	0
30000495	\$35.92 - 44.91	Total 1	Mal	0	0	0	0	0	0
Public Information Officer	2	Tot Min 0	Fem	1	1	0	0	0	0
30000449	\$36.45 - 44.91	Total 1	Mal	1	1	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min 0	Fem	0	0	0	0	0	0
30000776	\$36.85 - 36.85	Total 1	Mal	0	0	0	0	0	0
Crime Analyst, Assistant	2	Tot Min 0	Fem	1	1	0	0	0	0
30000306	\$38.44 - 38.44	Total 2	Mal	2	2	0	0	0	0
Police Photographic Reproduction	8	Tot Min 0	Fem	0	0	0	0	0	0

Workforce Analysis

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PPB-Portland Police Bureau

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000453	\$39.86 - 58.41	Total	2	Mal	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000307	\$39.94 - 45.14	Total	16	Mal	12	10	0	2	0	0	0	0
Police Criminalist	4	Tot Min	2	Fem	4	4	0	0	0	0	0	0
30000302	\$39.94 - 45.14	Total	83	Mal	64	55	2	5	2	0	0	0
Police Detective	4	Tot Min	10	Fem	19	18	1	0	0	0	0	0
30000298	\$41.13 - 45.14	Total	116	Mal	106	95	4	1	3	2	0	1
Police Sergeant	4	Tot Min	12	Fem	10	9	0	0	1	0	0	0
30000466	\$41.85 - 58.04	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000833	\$43.01 - 43.01	Total	1	Mal	1	1	0	0	0	0	0	0
Police Evidence & Property Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000532	\$43.70 - 44.91	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
30000778	\$44.91 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Police Data Research Supervisor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000772	\$44.91 - 44.91	Total	1	Mal	1	1	0	0	0	0	0	0
Police ID Technologies Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000310	\$46.62 - 46.62	Total	1	Mal	1	1	0	0	0	0	0	0
Police Investigative Accountant	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000569	\$47.16 - 55.76	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000441	\$48.60 - 53.10	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000299	\$54.89 - 59.67	Total	27	Mal	22	18	0	3	0	0	0	1
Police Lieutenant	4	Tot Min	5	Fem	5	4	0	0	1	0	0	0
30000442	\$63.68 - 69.14	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000300	\$64.69 - 67.29	Total	13	Mal	12	10	0	0	1	0	0	1
Police Captain	4	Tot Min	2	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

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PPB-Portland Police Bureau

Job Code & Title		Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000301	\$72.33 - 72.33	Total	5	Mal	3	2	0	0	1	0	0	0
Police Commander	4	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000784	\$74.95 - 77.98	Total	3	Mal	3	2	0	1	0	0	0	0
Police Chief, Assistant	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000431	\$83.82 - 83.82	Total	1	Mal	1	1	0	0	0	0	0	0
Police Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1150		Total	1,129	Mal	827	694	29	57	27	3	1	16
		Tot Min	185	Fem	302	250	9	15	20	1	1	6

Workforce Analysis

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ONI-Offc of Neighbhd Invlmnt

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total	4	Mal	1	0	0	1	0	0	0	0
Office Support Specialist II	6	Tot Min	2	Fem	3	2	0	0	1	0	0	0
30000184	\$22.46 - 29.74	Total	5	Mal	4	3	1	0	0	0	0	0
Code Specialist II	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000309	\$23.53 - 31.56	Total	11	Mal	2	2	0	0	0	0	0	0
Crime Prevention Program	2	Tot Min	6	Fem	9	3	1	0	4	0	0	1
30000462	\$23.93 - 36.85	Total	4	Mal	2	1	0	0	1	0	0	0
Program Specialist, Assistant	6	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000434	\$23.93 - 36.85	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
30000016	\$24.02 - 24.02	Total	5	Mal	2	2	0	0	0	0	0	0
Information & Referral Specialist	6	Tot Min	1	Fem	3	2	0	0	1	0	0	0
30000491	\$25.36 - 36.85	Total	4	Mal	0	0	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30000463	\$29.04 - 38.71	Total	8	Mal	4	2	0	0	1	0	0	1
Program Specialist	6	Tot Min	4	Fem	4	2	0	0	2	0	0	0
30000451	\$30.49 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000503	\$31.25 - 31.25	Total	1	Mal	0	0	0	0	0	0	0	0
Disability Program Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000437	\$31.74 - 40.65	Total	1	Mal	1	1	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000464	\$32.03 - 42.71	Total	2	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000567	\$33.04 - 40.65	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000465	\$33.64 - 44.91	Total	3	Mal	1	1	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000500	\$36.97 - 38.71	Total	2	Mal	1	1	0	0	0	0	0	0
Neighborhood Programs Coordinator 2		Tot Min	1	Fem	1	0	0	0	0	0	0	1

Workforce Analysis

1170

ONI-Offc of Neighbhd Invlmnt

Job Code & Title		Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000440		\$42.46 - 47.29	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
30000502		\$42.71 - 42.71	Total	2	Mal	2	2	0	0	0	0	0
Neighborhood Office Supervisor	6		Tot Min	0	Fem	0	0	0	0	0	0	0
30000737		\$42.71 - 42.71	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
30000415		\$69.14 - 69.14	Total	1	Mal	0	0	0	0	0	0	0
Neighborhood Involvement Director	1		Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 1170			Total	58	Mal	22	17	1	1	2	0	1
			Tot Min	18	Fem	36	23	1	0	10	0	2

Workforce Analysis

1230

FPDR-Fire Police Disa & Ret

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000450	\$23.69 - 36.85	Total	1	Mal	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	1	Fem	1	0	0	1	0	0	0
30000065	\$24.68 - 24.68	Total	1	Mal	0	0	0	0	0	0	0
Claims Technician, Assistant	6	Tot Min	1	Fem	1	0	0	0	0	1	0
30000066	\$25.39 - 29.24	Total	1	Mal	0	0	0	0	0	0	0
Claims Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000063	\$26.40 - 33.24	Total	1	Mal	0	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000451	\$30.49 - 40.65	Total	2	Mal	1	1	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000592	\$33.22 - 38.71	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
30000568	\$35.50 - 44.91	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
30000449	\$36.45 - 44.91	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
30000479	\$38.22 - 38.71	Total	2	Mal	0	0	0	0	0	0	0
Workers Compensation/Disability	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30000480	\$42.34 - 42.71	Total	2	Mal	0	0	0	0	0	0	0
Workers Comp/Disability Analyst, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30001384	\$47.16 - 47.16	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
30000582	\$53.10 - 53.10	Total	1	Mal	0	0	0	0	0	0	0
FPDR Operations Manager	1	Tot Min	1	Fem	1	0	1	0	0	0	0
30000412	\$69.14 - 69.14	Total	1	Mal	1	1	0	0	0	0	0
FPDR Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1230		Total	17	Mal	2	2	0	0	0	0	0
		Tot Min	5	Fem	15	10	1	3	0	1	0

Workforce Analysis

1240

OMF-Bureau of Human Rsrc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000011	\$15.23 - 21.76	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000012	\$16.73 - 24.02	Total	2	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	2	Fem	2	0	1	0	1	0	0	0
30000013	\$21.40 - 28.36	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
30000433	\$22.28 - 34.29	Total	5	Mal	1	0	0	1	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	5	Fem	4	0	1	2	1	0	0	0
30000063	\$26.40 - 33.24	Total	2	Mal	1	0	0	0	1	0	0	0
Accountant II	2	Tot Min	2	Fem	1	0	0	1	0	0	0	0
30000521	\$29.04 - 30.35	Total	2	Mal	0	0	0	0	0	0	0	0
Human Resources Analyst	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001858	\$29.04 - 38.71	Total	5	Mal	1	1	0	0	0	0	0	0
Human Resources System	6	Tot Min	1	Fem	4	3	0	1	0	0	0	0
30000436	\$29.04 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000520	\$30.99 - 32.95	Total	3	Mal	0	0	0	0	0	0	0	0
Human Resources Technician	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30001834	\$31.14 - 31.14	Total	1	Mal	1	0	1	0	0	0	0	0
Labor Relations Analyst	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30002383	\$31.46 - 31.46	Total	1	Mal	0	0	0	0	0	0	0	0
Assistant to the HR Director	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000533	\$31.74 - 38.69	Total	2	Mal	2	1	0	1	0	0	0	0
Classification/Compensation	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000531	\$31.74 - 40.65	Total	3	Mal	0	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000464	\$32.03 - 42.71	Total	2	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000538	\$33.04 - 33.04	Total	1	Mal	1	0	0	0	1	0	0	0
Benefits Specialist	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1240

OMF-Bureau of Human Rsrc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000568	\$35.50 - 44.91	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
30000449	\$36.45 - 44.91	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
30000522	\$37.03 - 40.65	Total	4	Mal	1	1	0	0	0	0	0	0
Human Resources Analyst, Sr	2	Tot Min	2	Fem	3	1	1	1	0	0	0	0
30001586	\$37.09 - 37.09	Total	1	Mal	0	0	0	0	0	0	0	0
Affirmative Action/Diversity Analyst,	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000562	\$38.39 - 43.22	Total	1	Mal	1	0	0	1	0	0	0	0
Accounting Supervisor, Sr	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000523	\$38.71 - 44.91	Total	13	Mal	5	0	1	0	2	0	0	2
Human Resources Coordinator	2	Tot Min	10	Fem	8	3	1	1	2	1	0	0
30001833	\$40.65 - 40.65	Total	1	Mal	0	0	0	0	0	0	0	0
Labor Relations Analyst, Senior	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000539	\$40.65 - 40.65	Total	2	Mal	0	0	0	0	0	0	0	0
Benefits Analyst	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000534	\$42.68 - 42.68	Total	1	Mal	0	0	0	0	0	0	0	0
Classification/Compensation	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001535	\$44.91 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Benefits Coordinator	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000527	\$44.91 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Employment & Development	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000569	\$47.16 - 55.76	Total	1	Mal	1	0	1	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000536	\$47.27 - 49.79	Total	2	Mal	2	1	0	1	0	0	0	0
Labor Relations Coordinator	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000525	\$56.77 - 56.77	Total	1	Mal	1	0	1	0	0	0	0	0
Human Resources Manager, Police	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000524	\$57.09 - 57.09	Total	2	Mal	0	0	0	0	0	0	0	0
Human Resources Site Team	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

1240

OMF-Bureau of Human Rsrc

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30001708	\$57.09 - 57.09	Total	1	Mal	0	0	0	0	0	0	0
Training & Development Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000541	\$62.40 - 62.40	Total	1	Mal	0	0	0	0	0	0	0
Benefits Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001633	\$62.46 - 62.46	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
30000537	\$63.28 - 63.28	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
30000526	\$68.73 - 77.98	Total	2	Mal	1	0	0	0	0	1	0
Human Resources Director,	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30000409	\$87.77 - 87.77	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	75	Mal	23	7	5	4	4	1	2
		Tot Min	36	Fem	52	32	6	9	4	1	0

Workforce Analysis

1250

OMF-Bureau of Tech Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000013	\$21.40 - 28.36	Total 1	Mal	0	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	0
30000053	\$21.78 - 26.66	Total 2	Mal	1	1	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist I	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000198	\$22.28 - 28.37	Total 3	Mal	3	3	0	0	0	0	0	0	0
Inf Syst Tech Analyst I-Generalist	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000433	\$22.28 - 34.29	Total 3	Mal	0	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min 0	Fem	3	3	0	0	0	0	0	0	0
30000452	\$23.93 - 44.91	Total 2	Mal	1	1	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000341	\$26.91 - 26.91	Total 1	Mal	0	0	0	0	0	0	0	0	0
GIS Technician I	3	Tot Min 1	Fem	1	0	0	1	0	0	0	0	0
30000054	\$27.99 - 27.99	Total 1	Mal	1	1	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000342	\$28.21 - 34.33	Total 1	Mal	1	1	0	0	0	0	0	0	0
GIS Technician II	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000199	\$28.88 - 36.85	Total 4	Mal	3	2	0	0	1	0	0	0	0
Inf Syst Tech Analyst II-Generalist	2	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0
30000236	\$29.72 - 36.03	Total 9	Mal	8	8	0	0	0	0	0	0	0
Electronics Technician II:	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30000203	\$30.49 - 40.65	Total 4	Mal	3	1	0	1	1	0	0	0	0
Applications Analyst II-Generalist	2	Tot Min 2	Fem	1	1	0	0	0	0	0	0	0
30000210	\$30.49 - 40.65	Total 23	Mal	16	10	1	3	1	1	0	0	0
Inf Syst Tech Analyst IV-Generalist	2	Tot Min 10	Fem	7	3	2	1	1	0	0	0	0
30000448	\$30.49 - 40.65	Total 1	Mal	0	0	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min 1	Fem	1	0	0	1	0	0	0	0	0
30000234	\$30.82 - 30.82	Total 5	Mal	4	3	1	0	0	0	0	0	0
Electronics Technician I:	3	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0
30000056	\$31.23 - 32.14	Total 1	Mal	1	1	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0

Workforce Analysis

1250

OMF-Bureau of Tech Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000200	\$31.56 - 38.71	Total	3	Mal	2	1	0	1	0	0	0	0
Inf Syst Tech Analyst III-Generalist	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000435	\$31.97 - 39.03	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000211	\$34.40 - 40.65	Total	3	Mal	1	1	0	0	0	0	0	0
Inf Syst Tech Analyst IV-Telecomm	2	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30001933	\$35.02 - 35.02	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Tech Analyst V-Proj Mgmt	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000204	\$35.03 - 44.91	Total	10	Mal	7	3	0	4	0	0	0	0
Applications Analyst III-Generalist	2	Tot Min	5	Fem	3	2	0	1	0	0	0	0
30000213	\$35.03 - 44.91	Total	16	Mal	11	7	1	1	1	0	0	1
Inf Syst Tech Analyst V-Generalist	2	Tot Min	5	Fem	5	4	1	0	0	0	0	0
30000238	\$36.03 - 36.03	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
30000215	\$37.68 - 47.29	Total	18	Mal	16	13	0	1	1	0	1	0
Inf Syst Tech Analyst VI-Generalist	2	Tot Min	4	Fem	2	1	0	1	0	0	0	0
30000212	\$38.21 - 40.65	Total	2	Mal	1	1	0	0	0	0	0	0
Inf Syst Tech Analyst IV-Vertical GIS	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000209	\$38.49 - 38.49	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Tech Analyst III-Telecomm	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001234	\$41.32 - 43.70	Total	2	Mal	1	1	0	0	0	0	0	0
Applications Analyst IV-Web	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000700	\$42.34 - 47.29	Total	1	Mal	1	1	0	0	0	0	0	0
Communications Engineer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000219	\$43.22 - 53.10	Total	5	Mal	4	4	0	0	0	0	0	0
Inf Syst Analyst, Principal-Proj Mgmt	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000625	\$44.91 - 44.91	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
30000605	\$46.48 - 53.10	Total	7	Mal	3	2	0	0	1	0	0	0
Inf Syst Supvr-Generalist	1	Tot Min	2	Fem	4	3	1	0	0	0	0	0

