City of Gainesville

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Master

File Number: 190938.

File ID:	190938.	**Type:**	Staff Recommendation	**Status:**	Passed
Version:	1	**Agenda Section:**	Consent	**In Control:**	City Commission
				File Created:	01/30/2020
File Name:				**Final Action:**	02/20/2020

Title: **Approval of the Regional Transit System Equal Employment Opportunity Program (B)**

This item is a request to approve the Regional Transit System (RTS) Equal Employment Opportunity (EEO) Program and its subsequent submission to the Federal Transit Administration (FTA) for final review and approval.

Notes:			
		Agenda Date:	02/20/2020
		Agenda Number:	
Sponsors:		**Enactment Date:**	
Attachments:	190938A_RTS EEO Program 2019_20200220	**Enactment Number:**	
Contact Name:		**Hearing Date:**	
Drafter Name:	sweigardka@cityofgainesville.org	**Effective Date:**	
Related Files:			

History of Legislative File

Version:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Commission	02/20/2020	Approved as Recommended				
	Action Text:	Approved as Recommended					

Text of Legislative File 190938.

Title
Approval of the Regional Transit System Equal Employment Opportunity Program (B)

This item is a request to approve the Regional Transit System (RTS) Equal Employment Opportunity (EEO) Program and its subsequent submission to the Federal Transit Administration (FTA) for final

review and approval.

Explanation
Triennially, recipients of Federal Transit Administration (FTA) financial assistance must demonstrate that the appropriate governing entity has reviewed and approved their EEO program; the RTS EEO Program must be submitted to the FTA by March 1, 2020. EEO is a federal statute that provides that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. The requirements for each recipient are dependent on whether they are a state entity, Metropolitan Planning Organization, or transit provider. RTS must meet the requirements of transit providers that are located in an Urbanized Area of less than 200,000 people.

The costs for the EEO program are largely dependent on the extent to which RTS must advertise for employment opportunities, address internal job-related complaints, provide staff training related to EEO, ensure that contractors comply with federal wage mandates, monitor and pay for staff promotions within the organization, and disseminate public information to comply with existing laws. The City of Gainesville's existing policies and procedures meet or exceed the FTA EEO program requirements.

Fiscal Note
All aforementioned costs associated with implementing the EEO Program are budgeted and available in the RTS annual operating budget.

Recommendation
The City Commission approve the Regional Transit System (RTS) Equal Employment Opportunity Program.

2019 EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAM CITY OF GAINESVILLE

REGIONAL TRANSIT SYSTEM

Recipient ID: 1084

December
2019

City of Gainesville
Transportation & Mobility

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1 PURPOSE

The purpose of this program is to ensure compliance with Federal Transit Administration (FTA) Circular 4704.1 and Section 19 of the Urban Mass Transportation Act of 1964. The Regional Transit System (RTS) is a department of the City of Gainesville (see FY20 Organization Chart). Consequently, RTS relies on the City of Gainesville's Office of Equal Opportunity (organizational chart illustrates the structure and role of the Office of Equal Opportunity) to meet many of the program components listed in this document.

2 STATEMENT OF POLICY

As a part of the City of Gainesville, RTS willingly adheres to and endorses all sections of City of Gainesville's Affirmative Action Plan (AAP) and all City of Gainesville Equal Opportunity (EO) policies (the full text of which can be found under Appendix E) which are approved by the Gainesville City Commission.[1]

The City of Gainesville and RTS are committed to providing a work place free of discrimination, harassment and a work atmosphere free from retaliation for filing a complaint. It is RTS's policy and practice to ensure equal employment opportunity in all personnel transactions including hiring, promotions, terminations, transfers, layoffs, compensation, training, benefits and other terms and conditions of employment without regard to race, color, marital status, sexual orientation, religion, national origin, ancestry, age, sex, gender identity, disability, family and medical leave. All City of Gainesville applicants and employees have the right to file complaints alleging discrimination with the City of Gainesville's Office of Equal Opportunity.

The City of Gainesville's Office of Equal Opportunity prepares and presents to the City Commission an annual AAP. The AAP includes goals and timetables, in order to address identified underutilization of minorities and women within the city's workforce. All management personnel share in the responsibility of implementing the Program and are tasked with ensuring compliance.

Furthermore, the City of Gainesville Regional Transit System (RTS) continuously assures the Florida Department of Transportation that no person shall on the basis of race, color, national origin, age, disability, family or religious status, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 and the Florida Civil Rights Act of 1992 be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any program or activity undertaken by the agency, and assures the public that as a matter of state and local law in Section 760.01, Florida Statutes, and Chapter 8, Article I, Gainesville Code of Ordinances. In addition to the foregoing, no person shall be excluded on the basis of gender, gender identity, or sexual orientation.