Workforce Analysis

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OMF-Bureau of Tech Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000207	\$46.82 - 47.29	Total 12	Mal	8	7	0	1	0	0	0	0	0
Applications Analyst IV-Generalist	2	Tot Min 4	Fem	4	1	0	3	0	0	0	0	0
30000216	\$47.16 - 47.16	Total 1	Mal	1	0	0	0	1	0	0	0	0
Inf Syst Tech Analyst VI-Proj Mgmt	2	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000218	\$47.16 - 53.10	Total 19	Mal	16	10	0	5	1	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min 7	Fem	3	2	0	1	0	0	0	0	0
30000206	\$47.29 - 47.29	Total 2	Mal	2	1	0	1	0	0	0	0	0
Applications Analyst IV-	2	Tot Min 1	Fem	0	0	0	0	0	0	0	0	0
30000701	\$49.79 - 49.79	Total 2	Mal	2	2	0	0	0	0	0	0	0
Communications Engineer, Sr	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000620	\$50.94 - 57.09	Total 4	Mal	2	1	0	1	0	0	0	0	0
Technology Services Bureau	1	Tot Min 1	Fem	2	2	0	0	0	0	0	0	0
30002108	\$51.78 - 53.94	Total 3	Mal	3	3	0	0	0	0	0	0	0
Information Security Architect	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000627	\$52.75 - 52.75	Total 1	Mal	1	1	0	0	0	0	0	0	0
Communications Systems	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000217	\$53.10 - 53.10	Total 4	Mal	4	2	0	2	0	0	0	0	0
Inf Syst Analyst, Principal-GIS	2	Tot Min 2	Fem	0	0	0	0	0	0	0	0	0
30000607	\$55.76 - 57.09	Total 6	Mal	5	4	0	1	0	0	0	0	0
Inf Syst Mgr-Generalist	1	Tot Min 1	Fem	1	1	0	0	0	0	0	0	0
30001035	\$57.09 - 57.09	Total 1	Mal	1	1	0	0	0	0	0	0	0
Inf Syst Mgr-Corporate Applications	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000613	\$57.30 - 62.46	Total 5	Mal	4	4	0	0	0	0	0	0	0
Inf Syst Mgr, Sr-General	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0	0
30001031	\$61.64 - 62.46	Total 1	Mal	1	1	0	0	0	0	0	0	0
Technology Capital Project Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0
30000618	\$61.92 - 65.58	Total 2	Mal	1	1	0	0	0	0	0	0	0
Business Solutions Division	1	Tot Min 1	Fem	1	0	0	0	1	0	0	0	0
30000615	\$62.46 - 62.46	Total 1	Mal	1	1	0	0	0	0	0	0	0
Inf Syst Mgr, Sr-Security	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0	0

Workforce Analysis

1250

OMF-Bureau of Tech Svc

Job Code & Title		Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000610	\$62.46 - 62.46	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	\$65.58 - 69.14	Total	2	Mal	0	0	0	0	0	0	0	0
Communications Division Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001032	\$76.90 - 76.90	Total	1	Mal	0	0	0	0	0	0	0	0
Technology Capital Project Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000622	\$77.98 - 77.98	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	\$77.98 - 77.98	Total	1	Mal	1	1	0	0	0	0	0	0
Chief Technology Officer, Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000411	\$87.48 - 87.48	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	205	Mal	148	111	3	23	8	1	1	1
		Tot Min	55	Fem	57	39	7	9	2	0	0	0

Workforce Analysis

1260

OMF-Bureau of Internal Bus Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total	3	Mal	1	0	1	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000047	\$20.76 - 23.10	Total	6	Mal	5	5	0	0	0	0	0	0
Reprographic Operator I	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000013	\$21.40 - 28.36	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000462	\$23.93 - 36.85	Total	1	Mal	1	1	0	0	0	0	0	0
Program Specialist, Assistant	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000434	\$23.93 - 36.85	Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000452	\$23.93 - 44.91	Total	2	Mal	1	1	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000041	\$25.01 - 25.01	Total	3	Mal	3	2	0	0	0	1	0	0
Distribution Technician	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000066	\$25.39 - 29.24	Total	2	Mal	0	0	0	0	0	0	0	0
Claims Technician	6	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000711	\$26.15 - 33.96	Total	2	Mal	2	2	0	0	0	0	0	0
Facilities Maint Dispatch/Scheduler	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000042	\$26.24 - 26.24	Total	1	Mal	0	0	0	0	0	0	0	0
Distribution Technician, Lead	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000048	\$27.30 - 27.30	Total	2	Mal	1	1	0	0	0	0	0	0
Reprographic Operator II	8	Tot Min	1	Fem	1	0	0	0	0	1	0	0
30000043	\$27.30 - 27.30	Total	2	Mal	1	1	0	0	0	0	0	0
Printing & Distrib Customer Svc Rep	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000131	\$27.57 - 30.88	Total	49	Mal	49	38	2	6	1	1	1	0
Vehicle & Equipment Mechanic	7	Tot Min	11	Fem	0	0	0	0	0	0	0	0
30000055	\$27.99 - 27.99	Total	4	Mal	3	3	0	0	0	0	0	0
Storekeeper/Acquisition II:Auto Part	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000705	\$30.39 - 30.39	Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Program Specialist	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1260

OMF-Bureau of Internal Bus Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000448	\$30.49 - 40.65	Total	2	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000451	\$30.49 - 40.65	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
30000123	\$30.55 - 30.55	Total	2	Mal	2	2	0	0	0	0	0	0
Welder	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000125	\$30.88 - 30.88	Total	2	Mal	2	0	0	2	0	0	0	0
Auto Body Restorer	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000044	\$31.43 - 31.43	Total	1	Mal	0	0	0	0	0	0	0	0
Printing & Distrib Custmr Svc Rep,	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000049	\$31.43 - 31.43	Total	1	Mal	1	1	0	0	0	0	0	0
Reprographic Operator III	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000478	\$32.03 - 42.71	Total	3	Mal	1	1	0	0	0	0	0	0
Claims Analyst, Sr	1	Tot Min	2	Fem	2	0	1	1	0	0	0	0
30000464	\$32.03 - 42.71	Total	2	Mal	1	1	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000071	\$32.21 - 34.69	Total	15	Mal	14	11	1	1	1	0	0	0
Facilities Maintenance Technician	7	Tot Min	3	Fem	1	1	0	0	0	0	0	0
30000132	\$32.39 - 32.39	Total	2	Mal	2	1	0	0	1	0	0	0
Vehicle & Equipment Mechanic,	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000481	\$32.57 - 35.29	Total	2	Mal	1	1	0	0	0	0	0	0
Risk Specialist	3	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000717	\$32.75 - 38.71	Total	3	Mal	3	2	0	1	0	0	0	0
Facilities Construction Project Spec	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000482	\$33.34 - 42.71	Total	2	Mal	1	1	0	0	0	0	0	0
Risk Specialist, Sr	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000713	\$33.88 - 37.00	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
30000712	\$33.88 - 38.25	Total	1	Mal	0	0	0	0	0	0	0	0
Facilities Services Specialist	7	Tot Min	1	Fem	1	0	0	1	0	0	0	0

Workforce Analysis

1260

OMF-Bureau of Internal Bus Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000707	\$35.57 - 40.65	Total	5	Mal	5	3	0	0	1	1	0	0
Vehicle Maintenance Supervisor I	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000722	\$35.76 - 35.76	Total	1	Mal	1	1	0	0	0	0	0	0
Print Shop Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000468	\$37.03 - 40.65	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
30000477	\$38.09 - 38.09	Total	1	Mal	0	0	0	0	0	0	0	0
Claims Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000479	\$38.22 - 38.71	Total	1	Mal	0	0	0	0	0	0	0	0
Workers Compensation/Disability	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000706	\$38.69 - 38.69	Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Acquisition Analyst	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000698	\$38.81 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Property Acquisition & Services	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000453	\$39.86 - 58.41	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
30001360	\$41.12 - 41.12	Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Services Administration	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000718	\$41.83 - 53.89	Total	5	Mal	0	0	0	0	0	0	0	0
Facilities Construction Project	1	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000466	\$41.85 - 58.04	Total	1	Mal	1	0	1	0	0	0	0	0
Program Manager, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000480	\$42.34 - 42.71	Total	2	Mal	0	0	0	0	0	0	0	0
Workers Comp/Disability Analyst, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000475	\$46.02 - 46.02	Total	1	Mal	0	0	0	0	0	0	0	0
Occupational Health Program	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000723	\$48.15 - 48.15	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
30000483	\$48.39 - 53.10	Total	3	Mal	1	1	0	0	0	0	0	0
Risk Supervisor	3	Tot Min	1	Fem	2	1	1	0	0	0	0	0

Workforce Analysis

1260

OMF-Bureau of Internal Bus Svc

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000709	\$49.79 - 49.79	Total	1	Mal	1	1	0	0	0	0	0
Vehicle Maintenance Superintendent	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000719	\$53.10 - 53.10	Total	1	Mal	1	1	0	0	0	0	0
Facilities Construction Proj	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000715	\$62.46 - 62.46	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	\$62.46 - 62.46	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
30000484	\$62.46 - 62.46	Total	1	Mal	0	0	0	0	0	0	0
Risk Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001108	\$77.98 - 77.98	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
Total for 1260		Total	153	Mal	114	90	6	10	4	3	1
		Tot Min	34	Fem	39	29	4	4	1	1	0

Workforce Analysis

1275

OMF-Bureau of Rev & Fin Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000061	\$16.73 - 24.02	Total	1	Mal	1	1	0	0	0	0	0	0
Accounting Technician	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000191	\$20.07 - 24.02	Total	3	Mal	1	1	0	0	0	0	0	0
Revenue & Taxation Specialist I	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000058	\$21.07 - 26.46	Total	4	Mal	0	0	0	0	0	0	0	0
Procurement Specialist, Assistant	6	Tot Min	2	Fem	4	2	1	0	1	0	0	0
30000192	\$21.49 - 26.54	Total	9	Mal	1	1	0	0	0	0	0	0
Revenue & Taxation Specialist II	6	Tot Min	2	Fem	8	6	0	1	1	0	0	0
30000450	\$23.69 - 36.85	Total	3	Mal	1	1	0	0	0	0	0	0
Management Assistant	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000462	\$23.93 - 36.85	Total	1	Mal	1	1	0	0	0	0	0	0
Program Specialist, Assistant	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000434	\$23.93 - 36.85	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000447	\$23.93 - 36.85	Total	3	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000452	\$23.93 - 44.91	Total	2	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	1	Fem	2	1	0	0	0	0	0	1
30000193	\$25.79 - 28.88	Total	6	Mal	4	2	1	0	1	0	0	0
Revenue & Taxation Specialist III	6	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000063	\$26.40 - 33.24	Total	3	Mal	2	2	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000194	\$27.09 - 31.72	Total	11	Mal	4	2	0	0	1	1	0	0
Revenue & Taxation Specialist IV	1	Tot Min	4	Fem	7	5	0	1	1	0	0	0
30000059	\$27.40 - 31.75	Total	4	Mal	0	0	0	0	0	0	0	0
Procurement Specialist	1	Tot Min	3	Fem	4	1	2	1	0	0	0	0
30000196	\$27.72 - 34.09	Total	4	Mal	3	3	0	0	0	0	0	0
Revenue & Taxation Specialist V	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0

Workforce Analysis

1275

OMF-Bureau of Rev & Fin Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000463	\$29.04 - 38.71	Total	2	Mal	2	0	1	0	0	1	0	0
Program Specialist	6	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000064	\$29.07 - 36.56	Total	10	Mal	6	6	0	0	0	0	0	0
Accountant III	2	Tot Min	3	Fem	4	1	1	1	1	0	0	0
30000448	\$30.49 - 40.65	Total	5	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	1	Fem	5	4	1	0	0	0	0	0
30000404	\$32.03 - 37.04	Total	5	Mal	3	3	0	0	0	0	0	0
Revenue Auditor	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000464	\$32.03 - 42.71	Total	7	Mal	4	3	1	0	0	0	0	0
Program Coordinator	1	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000469	\$32.85 - 40.65	Total	5	Mal	2	1	0	1	0	0	0	0
Contracts Compliance Specialist	1	Tot Min	2	Fem	3	2	1	0	0	0	0	0
30000559	\$32.93 - 32.93	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant, Assistant Systems	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000567	\$33.04 - 40.65	Total	3	Mal	1	0	1	0	0	0	0	0
Financial Analyst	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000465	\$33.64 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30002283	\$35.36 - 38.17	Total	2	Mal	1	1	0	0	0	0	0	0
Accountant IV	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000568	\$35.50 - 44.91	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000449	\$36.45 - 44.91	Total	2	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000587	\$37.00 - 44.91	Total	3	Mal	0	0	0	0	0	0	0	0
Tax Supervisor	6	Tot Min	2	Fem	3	1	1	0	0	0	0	1
30000581	\$37.03 - 37.03	Total	1	Mal	1	1	0	0	0	0	0	0
Treasury Analyst	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000060	\$37.67 - 38.79	Total	3	Mal	2	2	0	0	0	0	0	0
Procurement Specialist, Sr	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0

Workforce Analysis

1275

OMF-Bureau of Rev & Fin Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000560	\$37.82 - 40.65	Total	1	Mal	1	1	0	0	0	0	0	0
Accountant, Systems	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000562	\$38.39 - 43.22	Total	2	Mal	2	1	0	0	0	0	0	1
Accounting Supervisor, Sr	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000190	\$38.77 - 39.94	Total	1	Mal	0	0	0	0	0	0	0	0
Regulatory Program Administrator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000471	\$40.34 - 44.91	Total	4	Mal	2	2	0	0	0	0	0	0
Procurement Supervisor	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001083	\$41.43 - 41.43	Total	1	Mal	1	0	0	1	0	0	0	0
Treasury Analyst, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000466	\$41.85 - 58.04	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000470	\$42.56 - 44.84	Total	2	Mal	0	0	0	0	0	0	0	0
Contractor Dev Program Coordinator	1	Tot Min	2	Fem	2	0	2	0	0	0	0	0
30000457	\$42.71 - 42.71	Total	1	Mal	0	0	0	0	0	0	0	0
Technology Svcs Contracts	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000703	\$43.20 - 47.29	Total	2	Mal	0	0	0	0	0	0	0	0
Community Technology Program	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30002308	\$44.04 - 44.04	Total	1	Mal	1	0	0	1	0	0	0	0
Accounting Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000405	\$44.91 - 44.91	Total	3	Mal	0	0	0	0	0	0	0	0
Revenue Auditor, Sr	2	Tot Min	2	Fem	3	1	1	1	0	0	0	0
30000569	\$47.16 - 55.76	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000441	\$48.60 - 53.10	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001358	\$49.79 - 49.79	Total	1	Mal	1	0	0	1	0	0	0	0
Treasury Analyst, Principal	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000473	\$49.97 - 49.97	Total	1	Mal	1	1	0	0	0	0	0	0
Purchasing Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1275

OMF-Bureau of Rev & Fin Svc

Job Code & Title	Salary Range & EEO Code				Total	W	B	A	H	I	P	2
30000704	\$49.98 - 49.98	Total	1	Mal	0	0	0	0	0	0	0	0
Community Technology Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000573	\$53.10 - 53.10	Total	1	Mal	0	0	0	0	0	0	0	0
Debt Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000856	\$57.09 - 57.09	Total	1	Mal	1	1	0	0	0	0	0	0
Investment Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000588	\$57.09 - 57.09	Total	1	Mal	0	0	0	0	0	0	0	0
Tax Division Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000563	\$67.09 - 67.09	Total	1	Mal	0	0	0	0	0	0	0	0
Controller	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001208	\$69.14 - 69.14	Total	1	Mal	0	0	0	0	0	0	0	0
Chief Procurement Officer	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000574	\$69.14 - 69.14	Total	1	Mal	1	1	0	0	0	0	0	0
Debt Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000580	\$72.44 - 72.44	Total	1	Mal	0	0	0	0	0	0	0	0
Treasurer, City	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000413	\$77.98 - 77.98	Total	1	Mal	1	1	0	0	0	0	0	0
Revenue Bureau Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30002183	\$87.77 - 87.77	Total	1	Mal	1	1	0	0	0	0	0	0
Revenue & Financial Services	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1275		Total	142	Mal	55	42	4	4	2	2	0	1
		Tot Min	42	Fem	87	58	11	10	6	0	0	2

Workforce Analysis

1290

OMF-CAO

Job Code & Title	Salary Range & EEO Code	Total	W	B	A	H	I	P	2
30000012	\$16.73 - 24.02	Total 1	Mal	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 0	Fem	1	1	0	0	0	0
30000061	\$16.73 - 24.02	Total 1	Mal	0	0	0	0	0	0
Accounting Technician	6	Tot Min 1	Fem	1	0	0	0	0	1
30000433	\$22.28 - 34.29	Total 1	Mal	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min 1	Fem	1	0	1	0	0	0
30000450	\$23.69 - 36.85	Total 2	Mal	1	1	0	0	0	0
Management Assistant	1	Tot Min 0	Fem	1	1	0	0	0	0
30000452	\$23.93 - 44.91	Total 2	Mal	1	1	0	0	0	0
Management Analyst, Sr	1	Tot Min 0	Fem	1	1	0	0	0	0
30000063	\$26.40 - 33.24	Total 4	Mal	2	1	0	1	0	0
Accountant II	2	Tot Min 2	Fem	2	1	0	1	0	0
30000566	\$27.00 - 36.85	Total 3	Mal	1	1	0	0	0	0
Financial Analyst, Assistant	1	Tot Min 2	Fem	2	0	0	1	1	0
30000436	\$29.04 - 40.65	Total 1	Mal	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min 0	Fem	1	1	0	0	0	0
30000005	\$30.48 - 42.86	Total 3	Mal	2	1	0	0	1	0
Commissioner's Staff Rep	1	Tot Min 2	Fem	1	0	0	0	0	1
30000448	\$30.49 - 40.65	Total 1	Mal	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min 0	Fem	1	1	0	0	0	0
30000451	\$30.49 - 40.65	Total 4	Mal	2	1	1	0	0	0
Management Analyst	1	Tot Min 2	Fem	2	1	1	0	0	0
30000435	\$31.97 - 39.03	Total 1	Mal	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min 0	Fem	1	1	0	0	0	0
30000567	\$33.04 - 40.65	Total 3	Mal	1	1	0	0	0	0
Financial Analyst	1	Tot Min 0	Fem	2	2	0	0	0	0
30000568	\$35.50 - 44.91	Total 5	Mal	3	3	0	0	0	0
Financial Analyst, Sr	1	Tot Min 1	Fem	2	1	0	0	0	1
30000453	\$39.86 - 58.41	Total 1	Mal	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min 0	Fem	1	1	0	0	0	0

Workforce Analysis

1290

OMF-CAO

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30001684	\$40.72 - 56.75	Total 12	Mal	4	4	0	0	0	0	0	0
SAP Business Systems Analyst,	2	Tot Min 4	Fem	8	4	0	3	0	0	0	1
30000532	\$43.70 - 44.91	Total 1	Mal	1	1	0	0	0	0	0	0
Training & Development Officer	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000569	\$47.16 - 55.76	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
30000441	\$48.60 - 53.10	Total 2	Mal	2	1	0	0	1	0	0	0
Business Operations Manager	1	Tot Min 1	Fem	0	0	0	0	0	0	0	0
30000006	\$48.62 - 48.62	Total 1	Mal	1	1	0	0	0	0	0	0
Commissioner's Chief of Staff	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30001433	\$51.83 - 53.10	Total 2	Mal	0	0	0	0	0	0	0	0
SAP Business Systems Analyst,	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0
30000460	\$57.09 - 57.09	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	\$57.09 - 57.09	Total 1	Mal	0	0	0	0	0	0	0	0
Spectator Facilities & Dev Mgr	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30001031	\$61.64 - 62.46	Total 2	Mal	2	2	0	0	0	0	0	0
Technology Capital Project Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
30000442	\$63.68 - 69.14	Total 2	Mal	1	1	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0
30000461	\$69.14 - 71.16	Total 2	Mal	1	0	0	0	0	0	0	1
Policy Analyst, Sr	2	Tot Min 1	Fem	1	1	0	0	0	0	0	0
30001233	\$77.98 - 77.98	Total 1	Mal	1	0	0	0	0	0	1	0
SAP Support Manager	1	Tot Min 1	Fem	0	0	0	0	0	0	0	0
Total for 1290		Total 61	Mal	27	21	1	1	1	1	1	1
		Tot Min 18	Fem	34	22	2	5	1	0	1	3

Workforce Analysis

1310

OEHR-Office of Eq & Human Rights

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000433	\$22.28 - 34.29	Total	1	Mal	1	0	0	0	0	0	1
Administrative Specialist, Sr	6	Tot Min	1	Fem	0	0	0	0	0	0	0
30000462	\$23.93 - 36.85	Total	1	Mal	0	0	0	0	0	0	0
Program Specialist, Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000434	\$23.93 - 36.85	Total	1	Mal	1	0	0	1	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	0	0	0	0	0	0	0
30000452	\$23.93 - 44.91	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
30000464	\$32.03 - 42.71	Total	5	Mal	3	0	2	0	0	0	1
Program Coordinator	1	Tot Min	4	Fem	2	1	0	0	1	0	0
30000465	\$33.64 - 44.91	Total	1	Mal	0	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000453	\$39.86 - 58.41	Total	1	Mal	1	0	0	1	0	0	0
Management Analyst, Principal	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30001758	\$74.33 - 74.33	Total	1	Mal	1	0	1	0	0	0	0
Equity and Human Rights Director	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 1310		Total	12	Mal	7	0	3	2	0	0	2
		Tot Min	8	Fem	5	4	0	0	1	0	0

Workforce Analysis

1320

CBO-City Budget Offc

Job Code & Title	Salary Range & EEO Code			Total	W	B	A	H	I	P	2
30000452	\$23.93 - 44.91	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
30000566	\$27.00 - 36.85	Total	3	Mal	0	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	0	Fem	3	3	0	0	0	0	0
30000435	\$31.97 - 39.03	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
30000568	\$35.50 - 44.91	Total	3	Mal	3	1	0	2	0	0	0
Financial Analyst, Sr	1	Tot Min	2	Fem	0	0	0	0	0	0	0
30000569	\$47.16 - 55.76	Total	3	Mal	1	0	0	0	1	0	0
Financial Analyst, Principal	1	Tot Min	1	Fem	2	2	0	0	0	0	0
30000578	\$57.09 - 57.09	Total	1	Mal	1	1	0	0	0	0	0
Economist, City	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30002040	\$57.09 - 57.09	Total	1	Mal	1	1	0	0	0	0	0
Budget Director, Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000570	\$69.14 - 69.14	Total	1	Mal	1	1	0	0	0	0	0
Budget Director, City	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1320		Total	14	Mal	7	4	0	2	1	0	0
		Tot Min	3	Fem	7	7	0	0	0	0	0

Job Group Analysis

(Leave this page blank.)

Job Group Analysis

(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 the City of Portland in positions covered by this AAP.

In designing our job groups, we considered similarities of duties and opportunities.

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

The following charts comprise of Employee List by Job Groups.

(Leave this page blank.)

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		
30002308 - Accounting 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		
2 Employees	Totals	#	1	1	0	0	0	0	0		
		%	50.00	50.00	50.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1AM

Officials/Admin: Auto Maint

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: Bldg 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		
3 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		
4 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1BT

Officials/Admin: Bldg 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	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		
30000718 - Facilities Construction Project Manager	#	0	5	0	0	0	0	0	0		
7 Employees	%	0.00	71.43	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		
13 Employees	Totals	#	1	5	1	0	0	0	0		
		%	7.69	38.46	7.69	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	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		
30000196 - Revenue & Taxation Specialist V	#	1	1	0	0	1	0	0	0		
4 Employees	%	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000194 - Revenue & Taxation Specialist IV	#	4	7	1	0	2	1	0	0		
11 Employees	%	36.36	63.64	9.09	0.00	18.18	9.09	0.00	0.00		
18 Employees	Totals	#	5	9	1	0	3	1	0	0	
		%	27.78	50.00	5.56	0.00	16.67	5.56	0.00	0.00	

Job Group Analysis

1CR

Officials/Admin: Community Rel

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	#	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		
30000494 - Community Outreach & Invlvmt Program 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		
5 Employees	Totals	#	0	3	0	0	0	0	0		
		%	0.00	60.00	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		
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		
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		
30000420 - Transportation Director	#	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		
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		
30000418 - Attorney, 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		
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		
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		
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		
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		
30002183 - Revenue & Financial 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		
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		
30000432 - Fire Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	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		
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		

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		
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		
30000412 - FPDR 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		
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		
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		
30000570 - Budget Director, 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		
22 Employees	Totals	#	5	8	0	3	1	1	0	0	
		%	22.73	36.36	0.00	13.64	4.55	4.55	0.00	0.00	

Job Group Analysis

1EC

Officials/Admin: Emg Comm

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	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		
30000789 - Emerg Commun 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		
3 Employees	Totals #	0	1	0	0	0	0	0	0		
	%	0.00	33.33	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		
30000678 - Environmental Policy Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000674 - Wastewater Treatment Manager	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000659 - Watershed Division Manager	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30001735 - Environmental Investigations Mgr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000508 - Solid Waste & Recycling Program Manager	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000664 - Environmental Program Manager, Sr	#	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		
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		
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		
30000671 - Biosolids/Reuse Program Manager	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000663 - Environmental Program Manager	#	1	5	1	0	0	0	0	0		
10 Employees	%	10.00	50.00	10.00	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		
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	16	2	1	0	0	0	1	
		%	12.50	50.00	6.25	3.13	0.00	0.00	0.00	3.13	

Job Group Analysis

1EO

Officials/Admin: Equip Op

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		
2 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: Engr Rel

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000683 - Engineer, Chief	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002083 - Transportation 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		
30000685 - Engineer, Chief - Water Bureau	#	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		
30000853 - Transportation Dev & Engineering Grp 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		
30000684 - Engineer, City Traffic	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000682 - Engineer, Principal	#	0	3	0	0	0	0	0	0		
10 Employees	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000689 - Capital Program Mgmt & Controls Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000681 - Engineer, Supervising	#	2	4	1	0	0	0	0	1		
20 Employees	%	10.00	20.00	5.00	0.00	0.00	0.00	0.00	5.00		
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		
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		
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		
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		
30000687 - Capital Project Manager III	#	2	7	0	0	1	0	0	1		
13 Employees	%	15.38	53.85	0.00	0.00	7.69	0.00	0.00	7.69		
30001733 - Parks Property & Business Devel 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		
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	#	0	6	0	0	0	0	0	0		
13 Employees	%	0.00	46.15	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1ER

Officials/Admin: Engr Rel

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000698 - Property Acquisition & Services 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		
30000399 - Capital Project Manager I	#	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		
30000335 - Development Services Project Coord	#	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		
87 Employees	Totals #	5	30	1	0	2	0	0	2		
	%	5.75	34.48	1.15	0.00	2.30	0.00	0.00	2.30		

Job Group Analysis

1ES

Officials/Admin: Exempt

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000006 - Commissioner's Chief of Staff	#	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		
30000005 - Commissioner's Staff Rep	#	4	3	1	0	1	1	0	1		
7 Employees	%	57.14	42.86	14.29	0.00	14.29	14.29	0.00	14.29		
8 Employees Totals	#	4	3	1	0	1	1	0	1		
	%	50.00	37.50	12.50	0.00	12.50	12.50	0.00	12.50		

Job Group Analysis

1FI

Officials/Admin: Fire

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000825 - Fire Division Chief	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000826 - Fire Marshal	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000823 - Fire Chief, Deputy	#	1	0	0	0	1	0	0	0		
8 Employees	%	12.50	0.00	0.00	0.00	12.50	0.00	0.00	0.00		
11 Employees	Totals	#	2	0	1	0	1	0	0		
		%	18.18	0.00	9.09	0.00	9.09	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		
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		
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		
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		
30002040 - Budget 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		
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		
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		
30000569 - Financial Analyst, Principal	#	4	7	2	1	1	0	0	0		
15 Employees	%	26.67	46.67	13.33	6.67	6.67	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		
30000568 - Financial Analyst, Sr	#	7	8	6	0	0	0	0	1		
21 Employees	%	33.33	38.10	28.57	0.00	0.00	0.00	0.00	4.76		
30001083 - Treasury Analyst, Sr	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30001587 - Housing Financial Analyst	#	1	2	0	0	1	0	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000567 - Financial Analyst	#	2	8	1	1	0	0	0	0		
15 Employees	%	13.33	53.33	6.67	6.67	0.00	0.00	0.00	0.00		
30000581 - Treasury 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		
30001588 - Housing Financial Analyst, Assistant	#	2	2	0	2	0	0	0	0		
2 Employees	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000566 - Financial Analyst, Assistant	#	4	7	2	1	1	0	0	0		
8 Employees	%	50.00	87.50	25.00	12.50	12.50	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		
72 Employees	Totals	#	22	37	13	5	3	0	0	1	
		%	30.56	51.39	18.06	6.94	4.17	0.00	0.00	1.39	

Job Group Analysis

1GA

Officials/Admin: Gen Admin

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	2	4	2	0	0	0	0	0		
7 Employees	%	28.57	57.14	28.57	0.00	0.00	0.00	0.00	0.00		
30002358 - Environmental Services Director, Asst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002433 - Water Utility Director, 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		
30000558 - Auditor, Chief Deputy 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		
30000556 - IPR Program 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		
30000716 - Spectator Facilities & Dev 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		
30000582 - FPDR Operations 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		
30000454 - Capital Improvmnt Program Planning Supvr	#	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		
30000441 - Business Operations Manager	#	4	6	2	1	1	0	0	0		
12 Employees	%	33.33	50.00	16.67	8.33	8.33	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	6	10	3	2	0	0	0	1		
17 Employees	%	35.29	58.82	17.65	11.76	0.00	0.00	0.00	5.88		
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	#	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		
30000555 - IPR Program Manager, Assistant	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	1	9	0	0	1	0	0	0		
10 Employees	%	10.00	90.00	0.00	0.00	10.00	0.00	0.00	0.00		
30000445 - Customer Service Supervisor	#	1	3	0	1	0	0	0	0		
5 Employees	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	8	27	0	4	2	1	0	1		
39 Employees	%	20.51	69.23	0.00	10.26	5.13	2.56	0.00	2.56		

Job Group Analysis

1GA

Officials/Admin: Gen Admin

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	1	3	1	0	0	0	0	0		
7 Employees	%	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	14	34	6	2	4	1	0	1		
45 Employees	%	31.11	75.56	13.33	4.44	8.89	2.22	0.00	2.22		
30000450 - Management Assistant	#	10	22	5	2	1	0	0	2		
29 Employees	%	34.48	75.86	17.24	6.90	3.45	0.00	0.00	6.90		
186 Employees	Totals	#	52	130	19	15	10	2	0	6	
		%	27.96	69.89	10.22	8.06	5.38	1.08	0.00	3.23	

Job Group Analysis

1GM

Officials/Admin: Gen Maint/Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000854 - Transportation Systems Grp Mgr	#	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		
30000642 - Transportation Division Manager	#	1	4	0	1	0	0	0	0		
5 Employees	%	20.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000632 - Public Works Division Manager	#	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		
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	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		
17 Employees	#	1	8	0	1	0	0	0	0		
	%	5.88	47.06	0.00	5.88	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	1	0	0	0	0	1	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	50.00	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		
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		
30000524 - Human Resources Site Team Manager	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
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		
9 Employees	Totals #	3	5	0	2	0	0	1	0		
	%	33.33	55.56	0.00	22.22	0.00	0.00	11.11	0.00		