Managerial and supervisory annual performance evaluations include factors that are tied to the City's

[1] Please note the subtle difference in acronyms. The FTA Circular refers to an Equal Employment Opportunity (EEO) program while the City of Gainesville identifies their policies as Equal Opportunity (EO) policies.

as well as performance on other organizational goals. The City of Gainesville believes in equal opportunity for all persons and to promptly redress of complaints in a fair and impartial setting. It is the City's goal to foster an employment atmosphere where all people are treated equally and fairly without discrimination based upon race, gender, color, age, national origin, religion, sexual orientation, marital status, disability, or gender identity. In this environment the City Commission believes that City employees can cooperatively work together in the mutual interest of providing the highest level of public service to the citizens of Gainesville. To assist in this regard, all officers and employees of the City shall furnish to the Equal Opportunity Director any information and records within their custody and respond to any questions regarding powers, duties, and activities, organization, property and methods of business that in the Equal Opportunity Director's opinion are required to perform an investigation and requisite duties, except as prohibited by law. The successful achievement of EEO goals will benefit the City of Gainesville and RTS through fuller utilization of human resources identified in the AAP as underutilized.

RTS's Transit Planning Manager serves as the agency's EEO Officer. This individual works directly with the City of Gainesville's Office of Equal Opportunity Director and the Transit Director to implement and fulfill the RTS EEO program policy. RTS's Director Jesus Gomez fully endorses this policy and the promises made in this document.

Lee Feldman, Gainesville City Manager

2/25/20
Date

2.1 Implementation

RTS is committed to the implementation of the City of Gainesville's EO policies through the RTS Equal Employment Opportunity (EEO) program. Consistent with applicable federal and state laws, the RTS EEO program is an affirmative action program that includes goals and timetables, in order to overcome the potential barriers of discrimination. The successful achievement of EO goals will benefit RTS through workforce diversification more reflective of the labor market in the community it serves.

In order to accomplish the EEO program objectives, it is critical to assign tasks to individuals and groups within RTS, ensuring accountability for program success. Responsibilities associated with the EEO program are designed as follows:

> **City of Gainesville Office of Equal Opportunity Director:** Per Policy EO-1, the City's Equal Opportunity Director is responsible for developing and implementing a comprehensive Equal Opportunity Program, adherence to equal opportunity laws, policies, and procedures, and to develop strategies, training, and workshops to ensure diversity in employment, services, Programs, and activities. The City's Equal Opportunity Director works in coordination with the RTS Planning Manager and Transit Director to implement RTS's EEO program.

- **Transit Director:** The Transit Director is responsible for the implementation of the EEO program and all City EO policies.

- **RTS Transit Planning Manager:** The Transit Planning Manager is designated as the EEO program officer and is responsible for management of RTS's EEO program.

- **RTS Managers and Supervisors:** All RTS managers and supervisors also participate in the implementation of RTS's EEO program. Their performance is evaluated on the success of implementing the EEO program and City EO policies in the same way as their performance is evaluated on other RTS goals and objectives.

- **Other RTS Employees:** RTS employees are responsible for conducting themselves in accordance with RTS's EEO program.

2.2 Retaliation

Retaliation for filing a complaint is prohibited by law. Retaliation against employees alleging discrimination and harassment, or involved as witnesses in a discrimination or harassment investigation is prohibited. Employees who oppose and/or refuse to participate in illegal discrimination or harassment are also protected against retaliation.

2.3 Reporting

An employee or job applicant who believes s/he has been a victim of discrimination, harassment or retaliation has the right to file a complaint with the City of Gainesville Office of Equal Opportunity. Complaints of discrimination, harassment or retaliation should be directed to: Office of Equal Employment Opportunity Program, 222 East University Avenue, 2nd Floor, Gainesville, FL 32602, mailing address PO Box 490 Mail Station 52.

Please see Appendix E for the City of Gainesville EO policies; Appendix B for EO programs and services, mission statement, strategic goals, and placement indicators, and organization chart; and Appendix C for RTS and City of Gainesville organization charts.

2.4 DISSEMINATION

The City of Gainesville Office of Equal Opportunity disseminates information regarding the City of Gainesville's EO policies and procedures through myriad practices including new employee orientation, the employee handbook, periodic re-training, and feedback from three Equal Opportunity Advisory Committees comprised of 5 to 16 employees each appointed by the City Manager, representing primarily non-management positions and various bargaining units. RTS supports the City's efforts to disseminate information by distributing information on bulletin boards at the time clocks and in break room facilities. RTS also briefly reviews equal employment policies during a week-long mandatory training session each summer for all operations employees, and online training sessions provided through the Office of Equal Opportunity.

3 DESIGNATION OF PERSONNEL RESPONSIBILITY

The City of Gainesville Office of Equal Opportunity Director or designee is responsible for proposing and presenting amendments to all City of Gainesville EO policies and for establishing written procedures to implement these policies and any associated goals. The Office of Equal Opportunity Director or designee is responsible for formal and informal investigations as requested or needed under policies and is the custodian of all formal complaints.

RTS's EEO Officer (as defined in section 2) works directly with the City of Gainesville Office of Equal Opportunity Director and the Transit Director. These individuals have direct and independent access to the City of Gainesville's City Manager in order to fulfill RTS's responsibility under the City's EO policies, as well as Title VII of the Civil Rights Act of 1964; Title 49, Chapter 53, Section 5332 of the United States Code and the FTA's Circular 4704.1.

4 WORKFORCE ANALYSIS

The primary source of information is the 2017-18 City of Gainesville Affirmative Action Plan (AAP) produced by the Office of Equal Opportunity within the City of Gainesville. Additional information on RTS workforce new hires and disciplinary actions for fiscal years 2017 through 2019 was obtained from the City of Gainesville Human Resources Department, see Appendix A, Table 4. RTS Work Force Analysis is found in Pages 45-47 as part of the City of Gainesville Affirmative Action Plan for Minorities and Women (Appendix E). The table is not reproduced here to avoid duplication.

4.1 UTILIZATION ANALYSIS

The purpose of the utilization analysis is to identify job categories with an underutilization and/or concentration of minorities and women in relation to their respective labor market availability. [2]

The City of Gainesville has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the City conducted a statistical test to determine whether the difference was greater than could reasonably be expected. Where the job group was of a sufficient size to analyze using the two standard deviation test, the City applied that methodology. Where the use of the two standard deviation test was not appropriate, the City used the exact binomial methodology. The Utilization Analysis results are shown in Pages 147-152 in Appendix E.

2. Availability refers to the percentage of minorities or women with requisite skills in the reasonable recruitment area and those among the organization that are promotable, transferable, and trainable.

4.2 GOALS AND TIMETABLES

The City of Gainesville Office of Equal Opportunity identifies minority and female placement goals annually to fulfill the requirements for the federally mandated AAP. The 2016, 2017, and 2018 Annual Placement Goals are derived from these plans; each year, the Office of Equal Opportunity provides RTS with a list of RTS job positions that fall within job groups for which there is a citywide goal. Depending on the RTS demographic composition this may not directly correlate with the goals shown in Workforce Utilization Analysis section described in the Affirmative action Plan produced by the EEO Program (and placed in Appendix E). For example**,** even if the current percentage of minorities in the *Officials and Administrator*s job category at RTS far exceeds the minority availability percentage in this job group, RTS may still have a minority goal if there is a dearth of minorities citywide in this job category.

4.2.1 Annual Placement Goals

The following information was provided by the Office of Equal Employment Opportunity. Additional analysis on workforce goals for future years and projected percentage representations for RTS are found in the detailed AAP Report, including placement goals (Pp.152-153).

2017-2018 Placement Goals

- **Female Goal:**
  - Account Clerk RTS
  - Account Clerk Senior RTS
  - Customer Service Support Specialist, RTS
  - Dispatcher RTS
  - Maintenance Worker I RTS
  - Parts Specialist RTS
  - Transit Customer Advocate
  - Transit Facilities Supervisor
  - Transit Fleet Supervisor
  - Transit Maintenance Manager
  - Transit Marketing and Communications Assistant

- **Female Goal (contd):**
  - Transit Marketing and Communications Specialist
  - Transit Operations Manager
  - Transit Operations Supervisor
  - Transit Operations Trainer
  - Transit Planner
  - Transit Planner Chief (now Transit Planning Manager)
  - Transit Planning Assistant
  - Transit Program Coordinator
  - Transit Safety and Security Officer
  - Transit Scheduler
  - Transit Services Coordinator
  - Transit Supervisor
  - Vehicle Service Attendant, RTS

Source: City's 2017-2018 Affirmative Action Plan – AA Goals List

- **Minority Goal:** RTS had no positions with minority goals in the City's 2017-2018 Affirmative Action Plan.

- **Recruitment:** Table 4.2.2 below shows recruitment activity by City of Gainesville during the reporting years. The information demonstrates City efforts to support equal employment by the number of minorities and women recruited by the City.

Table 4.2.2 Recruitment Activity for reporting Years

Male	508
Female	269
Unknown	1
Total	**778**
The breakdown is as follows:	
Asian	22
Black	217
Black & White	3
Asian & White	2
American Indian	5
Bals of 2 Races	**15**
Hispanic	35
White	479
Total	**778**

5 ASSESSMENT OF EMPLOYMENT PRACTICES

The assessment of employment practices includes the descriptions of recruitment procedures and strategies; seniority, promoting, transferring, and training practices; wages and compensation; assessment of external factors inhibiting employment, disciplinary procedures and discharge practices.

5.1 Recruitment Procedures and Strategies

.Every attempt is made by the Hiring Manager and the City of Gainesville Human Resources Department to ensure all portions of the recruitment process are done in a fair and equitable manner. This includes review of job descriptions, where job listings are posted, where advertising is done, and how applicants are interviewed and tested. Throughout this process, RTS works closely with the City of Gainesville Human Resources Department.

5.1.1 Review of Job Descriptions

Job descriptions for all positions within RTS are reviewed regularly to identify any inappropriate barriers that need to be modified or updated. Findings are discussed with the Human Resources Department and pertinent modification made to the job description, if warranted.