Job Group Analysis

IIT

Officials/Admin: Info Tech

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000832 - Chief Technology Officer, 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		
30001032 - Technology Capital Project Manager II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000628 - Communications Division Manager	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000618 - Business Solutions Division 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		
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		
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		
30000613 - Inf Syst Mgr, Sr-General	#	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		
30001035 - Inf Syst Mgr-Corporate Applications	#	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	#	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		
30000620 - Technology Services Bureau Business Rep	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	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		
30000605 - Inf Syst Supvr-Generalist	#	2	4	0	1	1	0	0	0		
7 Employees	%	28.57	57.14	0.00	14.29	14.29	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		

Job Group Analysis

1IT

Officials/Admin: Info Tech

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
37 Employees	Totals	#	7	12	3	1	2	0	1	0	
		%	18.92	32.43	8.11	2.70	5.41	0.00	2.70	0.00	

Job Group Analysis

1LE

Officials/Admin: Law Enf

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000784 - Police Chief, Assistant	#	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		
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		
30000837 - Police Evidence Control 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		
6 Employees	Totals	#	1	1	0	0	0	0	0		
		%	16.67	16.67	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	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

1PL

Officials/Admin: Planning

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000733 - Development Services Manager	#	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		
2 Employees	#	1	1	0	0	1	0	0	0		
	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		

Totals

Job Group Analysis

1PM

Officials/Admin: Prog Mgmt

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	#	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		
30000588 - 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 - Community Technology 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	#	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		
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	#	3	7	1	1	0	0	0	1		
16 Employees	%	18.75	43.75	6.25	6.25	0.00	0.00	0.00	6.25		
30000545 - Archivist, 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		
30000703 - Community Technology Program Mgr	#	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		
30001534 - Water Bureau Emergency Management Mgr	#	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		
30001363 - Housing Portfolio Finance Coordinator	#	2	3	1	1	0	0	0	0		
4 Employees	%	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00		
30000487 - Emergency Management 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		
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		
30000470 - Contractor Dev Program Coordinator	#	2	3	0	2	0	0	0	0		
3 Employees	%	66.67	100.00	0.00	66.67	0.00	0.00	0.00	0.00		
30000465 - Program Manager	#	4	13	0	1	0	0	0	3		
23 Employees	%	17.39	56.52	0.00	4.35	0.00	0.00	0.00	13.04		

Job Group Analysis

1PM

Officials/Admin: Prog Mgmt

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001595 - Housing Program Coordinator	#	5	7	1	3	1	0	0	0		
9 Employees	%	55.56	77.78	11.11	33.33	11.11	0.00	0.00	0.00		
30001362 - Housing Construction Coordinator, Sr	#	2	1	0	1	1	0	0	0		
3 Employees	%	66.67	33.33	0.00	33.33	33.33	0.00	0.00	0.00		
30001367 - Housing Lead Grant Program Coordinator	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001859 - Parking Pay Station 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		
30000464 - Program Coordinator	#	9	24	0	4	3	0	0	2		
40 Employees	%	22.50	60.00	0.00	10.00	7.50	0.00	0.00	5.00		
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		
117 Employees	Totals #	33	72	4	14	9	0	0	6		
	%	28.21	61.54	3.42	11.97	7.69	0.00	0.00	5.13		

Job Group Analysis

1PR

Officials/Admin: Parks/Rec

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		
30001983 - Parks & Recreation Director, Assistant	#	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		
30001585 - Parks & Rec Asset 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		
30000746 - Parks & Rec Natural Areas 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		
30000834 - Parks & Rec Central Svcs 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		
30000755 - Parks & Rec Zone Manager	#	3	2	1	1	1	0	0	0		
5 Employees	%	60.00	40.00	20.00	20.00	20.00	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		
30000756 - Parks & Rec City Nature Zone Mgr	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
16 Employees	#	5	7	2	2	1	0	0	0		
Totals	%	31.25	43.75	12.50	12.50	6.25	0.00	0.00	0.00		

Job Group Analysis

1RM

Officials/Admin: Risk Mgmt

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		
30000480 - Workers Comp/Disability Analyst, Sr	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000478 - Claims Analyst, Sr	#	2	2	1	1	0	0	0	0		
4 Employees	%	50.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00		
30000479 - Workers Compensation/Disability Analyst	#	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		
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	#	2	11	1	1	0	0	0	0		
Totals	%	15.38	84.62	7.69	7.69	0.00	0.00	0.00	0.00		

Job Group Analysis

1SP

Officials/Admin: Store & Purch

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	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		
30000455 - Contracts Dev & Review Administrator	#	1	2	0	0	1	0	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000471 - Procurement Supervisor	#	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		
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		
30000468 - Stores System Supervisor II	#	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		
30000469 - Contracts Compliance Specialist	#	2	3	1	1	0	0	0	0		
5 Employees	%	40.00	60.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000060 - Procurement Specialist, Sr	#	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		
30000059 - Procurement Specialist	#	3	4	1	2	0	0	0	0		
4 Employees	%	75.00	100.00	25.00	50.00	0.00	0.00	0.00	0.00		
25 Employees	#	7	16	3	3	1	0	0	0		
Totals	%	28.00	64.00	12.00	12.00	4.00	0.00	0.00	0.00		

Job Group Analysis

1WA

Officials/Admin: Water

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000654 - Water Operations & Support 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		
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		
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		
30000656 - Water Resources Program Manager	#	0	4	0	0	0	0	0	0		
7 Employees	%	0.00	57.14	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		
17 Employees											
Totals		#	1	6	0	0	1	0	0		
		%	5.88	35.29	0.00	0.00	5.88	0.00	0.00		

Job Group Analysis

2AC

Professionals: Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000405 - Revenue Auditor, Sr	#	2	3	1	1	0	0	0	0		
3 Employees	%	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00		
30000562 - Accounting Supervisor, Sr	#	2	0	1	0	0	0	0	1		
3 Employees	%	66.67	0.00	33.33	0.00	0.00	0.00	0.00	33.33		
30000560 - Accountant, Systems	#	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		
30000404 - Revenue Auditor	#	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		
30002283 - Accountant IV	#	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		
30000064 - Accountant III	#	4	8	2	1	1	0	0	0		
15 Employees	%	26.67	53.33	13.33	6.67	6.67	0.00	0.00	0.00		
30000559 - Accountant, Assistant Systems	#	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		
30000063 - Accountant II	#	10	15	6	1	2	0	0	1		
24 Employees	%	41.67	62.50	25.00	4.17	8.33	0.00	0.00	4.17		
30000062 - Accountant I	#	6	11	5	0	0	0	0	1		
13 Employees	%	46.15	84.62	38.46	0.00	0.00	0.00	0.00	7.69		
68 Employees	#	26	42	16	4	3	0	0	3		
Totals	%	38.24	61.76	23.53	5.88	4.41	0.00	0.00	4.41		

Job Group Analysis

2BO

Professionals: Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000317 - Botanic Spec II-Arboretum Collection	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	#	0	2	0	0	0	0	0	0		
9 Employees	%	0.00	22.22	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		
5 Employees	%	0.00	60.00	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		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000319 - Botanic Spec II-Environmental Education	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000322 - Botanic Spec II-Pest Mgmt	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001584 - Botanic Spec I-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		
30000316 - Botanic Spec I-Youth & Comnty Programs	#	2	5	0	0	0	1	0	1		
5 Employees	%	40.00	100.00	0.00	0.00	0.00	20.00	0.00	20.00		
30000878 - Botanic Spec I-Forestry	#	2	1	1	0	1	0	0	0		
2 Employees	%	100.00	50.00	50.00	0.00	50.00	0.00	0.00	0.00		
30001333 - Botanic Spec I-Trails	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
29 Employees	Totals #	5	16	1	0	1	1	0	2		
	%	17.24	55.17	3.45	0.00	3.45	3.45	0.00	6.90		

Job Group Analysis

2CR

Professionals: Community Rel

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001783 - State Government Relations 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		
30000554 - Ombudsman, 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		
30000498 - Government Relations Lobbyist	#	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		
30000495 - Public Information Officer	#	1	5	0	0	1	0	0	0		
7 Employees	%	14.29	71.43	0.00	0.00	14.29	0.00	0.00	0.00		
30000493 - Community Outreach & Informtn Rep, Sr	#	1	7	0	1	0	0	0	0		
7 Employees	%	14.29	100.00	0.00	14.29	0.00	0.00	0.00	0.00		
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		
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		
30000492 - Community Outreach & Informtn Rep	#	5	8	2	2	1	0	0	0		
14 Employees	%	35.71	57.14	14.29	14.29	7.14	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		
36 Employees	Totals #	8	24	2	3	2	0	0	1		
	%	22.22	66.67	5.56	8.33	5.56	0.00	0.00	2.78		

Job Group Analysis

2EC

Professionals: Emg Comm

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000788 - Emerg Commun Training & Dev 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		
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		
1 Employee	%	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		
30001958 - Statistician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000507 - Conservation Program Coordinator, Sr	#	2	5	0	0	1	0	0	1		
7 Employees	%	28.57	71.43	0.00	0.00	14.29	0.00	0.00	14.29		
30000506 - Conservation Program Coordinator	#	3	4	0	0	1	0	0	2		
6 Employees	%	50.00	66.67	0.00	0.00	16.67	0.00	0.00	33.33		
30000662 - Environmental Program Coordinator	#	1	7	0	0	0	0	0	1		
9 Employees	%	11.11	77.78	0.00	0.00	0.00	0.00	0.00	11.11		
30000666 - Watershed Revegetation Program Supvr	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30001908 - Environmental Spec-Wildlife Biologist	#	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		
30000339 - Environmental Specialist-Generalist	#	3	17	0	1	1	0	0	1		
34 Employees	%	8.82	50.00	0.00	2.94	2.94	0.00	0.00	2.94		
30002037 - Field Science Specialist	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000505 - Conservation Program Specialist	#	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		
30000661 - Environmental Program Specialist	#	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		
71 Employees	#	10	39	1	1	3	0	0	5		
Totals	%	14.08	54.93	1.41	1.41	4.23	0.00	0.00	7.04		

Job Group Analysis

2ER

Professionals: Engr Rel

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	8	13	7	0	0	0	0	1		
37 Employees	%	21.62	35.14	18.92	0.00	0.00	0.00	0.00	2.70		
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		
30000370 - Engineer-Traffic	#	1	4	0	1	0	0	0	0		
6 Employees	%	16.67	66.67	0.00	16.67	0.00	0.00	0.00	0.00		
30001734 - Engineer-Bridge	#	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		
30000365 - Engineer-Civil	#	9	6	7	1	1	0	0	0		
41 Employees	%	21.95	14.63	17.07	2.44	2.44	0.00	0.00	0.00		
30000366 - Engineer-Electrical	#	3	0	2	1	0	0	0	0		
4 Employees	%	75.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00		
30000368 - Engineer-Mechanical	#	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		
30000367 - Engineer-Geotechnical	#	2	3	2	0	0	0	0	0		
8 Employees	%	25.00	37.50	25.00	0.00	0.00	0.00	0.00	0.00		
30000369 - Engineer-Structural	#	3	5	3	0	0	0	0	0		
12 Employees	%	25.00	41.67	25.00	0.00	0.00	0.00	0.00	0.00		
30000702 - Street Lights/Signals 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		
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		
30000701 - Communications Engineer, 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		
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		
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	#	4	13	3	1	0	0	0	0		
33 Employees	%	12.12	39.39	9.09	3.03	0.00	0.00	0.00	0.00		
30000363 - Engineering Associate, Sr-Traffic	#	3	0	1	0	1	0	1	0		
9 Employees	%	33.33	0.00	11.11	0.00	11.11	0.00	11.11	0.00		

Job Group Analysis

2ER

Professionals: Engr Rel

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	#	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		
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		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00		
30000692 - Maps & Records Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000313 - Landscape Architect	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000353 - Engineering Associate-Civil	#	6	11	4	0	1	0	0	1		
31 Employees	%	19.35	35.48	12.90	0.00	3.23	0.00	0.00	3.23		
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		
30000225 - Surveyor I	#	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		
212 Employees	#	45	62	34	4	3	1	1	2		
Totals	%	21.23	29.25	16.04	1.89	1.42	0.47	0.47	0.94		

Job Group Analysis

2FI

Professionals: Fire

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training Officer	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	#	0	1	0	0	0	0	0	0		
	%	0.00	33.33	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		
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

2GA

Professionals: Gen Admin

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000461 - Policy Analyst, Sr	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000460 - 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		
30000550 - Management Auditor, 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		
30000549 - Management Auditor, Sr	#	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		
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		
14 Employees	Totals	#	3	11	2	0	0	0	1		
		%	21.43	78.57	14.29	0.00	0.00	0.00	7.14		

Job Group Analysis

2GM

Professionals: Gen Maint/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	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		
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		
30001535 - Benefits Coordinator	#	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		
30000532 - Training & Development Officer	#	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		
30000523 - Human Resources Coordinator	#	10	8	1	2	4	1	0	2		
13 Employees	%	76.92	61.54	7.69	15.38	30.77	7.69	0.00	15.38		
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		
30000539 - Benefits 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		
30001833 - Labor Relations Analyst, Senior	#	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		
30000522 - Human Resources Analyst, Sr	#	2	3	1	1	0	0	0	0		
4 Employees	%	50.00	75.00	25.00	25.00	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		
30000531 - Training & Development Analyst	#	1	7	1	0	0	0	0	0		
8 Employees	%	12.50	87.50	12.50	0.00	0.00	0.00	0.00	0.00		
30000533 - Classification/Compensation Analyst, Sr	#	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		
30000538 - Benefits Specialist	#	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		
30001834 - Labor Relations Analyst	#	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		
30000521 - Human Resources 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		

Job Group Analysis

2HR

Professionals: Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
42 Employees	Totals	#	20	28	7	5	5	1	0	2	
		%	47.62	66.67	16.67	11.90	11.90	2.38	0.00	4.76	

Job Group Analysis

2IT

Professionals: Info Tech

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		
30002108 - Information Security Architect	#	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		
30001433 - SAP Business Systems Analyst, Principal	#	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		
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	#	7	5	6	0	1	0	0	0		
21 Employees	%	33.33	23.81	28.57	0.00	4.76	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		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	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		
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, Senior	#	4	8	3	0	0	0	0	1		
12 Employees	%	33.33	66.67	25.00	0.00	0.00	0.00	0.00	8.33		
30000206 - Applications Analyst IV-GIS,Enterprise	#	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		
30000207 - Applications Analyst IV-Generalist	#	5	4	4	1	0	0	0	0		
17 Employees	%	29.41	23.53	23.53	5.88	0.00	0.00	0.00	0.00		
30000216 - Inf Syst Tech Analyst VI-Proj Mgmt	#	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		
30000215 - Inf Syst Tech Analyst VI-Generalist	#	4	2	2	0	1	0	1	0		
18 Employees	%	22.22	11.11	11.11	0.00	5.56	0.00	5.56	0.00		
30001234 - Applications Analyst IV-Web Developer	#	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		
30000213 - Inf Syst Tech Analyst V-Generalist	#	5	5	1	2	1	0	0	1		
16 Employees	%	31.25	31.25	6.25	12.50	6.25	0.00	0.00	6.25		
30000204 - Applications Analyst III-Generalist	#	5	3	5	0	0	0	0	0		
12 Employees	%	41.67	25.00	41.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT

Professionals: Info Tech

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001933 - Inf Syst Tech Analyst V-Proj Mgmt	#	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		
30000449 - Business Systems Analyst, Sr	#	4	9	1	2	0	1	0	0		
18 Employees	%	22.22	50.00	5.56	11.11	0.00	5.56	0.00	0.00		
30000373 - Graphics Designer 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		
30000448 - Business Systems Analyst	#	6	14	5	1	0	0	0	0		
19 Employees	%	31.58	73.68	26.32	5.26	0.00	0.00	0.00	0.00		
30000212 - Inf Syst Tech Analyst IV-Vertical GIS	#	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		
30000210 - Inf Syst Tech Analyst IV-Generalist	#	10	7	4	3	2	1	0	0		
23 Employees	%	43.48	30.43	17.39	13.04	8.70	4.35	0.00	0.00		
30000211 - Inf Syst Tech Analyst IV-Telecomm	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
30000203 - Applications Analyst II-Generalist	#	2	2	1	0	1	0	0	0		
5 Employees	%	40.00	40.00	20.00	0.00	20.00	0.00	0.00	0.00		
30000209 - Inf Syst Tech Analyst III-Telecomm	#	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		
30000200 - Inf Syst Tech Analyst III-Generalist	#	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		
30001591 - Housing Business Systems Analyst, Asst	#	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		
30000372 - Graphics Designer II	#	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		
30000199 - Inf Syst Tech Analyst II-Generalist	#	1	1	0	0	1	0	0	0		
4 Employees	%	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00		
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		
30000198 - Inf Syst Tech Analyst I-Generalist	#	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		

Job Group Analysis

2IT

Professionals: Info Tech

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		
219 Employees	Totals	#	64	85	39	11	9	2	1	2	
		%	29.22	38.81	17.81	5.02	4.11	0.91	0.46	0.91	

Job Group Analysis

2LE

Professionals: Law Enf

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	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		
30000777 - Crime Analyst	#	1	5	0	0	1	0	0	0		
13 Employees	%	7.69	38.46	0.00	0.00	7.69	0.00	0.00	0.00		
30000776 - Crime 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		
30000309 - Crime Prevention Program Administrator	#	7	12	0	2	4	0	0	1		
14 Employees	%	50.00	85.71	0.00	14.29	28.57	0.00	0.00	7.14		
31 Employees	#	8	19	0	2	5	0	0	1		
Totals	%	25.81	61.29	0.00	6.45	16.13	0.00	0.00	3.23		

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	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000596 - Attorney, Sr Deputy City	#	1	9	1	0	0	0	0	0		
14 Employees	%	7.14	64.29	7.14	0.00	0.00	0.00	0.00	0.00		
30000598 - Hearings 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		
30000595 - Attorney, Deputy City	#	10	9	3	1	2	0	0	4		
18 Employees	%	55.56	50.00	16.67	5.56	11.11	0.00	0.00	22.22		
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		
30002134 - Attorney, Asst. Deputy City	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
41 Employees	#	13	22	4	2	3	0	0	4		
Totals	%	31.71	53.66	9.76	4.88	7.32	0.00	0.00	9.76		

Job Group Analysis

2OS

Professionals: Office Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	1	6	1	0	0	0	0	0		
7 Employees	%	14.29	85.71	14.29	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals	#	1	6	1	0	0	0	0		
		%	14.29	85.71	14.29	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		
30000724 - Planner, Supervising	#	1	5	0	0	1	0	0	0		
8 Employees	%	12.50	62.50	0.00	0.00	12.50	0.00	0.00	0.00		
30000740 - Transportation Planner, Supervising	#	2	1	1	0	1	0	0	0		
2 Employees	%	100.00	50.00	50.00	0.00	50.00	0.00	0.00	0.00		
30000739 - Transportation Planning Coordinator	#	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		
30000392 - Planner, Sr City-Environmental	#	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		
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	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	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		
30000391 - Planner, Sr City-Economic	#	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		
30000393 - Planner, Sr City-Land Use	#	1	11	0	0	1	0	0	0		
21 Employees	%	4.76	52.38	0.00	0.00	4.76	0.00	0.00	0.00		
30000394 - Planner, Sr City-Parks	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000397 - Planner, Sr City-Urban Design	#	1	2	0	0	0	1	0	0		
5 Employees	%	20.00	40.00	0.00	0.00	0.00	20.00	0.00	0.00		
30000386 - Planner II. City-Parks	#	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		
30000385 - Planner II. City-Land Use	#	5	21	1	0	1	1	0	2		
31 Employees	%	16.13	67.74	3.23	0.00	3.23	3.23	0.00	6.45		
30000384 - Planner II. City-Environmental	#	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

2PL

Professionals: Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000389 - Planner II, City-Urban Design	#	3	5	1	0	1	0	0	1		
8 Employees	%	37.50	62.50	12.50	0.00	12.50	0.00	0.00	12.50		
30000377 - Planner I, City-Land Use	#	0	2	0	0	0	0	0	0		
7 Employees	%	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00		
30000381 - Planner I, City-Urban Design	#	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		
30000375 - Planner, Associate	#	1	5	0	0	0	0	0	1		
12 Employees	%	8.33	41.67	0.00	0.00	0.00	0.00	0.00	8.33		
30000374 - Planning Assistant	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
125 Employees	#	19	67	5	0	6	2	0	6		
Totals	%	15.20	53.60	4.00	0.00	4.80	1.60	0.00	4.80		

Job Group Analysis

2PM

Professionals: Prog Mgmt

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000544 - Archives & Records Mgmt Spec, 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		
1 Employee	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

2PR

Professionals: Parks/Rec

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000763 - Urban Forestry Supervisor	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	66.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2RM

Professionals: Risk Mgmt

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000475 - Occupational Health Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2WA

Professionals: Water

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000647 - Water Resource & Urban Affairs Coord	#	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		
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		
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

3BI

Technicians: Bldg Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000734 - Housing Inspection Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000836 - Development Supervisor II	#	1	3	0	0	1	0	0	0		
7 Employees	%	14.29	42.86	0.00	0.00	14.29	0.00	0.00	0.00		
30000232 - Plans Examiner, Sr	#	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		
30000165 - Plumbing Inspector, Sr	#	1	0	0	1	0	0	0	0		
4 Employees	%	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	1	0	0	0	0	0	0	1		
7 Employees	%	14.29	0.00	0.00	0.00	0.00	0.00	0.00	14.29		
30000174 - Building Inspector, Sr	#	2	1	0	1	1	0	0	0		
19 Employees	%	10.53	5.26	0.00	5.26	5.26	0.00	0.00	0.00		
30000178 - Site Development Inspector, 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		
30000732 - Development Supervisor I	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000170 - Combination Inspector	#	2	0	0	0	1	0	0	1		
13 Employees	%	15.38	0.00	0.00	0.00	7.69	0.00	0.00	7.69		
30000231 - Plans Examiner, Commercial	#	0	6	0	0	0	0	0	0		
17 Employees	%	0.00	35.29	0.00	0.00	0.00	0.00	0.00	0.00		
30000172 - Housing Inspector, Sr	#	1	1	0	0	0	0	0	1		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000164 - Plumbing Inspector	#	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		
30000168 - Electrical Inspector	#	4	3	1	0	2	0	0	1		
10 Employees	%	40.00	30.00	10.00	0.00	20.00	0.00	0.00	10.00		
30000173 - Building Inspector II	#	2	1	0	1	0	0	0	1		
11 Employees	%	18.18	9.09	0.00	9.09	0.00	0.00	0.00	9.09		
30000177 - Site Development Inspector I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000230 - Plans Examiner, Residential	#	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		

Job Group Analysis

3BI

Technicians: Bldg Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000171 - Housing Inspector	#	4	1	0	2	1	0	1	0		
11 Employees	%	36.36	9.09	0.00	18.18	9.09	0.00	9.09	0.00		
30000197 - Sidewalk Inspector	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
126 Employees Totals	#	19	26	1	5	7	0	1	5		
	%	15.08	20.63	0.79	3.97	5.56	0.00	0.79	3.97		

Job Group Analysis

3BO

Technicians: Botanic

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002008 - Community Garden Technician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001383 - Botanic Technician II	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000831 - Botanic Technician I	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	18.18	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3CI

Technicians: Code Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000186 - Code Specialist III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000184 - Code Specialist II	#	2	1	1	1	0	0	0	0		
9 Employees	%	22.22	11.11	11.11	11.11	0.00	0.00	0.00	0.00		
10 Employees Totals	#	2	1	1	1	0	0	0	0		
	%	20.00	10.00	10.00	10.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3EL

Technicians: Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000240 - Instrument Technician, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000239 - Instrument Technician	#	1	1	0	0	0	0	0	1		
17 Employees	%	5.88	5.88	0.00	0.00	0.00	0.00	0.00	5.88		
30000237 - Electronics Technician II: Traffic Signal	#	2	1	2	0	0	0	0	0		
3 Employees	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
30000238 - Communications Switch Technician	#	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		
30000236 - Electronics Technician II: Communications	#	0	1	0	0	0	0	0	0		
9 Employees	%	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00		
30000401 - Electronic Systems Technician	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000234 - Electronics Technician I: Communications	#	1	1	0	1	0	0	0	0		
5 Employees	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		
40 Employees	Totals #	5	4	2	1	1	0	0	1		
	%	12.50	10.00	5.00	2.50	2.50	0.00	0.00	2.50		

Job Group Analysis

3EN

Technicians: Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000672 - Data Acquisition & Mgmt Supervisor	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30002038 - Field Science Technician	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000338 - Environmental Technician II	#	4	19	1	1	2	0	0	0		
38 Employees	%	10.53	50.00	2.63	2.63	5.26	0.00	0.00	0.00		
30000337 - Environmental Technician I	#	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		
30002039 - Field Science Technician Trainee	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
50 Employees											
Totals		#	5	24	1	1	3	0	0	0	
		%	10.00	48.00	2.00	2.00	6.00	0.00	0.00	0.00	

Job Group Analysis

3ER

Technicians: Engr Rel

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000402 - Signals & Street Lighting Technician	#	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		
30000330 - CAD Technician III	#	1	1	0	0	0	0	1	0		
6 Employees	%	16.67	16.67	0.00	0.00	0.00	0.00	16.67	0.00		
30000343 - GIS Technician III	#	1	1	1	0	0	0	0	0		
9 Employees	%	11.11	11.11	11.11	0.00	0.00	0.00	0.00	0.00		
30000326 - Engineering Technician III	#	3	7	2	0	1	0	0	0		
17 Employees	%	17.65	41.18	11.76	0.00	5.88	0.00	0.00	0.00		
30000334 - Development Services Technician III	#	2	5	1	1	0	0	0	0		
5 Employees	%	40.00	100.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000978 - Mapping Data Technician II	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000229 - Public Works Inspector, Sr	#	4	4	1	1	1	0	1	0		
20 Employees	%	20.00	20.00	5.00	5.00	5.00	0.00	5.00	0.00		
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	#	6	5	0	1	2	3	0	0		
23 Employees	%	26.09	21.74	0.00	4.35	8.70	13.04	0.00	0.00		
30000329 - CAD Technician II	#	1	1	0	1	0	0	0	0		
15 Employees	%	6.67	6.67	0.00	6.67	0.00	0.00	0.00	0.00		
30000342 - GIS Technician II	#	1	3	1	0	0	0	0	0		
15 Employees	%	6.67	20.00	6.67	0.00	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	10	25	4	2	3	0	0	1		
58 Employees	%	17.24	43.10	6.90	3.45	5.17	0.00	0.00	1.72		
30000333 - Development Services Technician II	#	9	23	2	3	1	0	0	3		
36 Employees	%	25.00	63.89	5.56	8.33	2.78	0.00	0.00	8.33		
30001079 - Survey Project Support Tech	#	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		
30000224 - Surveying Aide II	#	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		
30001037 - Utility Locator	#	5	5	1	4	0	0	0	0		
12 Employees	%	41.67	41.67	8.33	33.33	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER

Technicians: Engr Rel

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000341 - GIS Technician I	#	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		
30000324 - Engineering Technician I	#	7	8	1	4	1	0	0	1		
14 Employees	%	50.00	57.14	7.14	28.57	7.14	0.00	0.00	7.14		
30000332 - Development Services Technician I	#	2	1	0	1	1	0	0	0		
5 Employees	%	40.00	20.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000328 - CAD Technician I	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
255 Employees	Totals	#	57	92	16	18	4	2	5		
		%	22.35	36.08	6.27	7.06	4.71	1.57	1.96		

Job Group Analysis

3LB

Technicians: Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002384 - Laboratory 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		
30001285 - Laboratory Coordinator	#	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		
30001284 - Laboratory Analytical Specialist	#	2	5	0	0	2	0	0	0		
9 Employees	%	22.22	55.56	0.00	0.00	22.22	0.00	0.00	0.00		
30001283 - Laboratory Analyst II	#	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		
22 Employees	Totals	#	2	11	0	0	2	0	0		
		%	9.09	50.00	0.00	0.00	9.09	0.00	0.00		

Job Group Analysis

3LE

Technicians: Law Enf

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000305 - Police Identification Technician, Lead	#	2	2	2	0	0	0	0	0		
3 Employees	%	66.67	66.67	66.67	0.00	0.00	0.00	0.00	0.00		
30000304 - Police Identification Technician	#	4	9	1	0	0	1	0	2		
15 Employees	%	26.67	60.00	6.67	0.00	0.00	6.67	0.00	13.33		
18 Employees Totals	#	6	11	3	0	0	1	0	2		
	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		

Job Group Analysis

3PM

Technicians: Prog Mgmt

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000489 - EMS Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3RM

Technicians: Risk Mgmt

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001659 - Env Svcs OCIP, Risk & Safety Officer	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000483 - Risk Supervisor	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
30000486 - Safety & Risk Officer II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000485 - Safety & Risk Officer I	#	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		
30000482 - Risk 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		
30000481 - Risk Specialist	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
16 Employees	#	3	7	1	2	0	0	0	0		
Totals	%	18.75	43.75	6.25	12.50	0.00	0.00	0.00	0.00		

Job Group Analysis

3VI

Technicians: Video

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000518 - Video Production Specialist	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3WA

Technicians: Water

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	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		
30000136 - Water Service Inspector II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000135 - Water Service Inspector I	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
13 Employees	Totals	#	0	3	0	0	0	0	0		
		%	0.00	23.08	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4FI-1

Protective Service: Sworn-Fire-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	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		
30000793 - Fire Fighter	#	87	24	23	14	27	14	1	8		
444 Employees	%	19.59	5.41	5.18	3.15	6.08	3.15	0.23	1.80		
447 Employees Totals	#	88	24	24	14	27	14	1	8		
	%	19.69	5.37	5.37	3.13	6.04	3.13	0.22	1.79		

Job Group Analysis

4FI-2

Protective Service: Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist	#	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		
30000812 - Fire Inspector/Specialist	#	5	3	0	0	2	3	0	0		
13 Employees	%	38.46	23.08	0.00	0.00	15.38	23.08	0.00	0.00		
30000815 - Fire Investigator	#	1	1	0	1	0	0	0	0		
5 Employees	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000801 - Fire Lieutenant, Staff	#	4	0	2	0	1	0	0	1		
10 Employees	%	40.00	0.00	20.00	0.00	10.00	0.00	0.00	10.00		
30000808 - Fire Inspector	#	10	5	1	7	2	0	0	0		
23 Employees	%	43.48	21.74	4.35	30.43	8.70	0.00	0.00	0.00		
30000798 - Fire Lieutenant	#	16	3	8	4	1	2	0	1		
104 Employees	%	15.38	2.88	7.69	3.85	0.96	1.92	0.00	0.96		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
10 Employees	%	30.00	0.00	20.00	0.00	0.00	10.00	0.00	0.00		
168 Employees	#	39	15	13	12	6	6	0	2		
Totals	%	23.21	8.93	7.74	7.14	3.57	3.57	0.00	1.19		