5.1.2 Job Advertising/Posting

Job advertisement is the critical element for the entire process. The scope of the advertisement (Department Only, City Only, General Public, etc.), the advertising media, and the contents of the advertisements can impact applicant pools. Particular attention is given to contents of the advertised applicant screening criteria to attract as many appropriately qualified applicants as possible.

5.1.3 Scope of advertising

Typically, vacancies at RTS are advertised to the general public in the local area. Managerial position vacancies are advertised on a national level to attract the broadest applicant base possible.

5.1.4 Advertising Media for the General Public

RTS solicits potential candidates for job vacancies through various methods including the local newspaper *The Gainesville Sun*, radio station Magic 101.3, applicable trade journals, the internet, current employees, word of mouth, job fairs, and bus advertising. RTS also advertises with the Displaced Homemaker Program at Santa Fe College. RTS works closely with the City's Human Resources Department to assess optimal vacancy announcement opportunities, including print, online and other media outlets, including alumni and professional/trade association journals, educational institutions, etc. Specialized, targeted use of vacancy announcements can result in higher, more diverse applicant responses.

5.1.5 Budget

Funding for job vacancy advertising has been allocated in the departmental operating budget.

5.1.6 Screening Applications

The City of Gainesville HR Department will perform the initial applicant screening. Upon receipt of the applications from HR, RTS further screens interview candidates, as applicable. For managerial positions, RTS assists the HR Department with screening.

5.1.7 Testing and Interviews

RTS will continue its practice of preparing tests and interviews for review and approval by the HR Department. All tests for RTS vacant positions are job-related and represent work samples and actual work situations. Interview questions are directly related to assessing applicants' abilities to effectively perform the functions of the positions. Particular attention is given to ensure that tests and interviews contain no inappropriate barriers.

5.2 Seniority, Promoting, Transferring, and Training Practices

It is also important to note that discrimination may occur after the initial hiring process. Every attempt is made to ensure that there are no discriminatory practices inherent in the processes associated with the determination of seniority, availability and accessibility of promotions, transferring between City of Gainesville departments, and training procedures.

5.2.1 Seniority

The City maintains an up-to-date and accurate seniority roster to be posted on RTS bulletin boards and furnishes the Amalgamated Transit Union (ATU) with a copy of such roster upon changes in the roster. Opportunities to perform open work assignments are distributed among employees, in accordance with seniority ranking by classification.

5.2.2 Promotions

Promotions from within an organization are an important practice for any healthy and successful organization. It can also be an effective method of implementing critical aspects of Affirmative Action plans. Upward mobility is the process of providing opportunities for current employees to be promoted within the organization. Most of City's job groups with goals are not entry-level positions and therefore have the potential to be filled by internal candidates. RTS recognizes the importance of providing opportunities for existing employees to acquire the skills to promote within the organization. To that end, RTS encourages and promotes awareness of the knowledge, skills, abilities, attitudes, work habits, etc., that are necessary for employees to successful promote within the organization.

5.2.3 Transfers

As a part of the City of Gainesville, RTS employees can and do apply and transfer to positions with other departments within the City.

5.2.4 Training Practices

Transit operator training is conducted in accordance with Florida Statute 341.061 and requirements from the Florida Department of Transportation. RTS provides preliminary driver training to all transit operators and maintenance personnel following employment and follow-up training every six months to

insure that drivers have the necessary skills to operate various types of equipment utilized for regular operations. RTS provides supplemental training for special equipment such as wheelchair lifts, ramps, bicycle racks and wheelchair restraints. The City of Gainesville and RTS also work with the ATU to provide training opportunities, training schedules, training programs, safety guidelines, job development programs and other such concerns to the mutual benefits of all. All other RTS staff are also given the opportunity to participate in skill development training.

5.3 Wages and Compensation

Table 5-1 outlines the salary ranges for each job category, and Table A-1 in Appendix A lists the job titles within each job category and their respective job group classification.

Job Category	Job Group	Salary	Salary Min	Salary Max
Officials and Administrators	OAMM, OAM	20	$52,000.00	$154,878.43
Professionals	PADM	6	$52,000.00	$88,538.78
Administrative Support Workers	ASFIN, ASGEN, ASCS	17	$28,886.00	$65,102.04
Skilled Craft Workers	SK	19	$29,292.00	$65,102.04
Service-Maintenance	SER, SERBU	229	$28,600.00	$45,780.00

Table 5-1 Salary range for each job category. ***City of Gainesville Human Resources Department, Jan 2020.***

5.4 Disciplinary Procedures and Discharge Practices

The disciplinary procedures and discharge practices are drafted into a labor agreement that the ATU and the City of Gainesville agree to abide by. Please see Appendix D, Article 10: Discharge and Discipline from the Amalgamated Transit Union (ATU) and the City of Gainesville labor agreement.

5.5 Assessment of External Factors Inhibiting Employment

The City of Gainesville relies on its hiring managers to identify and assess the extent to which barriers inhibit affected persons from obtaining knowledge about advertised positions.

6 MONITORING AND REPORTING

The City of Gainesville Office of Equal Opportunity's AAP outlines the monitoring and reporting process. Please see Appendix E, City of Gainesville Affirmative Action Plan, for details concerning monitoring and reporting practices. The below bullets identify where specific information can be found in that report:

- Page 37 (*Report Preface*) provides a general outline of why the City produces an Affirmative Action Plan and the methodology it follows. This information is elaborated on in Equal Opportunity Policies EO-1 through EO-8.

- Pages 40-41 (*Responsibility for Implementation*) outline the responsibilities of the City's EO Director and all other department supervisors and managers in implementing the City's EEO Policy and AAP, including reporting, monitoring, and evaluation processes.

- Page 154 (sections *Identification of Problem Areas by Organizational Unit and Job Group*) describe the City's evaluation of the data collected for the AAP, the findings of this evaluation, the actions the City will take to correct any deficiencies. In response to these findings, each Department must submit a Diversity Plan for approval to EEO created by the Director and Section Managers that outline strategies/recommendations, challenges, and successes to reaching placement goals, providing training, promoting equitable from within.

Appendix A. ADDITONAL RTS SPECIFIC TABLES

1 RTS Positions that Fall Under Each Job EEO Salary Category

Table A-1

Job Group	Title Code	Title Description
ASCS	1144	Clerk 1 RTS
	1148	Staff Specialist, RTS
ASFIN	3008	Account Clerk - RTS
	3009	Account Clerk Senior - RTS
ASGEN	1221	Transit Operations Trainer
	3211	Parts Specialist RTS
	9504	Customer Service Support Specialist 1 - RTS
	9505	ADA Paratransit Coordinator
OAM	5018	Transit Facilities Supervisor
	9508	Transit Operations Manager
	9511	Transit Operations Supervisor
	9513	Transit Fleet Supervisor
	9518	Transit Planner, Senior
	9602	Assistant Transit Maintenance Manager
OAMM	1041	Fleet Management Director
	1065	Transit Director
PADM	4070	Technical Systems Analyst 2
	9514	Public Transit Maintenance & Safety Training Specialist
	9517	Transit Scheduler
	9519	Transit Safety & Security Officer
	9521	Transit Customer Advocate
	9525	Transit Asset Management Analyst
SER	5037	Maintenance Worker I RTS
	9627	Vehicle Svc Attendant RTS
SERBU	9501	Transit Operator
SK	5042	Maintenance Worker III RTS
	9605	Fleet Mechanic I RTS
	9609	Fleet Mech II RTS
	9623	Transit Vehicle Collision Repair Technician

Table A-1 RTS positions that fall under each job category along with their job group and EEO category. City of Gainesville Human Resources, Jan 2020.

2 Table A-3 Projected % Representation of female and Minorities

	Total Employees	Total Expansion (by Year)	Minority #	Minority %	Female #	Female %	Gross Losses Due to Attrition Min	Gross Losses Due to Attrition F	Gross Gains Due to Attrition Min	Gross Gains Due to Attrition F	Net Gains Due to Attrition Min	Net Gains Due to Attrition F
Officials and Administrators							3.2	0.8	1.6	2.7	-1.6	1.9
2017	21	0	7.6	36%	3.1	15%						
2018	23	2	7.6	33%	4.1	18%						
2019	23	0	7.3	32%	4.5	19%						
2020	24	1	7.2	30%	5.2	22%						
Professionals							0.7	2.0	1.0	1.9	0.3	-0
2017	16	5.5	3.6	23%	7.7	48%						
2018	17	1	4.0	23%	8.2	48%						
2019	17	0	4.0	24%	8.2	48%						
2020	19	2	4.6	24%	9.1	48%						
Administrative Support Workers							3.9	1.6	3.6	-0.5	-0.3	
2017	21	0	8.4	40%	16.3	78%						
2018	23	2	8.9	39%	17.7	77%						
2019	24	1	9.1	38%	18.3	76%						
2020	25	1	9.4	37%	19.0	76%						
Skilled Craft Workers							0.5	0.0	0.3	0.0	-0.2	0.0
2017	21	0	8.4	40%	0.0	0%						
2018	23	2	8.9	39%	0.0	0%						
2019	24	1	9.1	38%	0.0	0%						
2020	25	1	9.4	37%	0.0	0%						
Service-Maintenance							34.0	17.1	25.8	18.6	-8.2	1.4
2017	232	8	140.7	61%	75.5	33%						
2018	237	5	141.4	60%	77.5	33%						
2019	243	6	142.7	59%	79.8	33%						
2020	247	4	142.9	58%	81.5	33%						

Note: This represents potential female and minority employee projections from last submittal to present. *Total Employees column obtained via RTS Long Range Plan Employee plan. Total Expansion column is the difference between successive entries in the Total Employees column. Minority and female # columns are the projected number of females or minorities in the corresponding year. These figures are calculated iteratively, assuming that the net change in minorities/females is equal to the net gain due to attrition plus the net gain due to expansions. It is assumed that all hiring occurs proportional to current availability, and losses due to attrition occur at a rate proportional to current workforce composition. For more details, see next page, Calculations for Entry for table A-3.*

3 Calculation for Each Entry of Table A-3

Total Employees Anticipated number of employees as per RTS's Long Range Plan.