Job Group Analysis

4FI-3

Protective Service: Sworn-Fire-Sr Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	1	0	0	0	1	0	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000811 - Fire Inspector, Sr	#	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		
30000803 - Fire Captain	#	4	2	3	0	1	0	0	0		
30 Employees	%	13.33	6.67	10.00	0.00	3.33	0.00	0.00	0.00		
41 Employees	#	5	6	3	0	2	0	0	0		
Totals	%	12.20	14.63	7.32	0.00	4.88	0.00	0.00	0.00		

Job Group Analysis

4FI-4

Protective Service: Sworn-Fire-Executive

EEO Code: 4

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

Job Group Analysis

4LE-1

Protective Service: Sworn-Law Enf-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000297 - Police Officer	#	106	91	43	26	23	0	1	13		
615 Employees	%	17.24	14.80	6.99	4.23	3.74	0.00	0.16	2.11		
615 Employees	Totals	#	106	91	43	26	23	0	1	13	
		%	17.24	14.80	6.99	4.23	3.74	0.00	0.16	2.11	

Job Group Analysis

4LE-2

Protective Service: Sworn-Law Enf-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000302 - Police Detective	#	10	19	5	3	2	0	0	0		
83 Employees	%	12.05	22.89	6.02	3.61	2.41	0.00	0.00	0.00		
30000298 - Police Sergeant	#	12	10	1	4	4	2	0	1		
116 Employees	%	10.34	8.62	0.86	3.45	3.45	1.72	0.00	0.86		
30000307 - Police Criminalist	#	2	4	2	0	0	0	0	0		
16 Employees	%	12.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00		
215 Employees	Totals #	24	33	8	7	6	2	0	1		
	%	11.16	15.35	3.72	3.26	2.79	0.93	0.00	0.47		

Job Group Analysis

4LE-3

Protective Service: Sworn-Law Enf-Sr Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000300 - Police Captain	#	2	1	0	0	1	0	0	1		
13 Employees	%	15.38	7.69	0.00	0.00	7.69	0.00	0.00	7.69		
30000299 - Police Lieutenant	#	5	5	3	0	1	0	0	1		
27 Employees	%	18.52	18.52	11.11	0.00	3.70	0.00	0.00	3.70		
40 Employees Totals	#	7	6	3	0	2	0	0	2		
	%	17.50	15.00	7.50	0.00	5.00	0.00	0.00	5.00		

Job Group Analysis

4LE-4

Protective Service: Sworn-Law Enf-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000301 - Police Commander	#	1	2	0	0	1	0	0	0		
5 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
5 Employees	Totals	#	1	2	0	0	1	0	0		
		%	20.00	40.00	0.00	0.00	20.00	0.00	0.00		

Job Group Analysis

5CI

Protective Service: Non-Sworn-Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000185 - Parking Code Enforcement Officer	#	10	19	2	3	2	1	0	2		
52 Employees	%	19.23	36.54	3.85	5.77	3.85	1.92	0.00	3.85		
30001883 - Streetcar Officer	#	2	0	0	1	0	0	0	1		
2 Employees	%	100.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00		
54 Employees Totals	#	12	19	2	4	2	1	0	3		
	%	22.22	35.19	3.70	7.41	3.70	1.85	0.00	5.56		

Job Group Analysis

5EC

Protective Service: Non-Sworn-Emg Comm

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000037 - Emerg Commun Dispatcher, Sr-Coach/Lead	#	2	14	0	0	1	1	0	0		
25 Employees	%	8.00	56.00	0.00	0.00	4.00	4.00	0.00	0.00		
30000034 - Emerg Commun Dispatcher, Sr	#	6	32	0	1	5	0	0	0		
46 Employees	%	13.04	69.57	0.00	2.17	10.87	0.00	0.00	0.00		
30000035 - Emerg Commun Police Dispatcher	#	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		
30000038 - Emerg Commun Call Taker-Coach/Lead	#	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		
30000031 - Emerg Commun Call Taker	#	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		
30000032 - Emerg Commun Dispatcher, Trainee	#	7	19	1	1	3	1	0	1		
29 Employees	%	24.14	65.52	3.45	3.45	10.34	3.45	0.00	3.45		
107 Employees	#	15	72	1	2	9	2	0	1		
Totals	%	14.02	67.29	0.93	1.87	8.41	1.87	0.00	0.93		

Job Group Analysis

5GM

Protective Service: Non-Sworn-Gen Maint/Trades

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000638 - Parking Control 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		
30000637 - Parking Enforcement Supervisor	#	1	1	0	1	0	0	0	0		
4 Employees	%	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00		
5 Employees Totals	#	1	1	0	1	0	0	0	0		
	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		

Job Group Analysis

5LE

Protective Service: Non-Sworn-Law Enf

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000774 - Police Program Specialist, 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		
30000645 - Security 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		
30000775 - Police Internal Affairs Investigator	#	1	3	0	1	0	0	0	0		
8 Employees	%	12.50	37.50	0.00	12.50	0.00	0.00	0.00	0.00		
11 Employees	Totals	#	1	4	0	1	0	0	0		
		%	9.09	36.36	0.00	9.09	0.00	0.00	0.00		

Job Group Analysis

5PR

Protective Service: Non-Sworn-Parks/Rec

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000758 - Parks Security 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		
30000757 - Park Ranger Supervisor	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30001709 - Park Ranger	#	5	4	0	2	0	0	1	2		
14 Employees	%	35.71	28.57	0.00	14.29	0.00	0.00	7.14	14.29		
17 Employees	Totals	#	6	5	0	3	0	0	1	2	
		%	35.29	29.41	0.00	17.65	0.00	0.00	5.88	11.76	

Job Group Analysis

5WA

Protective Service: Non-Sworn-Water

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000137 - Water Security Specialist, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000138 - Water Security Specialist	#	0	3	0	0	0	0	0	0		
9 Employees	%	0.00	33.33	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

6AC

Admin Sup: Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting Technician	#	2	3	0	0	1	0	1	0		
4 Employees	%	50.00	75.00	0.00	0.00	25.00	0.00	25.00	0.00		
4 Employees	Totals	#	2	3	0	0	1	0	1	0	
		%	50.00	75.00	0.00	0.00	25.00	0.00	25.00	0.00	

Job Group Analysis

6AM

Admin Sup: Auto Maint

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000705 - Vehicle Program Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	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

6BT

Admin Sup: Bldg Trades

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000711 - Facilities Maint Dispatch/Scheduler	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6CI

Admin Sup: Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000193 - Revenue & Taxation Specialist III	#	2	2	0	1	1	0	0	0		
6 Employees	%	33.33	33.33	0.00	16.67	16.67	0.00	0.00	0.00		
30000189 - Regulatory Program Specialist	#	3	6	1	1	0	0	0	1		
8 Employees	%	37.50	75.00	12.50	12.50	0.00	0.00	0.00	12.50		
30000192 - Revenue & Taxation Specialist II	#	2	8	1	0	1	0	0	0		
9 Employees	%	22.22	88.89	11.11	0.00	11.11	0.00	0.00	0.00		
30000191 - Revenue & Taxation Specialist 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		
26 Employees	Totals #	7	18	2	2	2	0	0	1		
	%	26.92	69.23	7.69	7.69	7.69	0.00	0.00	3.85		

Job Group Analysis

6CR

Admin Sup: Community Rel

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000502 - Neighborhood Office 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		
30000491 - Community Outreach & Informtn Assistant	#	2	6	1	0	1	0	0	0		
9 Employees	%	22.22	66.67	11.11	0.00	11.11	0.00	0.00	0.00		
11 Employees Totals	#	2	6	1	0	1	0	0	0		
	%	18.18	54.55	9.09	0.00	9.09	0.00	0.00	0.00		

Job Group Analysis

6EC

Admin Sup: Emg Comm

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000785 - Emerg Commun Supervisor	#	0	5	0	0	0	0	0	0		
12 Employees	%	0.00	41.67	0.00	0.00	0.00	0.00	0.00	0.00		
12 Employees	#	0	5	0	0	0	0	0	0		
	%	0.00	41.67	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

6EN

Admin Sup: Environmental

EEO Code: 6

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

Job Group Analysis

6EO

Admin Sup: Equip Op

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000044 - Printing & Distrib Custmr Svc Rep, Lead	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000043 - Printing & Distrib Customer Svc Rep	#	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		
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

6ER

Admin Sup: Engr Rel

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent III	#	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		
30000349 - Right of Way Agent II	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
30000348 - Right of Way Agent I	#	1	2	0	0	1	0	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
9 Employees	Totals	#	2	5	0	0	2	0	0		
		%	22.22	55.56	0.00	0.00	22.22	0.00	0.00		

Job Group Analysis

6ES

Admin Sup: Exempt

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000004 - Commissioner's Admin Support Specialist	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	1	0	1	0	0	0		
		%	100.00	100.00	0.00	100.00	0.00	0.00	0.00		

Job Group Analysis

6GA

Admin Sup: Gen Admin

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	1	5	1	0	0	0	0	0		
8 Employees	%	12.50	62.50	12.50	0.00	0.00	0.00	0.00	0.00		
30000435 - Executive Assistant, Director's	#	4	11	0	2	0	0	0	2		
12 Employees	%	33.33	91.67	0.00	16.67	0.00	0.00	0.00	16.67		
30000436 - Administrative Supervisor I	#	3	13	1	0	0	0	1	1		
16 Employees	%	18.75	81.25	6.25	0.00	0.00	0.00	6.25	6.25		
30002383 - Assistant to the HR 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		
30000434 - Administrative Assistant	#	8	29	3	4	0	0	0	1		
30 Employees	%	26.67	96.67	10.00	13.33	0.00	0.00	0.00	3.33		
30001592 - Housing Administrative Specialist, Sr	#	2	3	0	1	0	0	0	1		
3 Employees	%	66.67	100.00	0.00	33.33	0.00	0.00	0.00	33.33		
30000433 - Administrative Specialist, Sr	#	21	45	4	8	5	1	0	3		
51 Employees	%	41.18	88.24	7.84	15.69	9.80	1.96	0.00	5.88		
30000542 - Archives & Records Mgmt Spec	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000403 - Remittance Technician	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
124 Employees	#	40	110	9	15	5	1	1	9		
Totals	%	32.26	88.71	7.26	12.10	4.03	0.81	0.81	7.26		

Job Group Analysis

6HR

Admin Sup: Human Resources

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001858 - Human Resources System Specialist	#	1	4	1	0	0	0	0	0		
5 Employees	%	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000520 - Human Resources Technician	#	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		
8 Employees Totals	#	1	7	1	0	0	0	0	0		
	%	12.50	87.50	12.50	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6LE

Admin Sup: Law Enf

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000771 - Alarm 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		
30000779 - Police Records Supervisor	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6LL

Admin Sup: Legal

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000594 - Paralegal, 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		
30000592 - Legal Assistant, Sr	#	2	5	1	1	0	0	0	0		
5 Employees	%	40.00	100.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000593 - Paralegal	#	1	7	0	1	0	0	0	0		
7 Employees	%	14.29	100.00	0.00	14.29	0.00	0.00	0.00	0.00		
30000591 - Legal Assistant	#	3	6	0	1	1	0	0	1		
7 Employees	%	42.86	85.71	0.00	14.29	14.29	0.00	0.00	14.29		
21 Employees	#	6	20	1	3	1	0	0	1		
Totals	%	28.57	95.24	4.76	14.29	4.76	0.00	0.00	4.76		

Job Group Analysis

6OS

Admin Sup: Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000028 - Hearings Clerk	#	1	4	0	1	0	0	0	0		
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000025 - Police Administrative Support Spec, Sr	#	3	13	1	0	1	0	1	0		
16 Employees	%	18.75	81.25	6.25	0.00	6.25	0.00	6.25	0.00		
30000018 - Customer Accounts Specialist II	#	1	5	0	1	0	0	0	0		
9 Employees	%	11.11	55.56	0.00	11.11	0.00	0.00	0.00	0.00		
30000013 - Office Support Specialist III	#	9	30	2	6	0	1	0	0		
34 Employees	%	26.47	88.24	5.88	17.65	0.00	2.94	0.00	0.00		
30000017 - Customer Accounts Specialist I	#	13	23	4	5	3	0	0	1		
41 Employees	%	31.71	56.10	9.76	12.20	7.32	0.00	0.00	2.44		
30000029 - Service Dispatcher	#	4	5	1	2	0	0	0	1		
9 Employees	%	44.44	55.56	11.11	22.22	0.00	0.00	0.00	11.11		
30001558 - Timekeeping Specialist	#	3	7	1	1	1	0	0	0		
7 Employees	%	42.86	100.00	14.29	14.29	14.29	0.00	0.00	0.00		
30000828 - Records Specialist	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000016 - Information & Referral Specialist	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000835 - Emerg Commun Support Specialist	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000020 - Police Records Specialist	#	6	32	3	1	1	1	0	0		
45 Employees	%	13.33	71.11	6.67	2.22	2.22	2.22	0.00	0.00		
30000024 - Police Administrative Support Specialist	#	4	19	1	0	2	0	0	1		
23 Employees	%	17.39	82.61	4.35	0.00	8.70	0.00	0.00	4.35		
30000012 - Office Support Specialist II	#	22	46	5	8	6	0	1	2		
57 Employees	%	38.60	80.70	8.77	14.04	10.53	0.00	1.75	3.51		
30000011 - Office Support Specialist I	#	4	4	1	1	2	0	0	0		
6 Employees	%	66.67	66.67	16.67	16.67	33.33	0.00	0.00	0.00		
30000022 - Police Desk Clerk	#	0	5	0	0	0	0	0	0		
6 Employees	%	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000019 - Police Records Specialist, Trainee	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		

Job Group Analysis

6OS

Admin Sup: Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
268 Employees	Totals	#	73	201	19	27	17	2	2	6	
		%	27.24	75.00	7.09	10.07	6.34	0.75	0.75	2.24	

Job Group Analysis

6PM

Admin Sup: Prog Mgmt

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000587 - Tax Supervisor	#	2	3	0	1	0	0	0	1		
3 Employees	%	66.67	100.00	0.00	33.33	0.00	0.00	0.00	33.33		
30002208 - Archives & Records Mgmt Coord	#	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		
30001593 - Housing Program 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		
30000463 - Program Specialist	#	13	20	1	5	4	1	0	2		
38 Employees	%	34.21	52.63	2.63	13.16	10.53	2.63	0.00	5.26		
30001594 - Housing Program Specialist, Assistant	#	2	3	1	0	1	0	0	0		
4 Employees	%	50.00	75.00	25.00	0.00	25.00	0.00	0.00	0.00		
30001364 - Housing Loan 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		
30000462 - Program Specialist, Assistant	#	15	24	2	3	7	1	0	2		
45 Employees	%	33.33	53.33	4.44	6.67	15.56	2.22	0.00	4.44		
30001369 - Housing Loan Compliance Analyst	#	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		
96 Employees	Totals #	34	54	5	9	13	2	0	5		
	%	35.42	56.25	5.21	9.38	13.54	2.08	0.00	5.21		

Job Group Analysis

6RM

Admin Sup: Risk Mgmt

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000066 - Claims Technician	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000065 - Claims Technician, Assistant	#	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		
4 Employees Totals	#	2	4	0	0	1	1	0	0		
	%	50.00	100.00	0.00	0.00	25.00	25.00	0.00	0.00		

Job Group Analysis

6SP

Admin Sup: Store & Purch

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000056 - Storekeeper/Acquisition Specialist III	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
30000051 - Evidence Control Specialist, Lead	#	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		
30000054 - Storekeeper/Acquisition Specialist II	#	2	1	0	0	0	1	0	1		
11 Employees	%	18.18	9.09	0.00	0.00	0.00	9.09	0.00	9.09		
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		
30000050 - Evidence Control Specialist	#	2	6	0	0	2	0	0	0		
8 Employees	%	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000053 - Storekeeper/Acquisition Specialist I	#	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		
30000058 - Procurement Specialist, Assistant	#	2	4	0	1	1	0	0	0		
4 Employees	%	50.00	100.00	0.00	25.00	25.00	0.00	0.00	0.00		
40 Employees											
Totals		#	7	15	1	1	3	1	0	1	
		%	17.50	37.50	2.50	2.50	7.50	2.50	0.00	2.50	

Job Group Analysis

6WA

Admin Sup: Water

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000644 - Maintenance Planner/Scheduler	#	2	3	2	0	0	0	0	0		
9 Employees	%	22.22	33.33	22.22	0.00	0.00	0.00	0.00	0.00		
30000134 - Water Meter Reader 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		
30000133 - Water Meter Reader I	#	2	4	0	2	0	0	0	0		
11 Employees	%	18.18	36.36	0.00	18.18	0.00	0.00	0.00	0.00		
21 Employees Totals	#	4	8	2	2	0	0	0	0		
	%	19.05	38.10	9.52	9.52	0.00	0.00	0.00	0.00		

Job Group Analysis

7AM

Skilled Craft: Auto Maint

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000709 - Vehicle Maintenance Superintendent	#	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		
30000708 - Vehicle Maintenance Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000707 - Vehicle Maintenance Supervisor I	#	2	0	0	0	1	1	0	0		
5 Employees	%	40.00	0.00	0.00	0.00	20.00	20.00	0.00	0.00		
30000132 - Vehicle & Equipment Mechanic, Lead	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000131 - Vehicle & Equipment Mechanic	#	11	0	6	2	1	1	1	0		
56 Employees	%	19.64	0.00	10.71	3.57	1.79	1.79	1.79	0.00		
66 Employees	Totals	#	14	0	6	2	3	2	1	0	
		%	21.21	0.00	9.09	3.03	4.55	3.03	1.52	0.00	

Job Group Analysis

7BI

Skilled Craft: Bldg Inspections

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000735 - Inspection Supervisor	#	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		
4 Employees	#	0	2	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

7BT

Skilled Craft: Bldg Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000714 - Facilities Maintenance Supervisor, 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		
30000712 - Facilities Services Specialist	#	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		
30000713 - Facilities Maintenance 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		
30000072 - Facilities Maintenance Technician, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000071 - Facilities Maintenance Technician	#	6	1	2	1	1	0	1	1		
23 Employees	%	26.09	4.35	8.70	4.35	4.35	0.00	4.35	4.35		
31 Employees											
Totals		#	8	2	3	2	1	0	1	1	
		%	25.81	6.45	9.68	6.45	3.23	0.00	3.23	3.23	

Job Group Analysis

7EN

Skilled Craft: Environmental

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000673 - Wastewater Treatment O&M Supervisor	#	2	0	1	1	0	0	0	0		
5 Employees	%	40.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000157 - Industrial Maintenance Millwright	#	4	1	1	0	1	1	0	1		
28 Employees	%	14.29	3.57	3.57	0.00	3.57	3.57	0.00	3.57		
30000161 - Wastewater Operator II	#	8	6	4	1	0	0	2	1		
39 Employees	%	20.51	15.38	10.26	2.56	0.00	0.00	5.13	2.56		
30000155 - Industrial Maintenance Millwright, Appr	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
73 Employees	Totals	#	15	7	6	3	1	1	2	2	
		%	20.55	9.59	8.22	4.11	1.37	1.37	2.74	2.74	

Job Group Analysis

7EO

Skilled Craft: Equip Op

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000042 - Distribution Technician, Lead	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7GM

Skilled Craft: Gen Maint/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000635 - Electrical/Instrumentation Supervisor	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000640 - Portland Streetcar Maintenance 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		
30001408 - Instrumentation & Security Systems 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		
30000634 - Electrical 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		
30000117 - Electrician, Lead	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000643 - Portland Streetcar Maintenance Supvr	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000630 - Public Works Supervisor II	#	6	4	1	3	1	0	0	1		
29 Employees	%	20.69	13.79	3.45	10.34	3.45	0.00	0.00	3.45		
30000116 - Electrician	#	5	4	0	1	3	0	0	1		
32 Employees	%	15.63	12.50	0.00	3.13	9.38	0.00	0.00	3.13		
30001159 - Plumber	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000115 - Industrial Painter, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000100 - Parking Pay Station Technician, Lead	#	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		
30000091 - Street Maintenance Crew Leader	#	2	0	1	0	0	1	0	0		
7 Employees	%	28.57	0.00	14.29	0.00	0.00	14.29	0.00	0.00		
30000095 - Environmental Systems Crew Leader	#	0	0	0	0	0	0	0	0		
11 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002133 - Site Operations Crew Leader	#	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		
30000125 - Auto Body Restorer	#	2	0	2	0	0	0	0	0		
2 Employees	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7GM

Skilled Craft: Gen Maint/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000126 - Industrial Machinist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000107 - Concrete Finisher	#	0	0	0	0	0	0	0	0		
14 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000110 - Carpenter	#	1	2	0	0	0	1	0	0		
15 Employees	%	6.67	13.33	0.00	0.00	0.00	6.67	0.00	0.00		
30000112 - Painter	#	2	0	1	1	0	0	0	0		
6 Employees	%	33.33	0.00	16.67	16.67	0.00	0.00	0.00	0.00		
30000114 - Industrial Painter	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000092 - Traffic Crew Leader	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000127 - General Mechanic	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001808 - Collection System Video Inspector	#	1	0	0	0	0	0	0	1		
6 Employees	%	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67		
30001809 - Collection System Investigator	#	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		
30000099 - Parking Pay Station Technician	#	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		
30000105 - Construction Equipment Operator	#	4	2	0	1	1	2	0	0		
37 Employees	%	10.81	5.41	0.00	2.70	2.70	5.41	0.00	0.00		
30000098 - Maintenance Mechanic	#	3	2	0	0	2	1	0	0		
14 Employees	%	21.43	14.29	0.00	0.00	14.29	7.14	0.00	0.00		
30000090 - Asphalt Raker	#	4	0	2	2	0	0	0	0		
7 Employees	%	57.14	0.00	28.57	28.57	0.00	0.00	0.00	0.00		
228 Employees	Totals #	34	20	8	8	9	5	0	4		
	%	14.91	8.77	3.51	3.51	3.95	2.19	0.00	1.75		

Job Group Analysis

7LE

Skilled Craft: Law Enf

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000769 - Home Security Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

7PR

Skilled Craft: Parks/Rec

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000766 - Raceway Maintenance 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		
30001685 - Parks Maintenance Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000761 - Parks Turf Maint, Irrigatn & Equip 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		
30000759 - Parks Maintenance Supervisor	#	2	1	0	1	1	0	0	0		
7 Employees	%	28.57	14.29	0.00	14.29	14.29	0.00	0.00	0.00		
30000760 - Parks Facilities Maintenance 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		
11 Employees											
Totals		#	2	1	0	1	1	0	0	0	
		%	18.18	9.09	0.00	9.09	9.09	0.00	0.00	0.00	

Job Group Analysis

TWA

Skilled Craft: Water

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000652 - Water Maintenance Supervisor, Sr	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30001081 - Watershed & Conduit 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		
30000650 - Water Treatment 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		
30000148 - Water Treatment Operator, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000154 - Operating Engineer III	#	4	2	0	0	2	1	0	1		
12 Employees	%	33.33	16.67	0.00	0.00	16.67	8.33	0.00	8.33		
30000147 - Water Treatment Operator II	#	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		
30000143 - Water Meter Technician III	#	3	0	1	0	0	2	0	0		
6 Employees	%	50.00	0.00	16.67	0.00	0.00	33.33	0.00	0.00		
30001308 - Watershed Specialist III	#	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		
30000145 - Water Operations Mechanic	#	6	2	2	1	1	2	0	0		
29 Employees	%	20.69	6.90	6.90	3.45	3.45	6.90	0.00	0.00		
30000153 - Operating Engineer II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000142 - Water Meter Technician II	#	2	1	1	0	0	0	1	0		
4 Employees	%	50.00	25.00	25.00	0.00	0.00	0.00	25.00	0.00		
30000146 - Water Treatment Operator 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		
30000151 - Watershed Specialist 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		
30002158 - Water Meter Technician I	#	2	0	0	1	0	1	0	0		
6 Employees	%	33.33	0.00	0.00	16.67	0.00	16.67	0.00	0.00		
30000149 - Watershed Specialist 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		
30000144 - Water Operations Mechanic, Apprentice	#	4	0	0	3	0	0	0	1		
5 Employees	%	80.00	0.00	0.00	60.00	0.00	0.00	0.00	20.00		

Job Group Analysis

7WA

Skilled Craft: Water

EEO Code: 7

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
84 Employees	Totals	#	22	5	4	6	3	6	1	2		
		%	26.19	5.95	4.76	7.14	3.57	7.14	1.19	2.38		

Job Group Analysis

8AM

Service Maint: Auto Maint

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000096 - Auto Servicer	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

8BO

Service Maint: Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001334 - Horticultural Services 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		
30000250 - Tree Inspector	#	2	0	1	0	1	0	0	0		
10 Employees	%	20.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00		
30000248 - Arborist III	#	1	1	0	0	1	0	0	0		
6 Employees	%	16.67	16.67	0.00	0.00	16.67	0.00	0.00	0.00		
30000253 - Horticulturist, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000252 - Horticulturist	#	2	2	0	0	2	0	0	0		
22 Employees	%	9.09	9.09	0.00	0.00	9.09	0.00	0.00	0.00		
30001738 - Arborist 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		
30001737 - Arborist I	#	2	1	0	0	1	0	0	1		
4 Employees	%	50.00	25.00	0.00	0.00	25.00	0.00	0.00	25.00		
46 Employees	Totals	#	7	5	1	0	5	0	0	1	
		%	15.22	10.87	2.17	0.00	10.87	0.00	0.00	2.17	

Job Group Analysis

8CR

Service Maint: Community Rel

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000352 - Transportation Demand Mgmt Spec II	#	0	4	0	0	0	0	0	0		
7 Employees	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		
30000351 - Transportation Demand Mgmt Spec I	#	2	4	0	0	1	0	0	1		
5 Employees	%	40.00	80.00	0.00	0.00	20.00	0.00	0.00	20.00		
30001183 - Transportation Demand Mgmt Assistant	#	2	4	1	1	0	0	0	0		
4 Employees	%	50.00	100.00	25.00	25.00	0.00	0.00	0.00	0.00		
16 Employees	Totals	#	4	12	1	1	0	0	1		
		%	25.00	75.00	6.25	6.25	0.00	0.00	6.25		

Job Group Analysis

8EO

Service Maint: Equip Op

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000049 - Reprographic Operator 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		
30000048 - Reprographic Operator II	#	1	1	0	0	0	1	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000041 - Distribution Technician	#	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		
30000047 - Reprographic Operator I	#	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		
12 Employees	Totals	#	2	2	0	0	2	0	0		
		%	16.67	16.67	0.00	0.00	16.67	0.00	0.00		

Job Group Analysis

8ER

Service Maint: Engr Rel

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000166 - Lighting & Signal Inspector	#	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		
30000346 - Materials Testing Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000345 - Materials Testing Technician II	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	16.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8GM

Service Maint: Gen Maint/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000087 - Greenskeeper III	#	2	0	0	1	1	0	0	0		
6 Employees	%	33.33	0.00	0.00	16.67	16.67	0.00	0.00	0.00		
30000084 - Parks Maintenance Crew Leader	#	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		
30000103 - Automotive Equip Oper II: Street Sweeper	#	1	0	0	1	0	0	0	0		
9 Employees	%	11.11	0.00	0.00	11.11	0.00	0.00	0.00	0.00		
30000104 - Automotive Equip Oper II: Tractor-Trailr	#	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		
30000102 - Automotive Equip Oper II: Sewer Vacuum	#	2	0	1	0	1	0	0	0		
8 Employees	%	25.00	0.00	12.50	0.00	12.50	0.00	0.00	0.00		
30000082 - Parks Technician, Lead	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000086 - Greenskeeper II	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000078 - Water Utility Worker, 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		
30000077 - Utility Worker II	#	37	19	5	13	9	5	2	3		
167 Employees	%	22.16	11.38	2.99	7.78	5.39	2.99	1.20	1.80		
30000081 - Parks Technician	#	6	4	1	0	4	0	0	1		
35 Employees	%	17.14	11.43	2.86	0.00	11.43	0.00	0.00	2.86		
30000101 - Automotive Equipment Oper I	#	14	8	2	7	3	0	0	2		
68 Employees	%	20.59	11.76	2.94	10.29	4.41	0.00	0.00	2.94		
30000085 - Greenskeeper I	#	2	0	1	1	0	0	0	0		
14 Employees	%	14.29	0.00	7.14	7.14	0.00	0.00	0.00	0.00		
30000080 - Turf Maintenance Technician	#	4	2	2	1	1	0	0	0		
15 Employees	%	26.67	13.33	13.33	6.67	6.67	0.00	0.00	0.00		
30000083 - Stable Attendant	#	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		
30000076 - Utility Worker I	#	4	5	1	2	0	0	0	1		
22 Employees	%	18.18	22.73	4.55	9.09	0.00	0.00	0.00	4.55		

Job Group Analysis

8GM

Service Maint: Gen Maint/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000073 - Maintenance Worker	#	2	1	0	1	1	0	0	0		
4 Employees	%	50.00	25.00	0.00	25.00	25.00	0.00	0.00	0.00		
30000075 - Utility Worker II, Apprentice	#	8	4	1	2	3	0	0	2		
17 Employees	%	47.06	23.53	5.88	11.76	17.65	0.00	0.00	11.76		
386 Employees Totals	#	83	47	15	29	23	5	2	9		
	%	21.50	12.18	3.89	7.51	5.96	1.30	0.52	2.33		

Job Group Analysis

8LE

Service Maint: Law Enf

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8PR

Service Maint: Parks/Rec

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000750 - Music Programs 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		
30000753 - Aquatic Program 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		
30000749 - Arts Programs 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		
30000764 - Golf Course Superintendent	#	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		
30000768 - Natural Areas Supervisor	#	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		
30000745 - Recreation Supervisor II	#	3	3	0	2	0	0	0	1		
5 Employees	%	60.00	60.00	0.00	40.00	0.00	0.00	0.00	20.00		
30000928 - Sports Management 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		
30000744 - Recreation Supervisor I	#	3	7	0	2	1	0	0	0		
10 Employees	%	30.00	70.00	0.00	20.00	10.00	0.00	0.00	0.00		
30000285 - Recreation Coord II-Music	#	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		
30000287 - Recreation Coord II-Public Events Permit	#	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		
30000288 - Recreation Coord II-Fitness	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002034 - Recreation Coord II-Educ & Enrichment	#	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		
30000284 - Recreation Coord II-Aquatics	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002033 - Recreation Coord II-Sports	#	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		
30000269 - Recreation Coord I-Teen	#	3	2	0	2	1	0	0	0		
5 Employees	%	60.00	40.00	0.00	40.00	20.00	0.00	0.00	0.00		
30000292 - Recreation Coord II-Senior Recreation	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8PR