Total Expansion (by year) Number of new employee positions in each year. This is the total number of positions in one year minus the number of positions in the previous year.

Minority (Number / Percent) Projected number (or percent) of minorities in each year.

Attrition is assumed to occur evenly across years. Losses due to attrition are assumed to occur in proportion to current workforce composition, and hiring to replace lost workers is assumed to occur proportionally to availability. Hiring of minorities to fill new positions due to expansion is also assumed to occur in proportion to availability.

With these assumptions, we iteratively calculate the number of employees in successive years. In each year, we assume that changes in numbers of minorities come from two locations:

Attrition We only have data for the expected number of employees to retire through 2020, so we assume that these occur uniformly between 2016 and 2020. The total change in minority employees is in Column Q (explained below), so we assume 1/5th of this change occurs every year.

Expansions The Total Expansions column is expansions broken down by year, so (Total Expansions) * (Availability of minorities equals the number of new minority employees due to expansion.

The number of minority employees at each year is then equal to the number at the last year + the change due to attrition + the change due to expansion.

Example:

Suppose a job category has 20 minority employees in 2015; that it adds 30 job positions in 2016; that it loses 10 people due to attrition through 2020; that the availability of minorities is 10%; and the current composition is 20% minority. Then from 2015 to 2016, changes to the number of minorities come from the following locations:

Attrition 10*.20=2 of those retiring people are minority, but 10*.1=1 of the hired people are expected to be minority.

Net change due to Attrition: -1 minorities over 5 years. So, -.2 per year.

Expansion 30 new positions, 30*.10=3 of which would be minority.

So, from these, we get:

Number of minorities in 2016 (Minorities in 2012) + (Change due to attrition) + (Change due to Expansion) = 20 + (-0.2) + 3 = 22.8

Female (Number / Percent) Obtained in the same way as minority number/percent columns.

Gross Losses Due to Attrition Estimated attrition of females/minorities between 2015 and 2020.

To determine female/minority breakdown, we assume that attrition occurs proportionately to current composition. (If 8 people retire from a Job Category that is 25% minority, we assume 8*.25=2 of them are minority.) Attrition by Job Category is available in the Table 4-3, and Current Composition is from Table 4-1.

Gross Gains Due to Attrition Estimated number of females/minorities hired between 2015 and 2020 to replace losses from attrition.

As stated before, we assume that all hires occur in proportion to the availability of that Job Category. (If 8 people retire from a Job Category that has 50% availability of minorities, we assume that 8*.50=4 of the people hired to replace retirees are minorities.) Attrition by Job Category is available in Table 4-3 worksheet, and Availability is from Table 4-1.

Net Gains Due to Attrition Net Gains = (Gross Gains) - (Gross Losses).

4 RTS Characteristics by Fiscal Year

Fiscal Year 2016-17

NEW HIRES							
Total Employees	**By Race**	**Total**	**% of Total**		**By Gender**	**Total**	**% of Total**
	Minority	67	64%		Male	54	51%
105	White, non-Hispanic	38	36%		Female	51	49%
DISCIPLINARY ACTIONS							
Total Disciplinary Actions	**By Race**	**Total**	**% of Total**		**By Gender**	**Total**	**% of Total**
	Minority	81	75%		Male	57	53%
108	White, non-Hispanic	27	25%		Female	51	47%

Table A-4 Summary of available demographic information. *Obtained from City of Gainesville Human Resources Department.*

Fiscal Year 2017-2018

TOTAL EMPLOYEES NEW HIRES							
Total Employees	**By Race**	**Total**	**% of Total**		**By Gender**	**Total**	**% of Total**
	Minority	105	73%		Male	90	63%
144	White, non-Hispanic	39	27%		Female	54	37%
DISCIPLINARY ACTIONS							
Total Disciplinary Actions	**By Race**	**Total**	**% of Total**		**By Gender**	**Total**	**% of Total**
	Minority	54	69%		Male	42	54%
78	White, non-Hispanic	24	31%		Female	36	46%

Table A-5 Summary of available demographic information. ***Obtained from City of Gainesville Human Resources Department.***

Fiscal Year 2018-2019

TOTAL EMPLOYEES NEW HIRES							
Total Employees	**By Race**	**Total**	**% of Total**		**By Gender**	**Total**	**% of Total**
	Minority	123	559%		Male	130	62%
210	White, non-Hispanic	87	41%		Female	80	38%
DISCIPLINARY ACTIONS*							
Total Disciplinary Actions	**By Race**	**Total**	**% of Total**		**By Gender**	**Total**	**% of Total**
	Min	9	75%		Male	8	67%
12	White, non-Hispanic	3	25%		Female	4	33%

Table A-6 Summary of available demographic information. *Obtained from City of Gainesville Human Resources Department. * This data covers only October to November due to staff changes and system change that does not track employees by gender or race.*

Appendix B. EQUAL OPPORTUNITY OFFICE

EQUAL OPPORTUNITY

Program and Services Chart

SIGNIFICANT CHANGES IN FY2020/FY2021:

There were no significant changes in FY2020/FY2021

DESCRIPTION:

The Office of Equal Opportunity works to promote diversity, inclusion and opportunities for all citizens, visitors and employees ensuring they have access to and are able to enjoy all that Gainesville has to offer. The mission of the OEO is to ensure diversity, equal opportunity, equality and equity in contracting, employment, services, programs and activities. The Office of Equal Opportunity accomplishes this by

e

Training/Education, Public Engagement and resolving discrimination complaints that allege unlawful practices in employment, hiring, credit or public accommodations within Gainesville's City limits.

EQUAL OPPORTUNITY

CHARTER OFFICER

Department Mission: To ensure equal opportunity/equal access to employment, housing, public accommodations and credit within the Gainesville city limits; and equal opportunity/equal access to employment, programs, services, activities, and facilities of the City of Gainesville without regard to an individual's sex, race, religion, national origin, marital status, sexual orientation, color, age, gender identity, or disability. To work to ensure the City's workforce is diverse and well trained on equal opportunity related matters.

City Commission Draft Strategic Goal	Our Department contributes to these goals in the following ways:
Economic Opportunity – Affordability, job Diversity, Economic Development	Monitors and provides semi-annual reports to the City Commission concerning General Government and Gainesville Regional Utilities' Small Business Enterprise Programs. Provides Fair Housing education for citizens and providers of housing such as local real estate, banking, and building professionals.
Social Resilience – Youth Well-Being, Housing, Health & Safety	Provide training and education programs both internally and for external organizations such as discrimination and harassment, diversity awareness, workplace investigations, and affirmative action to address equity and inclusion. Participate in projects and programs with agencies such as Alachua County Equal Opportunity Office, University of Florida Human Resources Services, School Board of Alachua County, Gainesville Housing Authority, and the Center for Independent Living.
	Work with groups such as Citizen's Disability Advisory Committee, the Center for Independent Living, and the City's Public Works Department to monitor and suggest infrastructure and transportation improvements to increase citizen accessibility and for compliance with ADA.
	Provide Fair Housing education for citizens and providers of housing such as local real estate, banking, and building professionals. Provides customized training for temporary summer employees such as pool personnel in Recreation Department who interact with neighborhood youth.
Community/Environmental Sustainability – Renewable Infrastructure, Mobility, Inclusivity	Provide an investigative process for citizens who have complaints concerning Gainesville Police Department but are not comfortable taking those concerns to Internal Affairs. Work to ensure Americans with Disabilities Act (ADA) compliance related to public safety issues such as the "White Cane" traffic law. Provide discrimination education for public safety personnel.
	Provides proficient enforcement of the City's Discrimination Ordinance within Gainesville's city limits and City of Gainesville's equity and inclusion policies. Conduct public outreach activities to make organizations aware of their rights and responsibilities related to the City's Discrimination Ordinance.
	Work with Solid Waste Division to enhance our recycling efforts and General Services to increase energy conservation.

Our Department strives to achieve the following Operational Goals:

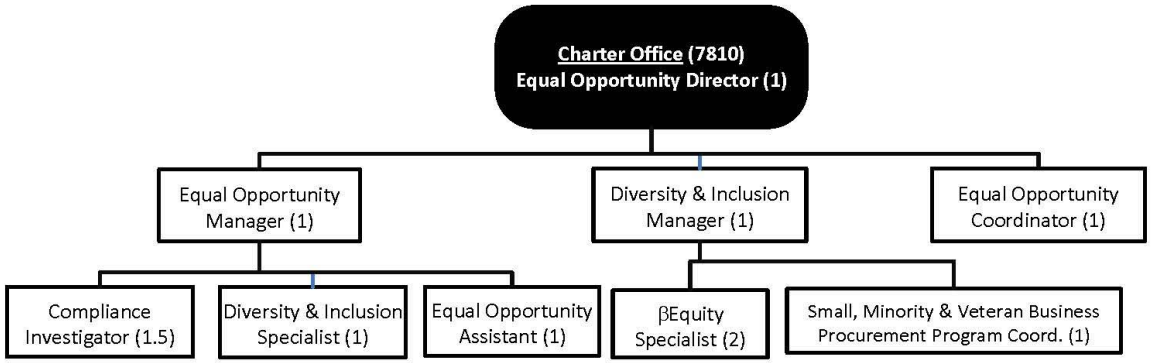
- Proficiently enforce and resolve cases
- Utilize proactive measures to prevent discrimination
- Expand community presence
- Enhance equal opportunity programs
- Foster significant community relations
- Strengthen diversity initiatives
- Establish effective communications