Service Maint: Parks/Rec

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002036 - Recreation Coord II-Special Events&Mktg	#	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		
30000268 - Recreation Coord I-Aquatics	#	0	7	0	0	0	0	0	0		
9 Employees	%	0.00	77.78	0.00	0.00	0.00	0.00	0.00	0.00		
30000278 - Recreation Coord I-Arts	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000276 - Recreation Coord I-Generalist	#	14	23	1	6	3	2	0	2		
33 Employees	%	42.42	69.70	3.03	18.18	9.09	6.06	0.00	6.06		
30000281 - Recreation Coord I-Custmr Svc Supp/Trg	#	2	3	0	1	0	0	0	1		
4 Employees	%	50.00	75.00	0.00	25.00	0.00	0.00	0.00	25.00		
30000275 - Recreation Coord I-Public Events Permit	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000273 - Recreation Coord I-Adaptive & Inclusive	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000280 - Recreation Coord I-Senior Recreation	#	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		
30002258 - Recreation Facility Technician	#	2	1	0	0	2	0	0	0		
6 Employees	%	33.33	16.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000257 - Recreation Leader-FT-Music	#	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		
30000267 - Recreation Leader-FT-Tennis	#	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		
30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep	#	7	7	4	1	2	0	0	0		
12 Employees	%	58.33	58.33	33.33	8.33	16.67	0.00	0.00	0.00		
30000256 - Recreation Leader-FT-Aquatics	#	3	10	1	1	0	0	0	1		
12 Employees	%	25.00	83.33	8.33	8.33	0.00	0.00	0.00	8.33		
30000263 - Recreation Leader-FT-Arts	#	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		
30000261 - Recreation Leader-FT-Generalist	#	13	25	1	4	5	0	0	3		
35 Employees	%	37.14	71.43	2.86	11.43	14.29	0.00	0.00	8.57		
30000262 - Recreation Leader-FT-Pre-School	#	8	22	0	4	2	1	0	1		
24 Employees	%	33.33	91.67	0.00	16.67	8.33	4.17	0.00	4.17		

Job Group Analysis

8PR

Service Maint: Parks/Rec

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002411 - Recreation Leader-FT-Teen	#	5	4	0	4	0	0	0	1		
6 Employees	%	83.33	66.67	0.00	66.67	0.00	0.00	0.00	16.67		
30002408 - Recreation Leader-FT-Instructor	#	6	4	1	3	0	1	0	1		
17 Employees	%	35.29	23.53	5.88	17.65	0.00	5.88	0.00	5.88		
30002409 - Recreation Leader-FT-Fitness&Membership	#	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		
30000254 - Recreation Leader-PT/Seas	#	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		
218 Employees	Totals #	73	141	8	31	19	4	0	11		
	%	33.49	64.68	3.67	14.22	8.72	1.83	0.00	5.05		

Availability Analysis

(41 C.F.R. 60-2.14)

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of the City's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable, and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability, we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the [[Census Data Option]]. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

1AC - Officials/Admin: Accounting

Factor 1: *Northwest United States*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1AC - Officials/Admin: Accounting. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1AM - Officials/Admin: Auto Maint

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1AM - Officials/Admin: Auto Maint. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1BI - Officials/Admin: Bldg Inspections

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1BI - Officials/Admin: Bldg Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1BT - Officials/Admin: Bldg Trades

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1BT -

Officials/Admin: Bldg Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

1CI - Officials/Admin: Code Inspections

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1CI - Officials/Admin: Code Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

1CR - Officials/Admin: Community Rel

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1CR - Officials/Admin: Community Rel. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 2CR- This pool of feeder positions for job group 1CR -

Officials/Admin: Community Rel was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1DR - Officials/Admin: Directors

Factor 1: United States- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1DR - Officials/Admin: Directors. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 1EN, 1ER, 1FI, 1FL, 1GA, 1HR, 1IT, 1LE, 1PM, 1PR, 1SP, 4LE-4- This pool of feeder positions for job group 1DR - Officials/Admin: Directors was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1EC - Officials/Admin: Emg Comm

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1EC - Officials/Admin: Emg Comm. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 2EC- This pool of feeder positions for job group 1EC -

Officials/Admin: Emg Comm was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1EN - Officials/Admin: Environmental

Factor 1: Northwest United States- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1EN - Officials/Admin: Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

1EO - Officials/Admin: Equip Op

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1EO - Officials/Admin: Equip Op. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1ER - Officials/Admin: Engr Rel

Factor 1: *NW Pacific Region*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1ER - Officials/Admin: Engr Rel. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1ES - Officials/Admin: Exempt

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1ES - Officials/Admin: Exempt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1FI - Officials/Admin: Fire

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1FI - Officials/Admin: Fire. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 1FI, 4FI-4*- This pool of feeder positions for job group 1FI - Officials/Admin: Fire was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1FL - Officials/Admin: Financial

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1FL - Officials/Admin: Financial. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 1AC*- This pool of feeder positions for job group 1FL - Officials/Admin: Financial was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1GA - Officials/Admin: Gen Admin

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1GA - Officials/Admin: Gen Admin. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 2GA*- This pool of feeder positions for job group 1GA - Officials/Admin: Gen Admin was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1GM - Officials/Admin: Gen Maint/Trades

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1GM - Officials/Admin: Gen Maint/Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1HR - Officials/Admin: Human Resources

Factor 1: *NW Pacific Region*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1HR - Officials/Admin: Human Resources. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 2HR*- This pool of feeder positions for job group 1HR - Officials/Admin: Human Resources was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1IT - Officials/Admin: Info Tech

Factor 1: *NW Pacific Region*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1IT - Officials/Admin: Info Tech. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 1GA*- This pool of feeder positions for job group 1IT - Officials/Admin: Info Tech was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1LE - Officials/Admin: Law Enf

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1LE - Officials/Admin: Law Enf. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1LL - Officials/Admin: Legal

Factor 1: *NW Pacific Region*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1LL - Officials/Admin: Legal. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1PL - Officials/Admin: Planning

Factor 1: *NW Pacific Region*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1PL - Officials/Admin: Planning. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1PM - Officials/Admin: Prog Mgmt

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1PM - Officials/Admin: Prog Mgmt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1PR - Officials/Admin: Parks/Rec

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1PR - Officials/Admin: Parks/Rec. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1RM - Officials/Admin: Risk Mgmt

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1RM - Officials/Admin: Risk Mgmt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1SP - Officials/Admin: Store & Purch

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1SP - Officials/Admin: Store & Purch. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

1WA - Officials/Admin: Water

Factor 1: *NW Pacific Region*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1WA - Officials/Admin: Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2AC - Professionals: Accounting

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2AC - Professionals: Accounting. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 6OS*- This pool of feeder positions for job group 2AC - Professionals: Accounting was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2BO - Professionals: Botanic

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2BO - Professionals: Botanic. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2CR - Professionals: Community Rel

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2CR - Professionals: Community Rel. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2EC - Professionals: Emg Comm

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2EC - Professionals: Emg Comm. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2EN - Professionals: Environmental

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2EN - Professionals: Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 3EN*- This pool of feeder positions for job group 2EN - Professionals: Environmental was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2ER - Professionals: Engr Rel

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2ER - Professionals: Engr Rel. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 3ER*- This pool of feeder positions for job group 2ER - Professionals: Engr Rel was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2FI - Professionals: Fire

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2FI - Professionals: Fire. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 4FI-2*- This pool of feeder positions for job group 2FI - Professionals: Fire was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2FL - Professionals: Financial

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2FL - Professionals: Financial. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2GA - Professionals: Gen Admin

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2GA - Professionals: Gen Admin. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2GM - Professionals: Gen Maint/Trades

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2GM - Professionals: Gen Maint/Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2HR - Professionals: Human Resources

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2HR - Professionals: Human Resources. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 6CR, 6GA, 6HR, 6PM*- This pool of feeder positions for job group 2HR - Professionals: Human Resources was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2IT - Professionals: Info Tech

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2IT - Professionals: Info Tech. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2LE - Professionals: Law Enf

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2LE - Professionals: Law Enf. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2LL - Professionals: Legal

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2LL - Professionals: Legal. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2OS - Professionals: Office Support

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2OS - Professionals: Office Support. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 6GA, 6OS*- This pool of feeder positions for job group 2OS - Professionals: Office Support was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2PL - Professionals: Planning

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2PL - Professionals: Planning. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2PM - Professionals: Prog Mgmt

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2PM - Professionals: Prog Mgmt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2PR - Professionals: Parks/Rec

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2PR - Professionals: Parks/Rec. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2RM - Professionals: Risk Mgmt

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2RM - Professionals: Risk Mgmt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

2WA - Professionals: Water

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2WA - Professionals: Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3BI - Technicians: Bldg Inspections

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3BI - Technicians: Bldg Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3BO - Technicians: Botanic

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3BO - Technicians: Botanic. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3CI - Technicians: Code Inspections

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3CI - Technicians: Code Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 6CI, 6GA, 6WA*- This pool of feeder positions for job group 3CI - Technicians: Code Inspections was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3EL - Technicians: Electronics

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3EL - Technicians: Electronics. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3EN - Technicians: Environmental

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3EN - Technicians: Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3ER - Technicians: Engr Rel

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3ER - Technicians: Engr Rel. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3LB - Technicians: Laboratory

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3LB - Technicians: Laboratory. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3LE - Technicians: Law Enf

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3LE - Technicians: Law Enf. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3PM - Technicians: Prog Mgmt

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3PM - Technicians: Prog Mgmt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3RM - Technicians: Risk Mgmt

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3RM - Technicians: Risk Mgmt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3VI - Technicians: Video

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3VI - Technicians: Video. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3WA - Technicians: Water

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3WA - Technicians: Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

4FI-1 - Protective Service: Sworn-Fire-Entry

Factor 1: *United States*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4FI-1 - Protective Service: Sworn- Fire-Entry. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations SEC, SPR, 6BT, 6GA, 6OS*- This pool of feeder positions for job group 4FI-1 - Protective Service: Sworn-Fire-Entry was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4FI-2 - Protective Service: Sworn-Fire-Mid Level

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4FI-2 - Protective Service: Sworn-Fire-Mid Level. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 4FI-1*- This pool of feeder positions for job group 4FI-2 - Protective Service: Sworn-Fire-Mid Level was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4FI-3 - Protective Service: Sworn-Fire-Sr Level

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4FI-3 - Protective Service: Sworn-Fire-Sr Level. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 4FI-2-* This pool of feeder positions for job group 4FI-3 - Protective Service: Sworn-Fire-Sr Level was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4FI-4 - Protective Service: Sworn-Fire-Executive

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4FI-4 - Protective Service: Sworn-Fire-Executive. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 4FI-3-* This pool of feeder positions for job group 4FI-4 - Protective Service: Sworn-Fire-Executive was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4LE-1 - Protective Service: Sworn-Law Enf-Entry

Factor 1: *United States-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4LE-1 - Protective Service: Sworn- Law Enf-Entry. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 5LE, 5PR, 6GA, 6OS, 6PM-* This pool of feeder positions for job group 4LE-1 - Protective Service: Sworn-Law Enf-Entry was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4LE-2 - Protective Service: Sworn-Law Enf-Mid Level

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4LE-2 - Protective Service: Sworn-Law Enf-Mid Level. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 4LE-1-* This pool of feeder positions for job group 4LE-2 - Protective Service: Sworn-Law Enf-Mid Level was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4LE-3 - Protective Service: Sworn-Law Enf-Sr Level

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4LE-3 - Protective Service: Sworn-Law Enf-Sr Level. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 4LE-2-* This pool of feeder positions for job group 4LE-3 - Protective Service: Sworn-Law Enf-Sr Level was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4LE-4 - Protective Service: Sworn-Law Enf-Executive

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4LE-4 - Protective Service: Sworn-Law Enf-Executive. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 4LE-3-* This pool of feeder positions for job group 4LE-4 - Protective Service: Sworn-Law Enf-Executive was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5CI - Protective Service: Non-Sworn-Code Inspections

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5CI - Protective Service: Non-Sworn-Code Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations-* There are no feeder positions for this job group.

5EC - Protective Service: Non-Sworn-Emg Comm

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5EC - Protective Service: Non-Sworn-Emg Comm. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations-* There are no feeder positions for this job group.

5GM - Protective Service: Non-Sworn-Gen Maint/Trades

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5GM - Protective Service: Non-Sworn-Gen Maint/Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations-* There are no feeder positions for this job group.

5LE - Protective Service: Non-Sworn-Law Enf

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5LE - Protective Service: Non-Sworn-Law Enf. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations-* There are no feeder positions for this job group.

5PR - Protective Service: Non-Sworn-Parks/Rec

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5PR - Protective Service: Non-Sworn-Parks/Rec. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations-* There are no feeder positions for this job group.

5WA - Protective Service: Non-Sworn-Water

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area-* This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5WA - Protective Service: Non-Sworn-Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations-* There are no feeder positions for this job group.

6AC - Admin Sup: Accounting

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6AC - Admin Sup: Accounting. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6AM - Admin Sup: Auto Maint

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6AM - Admin Sup: Auto Maint. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6BT - Admin Sup: Bldg Trades

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6BT - Admin Sup: Bldg Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6CI - Admin Sup: Code Inspections

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6CI - Admin Sup: Code Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6CR - Admin Sup: Community Rel

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6CR - Admin Sup: Community Rel. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6EC - Admin Sup: Emg Comm

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6EC - Admin Sup: Emg Comm. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6EN - Admin Sup: Environmental

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6EN - Admin Sup: Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6EO - Admin Sup: Equip Op

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6EO - Admin Sup: Equip Op. This area was chosen based on current practices and was drawn in such a way as

not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6ER - Admin Sup: Engr Rel

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6ER - Admin Sup: Engr Rel. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6ES - Admin Sup: Exempt

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6ES - Admin Sup: Exempt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6GA - Admin Sup: Gen Admin

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6GA - Admin Sup: Gen Admin. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6HR - Admin Sup: Human Resources

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6HR - Admin Sup: Human Resources. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6LE - Admin Sup: Law Enf

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6LE - Admin Sup: Law Enf. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6LL - Admin Sup: Legal

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6LL - Admin Sup: Legal. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6OS - Admin Sup: Office Support

Factor 1: Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6OS - Admin Sup: Office Support. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6PM - Admin Sup: Prog Mgmt

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6PM - Admin Sup: Prog Mgmt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6RM - Admin Sup: Risk Mgmt

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6RM - Admin Sup: Risk Mgmt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6SP - Admin Sup: Store & Purch

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6SP - Admin Sup: Store & Purch. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

6WA - Admin Sup: Water

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6WA - Admin Sup: Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

AM - Skilled Craft: Auto Maint

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7AM - Skilled Craft: Auto Maint. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

7BI - Skilled Craft: Bldg Inspections

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7BI - Skilled Craft: Bldg Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

7BT - Skilled Craft: Bldg Trades

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7BT - Skilled Craft: Bldg Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

7EN - Skilled Craft: Environmental

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7EN - Skilled Craft: Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

7EO - Skilled Craft: Equip Op

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7EO - Skilled Craft: Equip Op. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

7GM - Skilled Craft: Gen Maint/Trades

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7GM - Skilled Craft: Gen Maint/Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

7LE - Skilled Craft: Law Enf

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7LE - Skilled Craft: Law Enf. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

7PR - Skilled Craft: Parks/Rec

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7PR - Skilled Craft: Parks/Rec. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

7WA - Skilled Craft: Water

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7WA - Skilled Craft: Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

8AM - Service Maint: Auto Maint

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8AM - Service Maint: Auto Maint. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

8BO - Service Maint: Botanic

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8BO - Service Maint: Botanic. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

8CR - Service Maint: Community Rel

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8CR - Service Maint: Community Rel. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

8EO - Service Maint: Equip Op

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8EO - Service Maint: Equip Op. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

8ER - Service Maint: Engr Rel

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8ER - Service Maint: Engr Rel. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

8GM - Service Maint: Gen Maint/Trades

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8GM - Service Maint: Gen Maint/Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

8LE - Service Maint: Law Enf

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8LE - Service Maint: Law Enf. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

8PR - Service Maint: Parks/Rec

Factor 1: *Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8PR - Service Maint: Parks/Rec. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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