In order to achieve the above, our Division will focus on the following Objectives:

Administration	Propose policies for implementation of a comprehensive equal opportunity program.
	Complete goals identified in the internal diversity strategic plan.
	Ensure adherence to equal opportunity laws, policies, procedures, and related matters.
Outreach	Increase visibility for the Office of Equal Opportunity within the community.
	Facilitate discussions of social and economic inequities within our community.
	Implement an on-going dialogue on race and race relations in our community.
	Continue education and outreach activities.
Investigations	Investigate internal and external complaints
Prevention	Mediate and resolve disputes.
	Develop, prepare, and implement Affirmative Action Plan.
	Monitor Small/Minority Business Enterprise Program.
	Monitor all hires, transfers, demotions, promotions, and terminations.
Training	Develop and conduct Equal Opportunity and diversity related training and public education programs.

Equal Opportunity

FY 2020 ADOPTED ORGANIZATION CHART

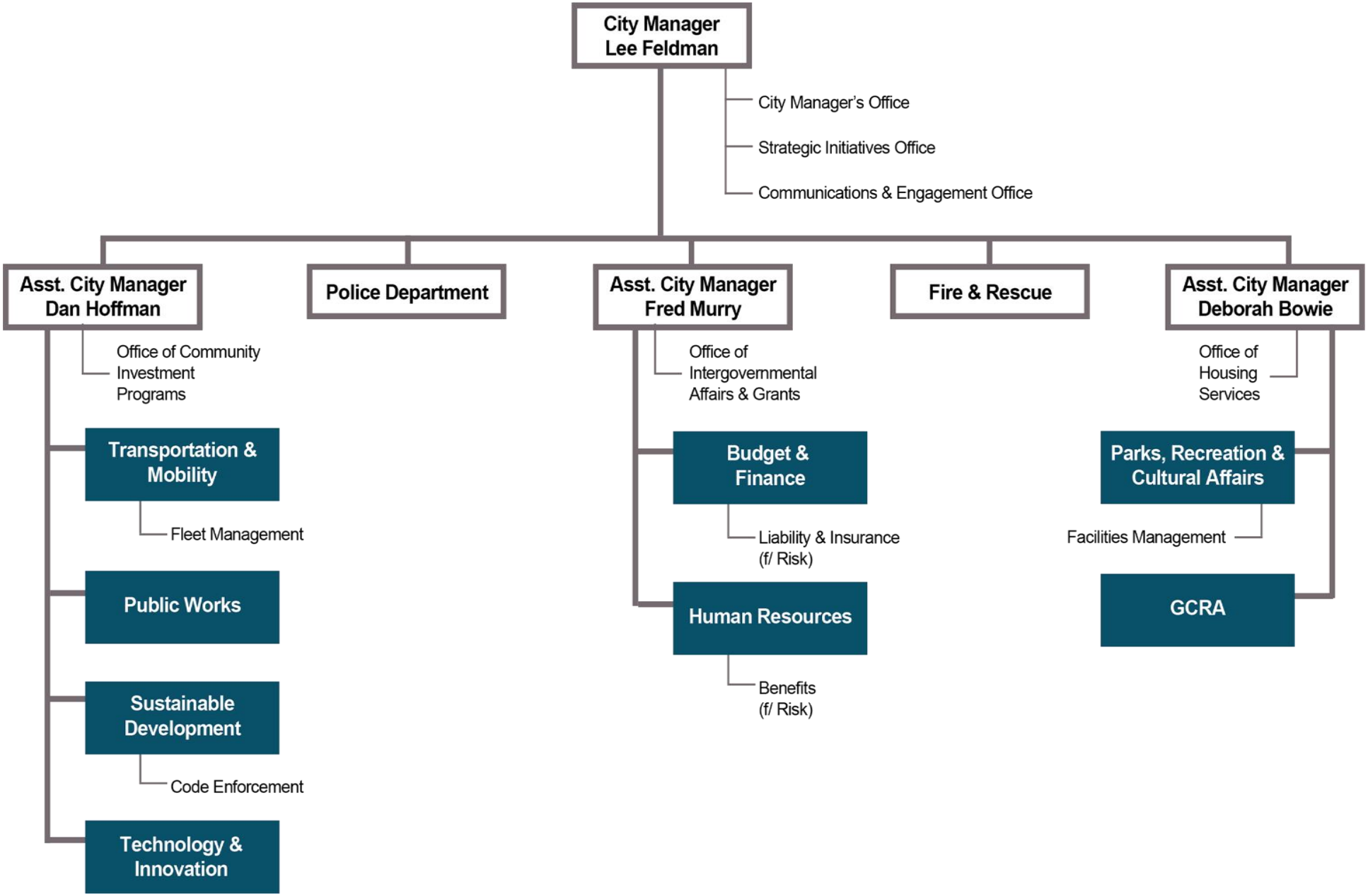


Total FTEs – 10.5

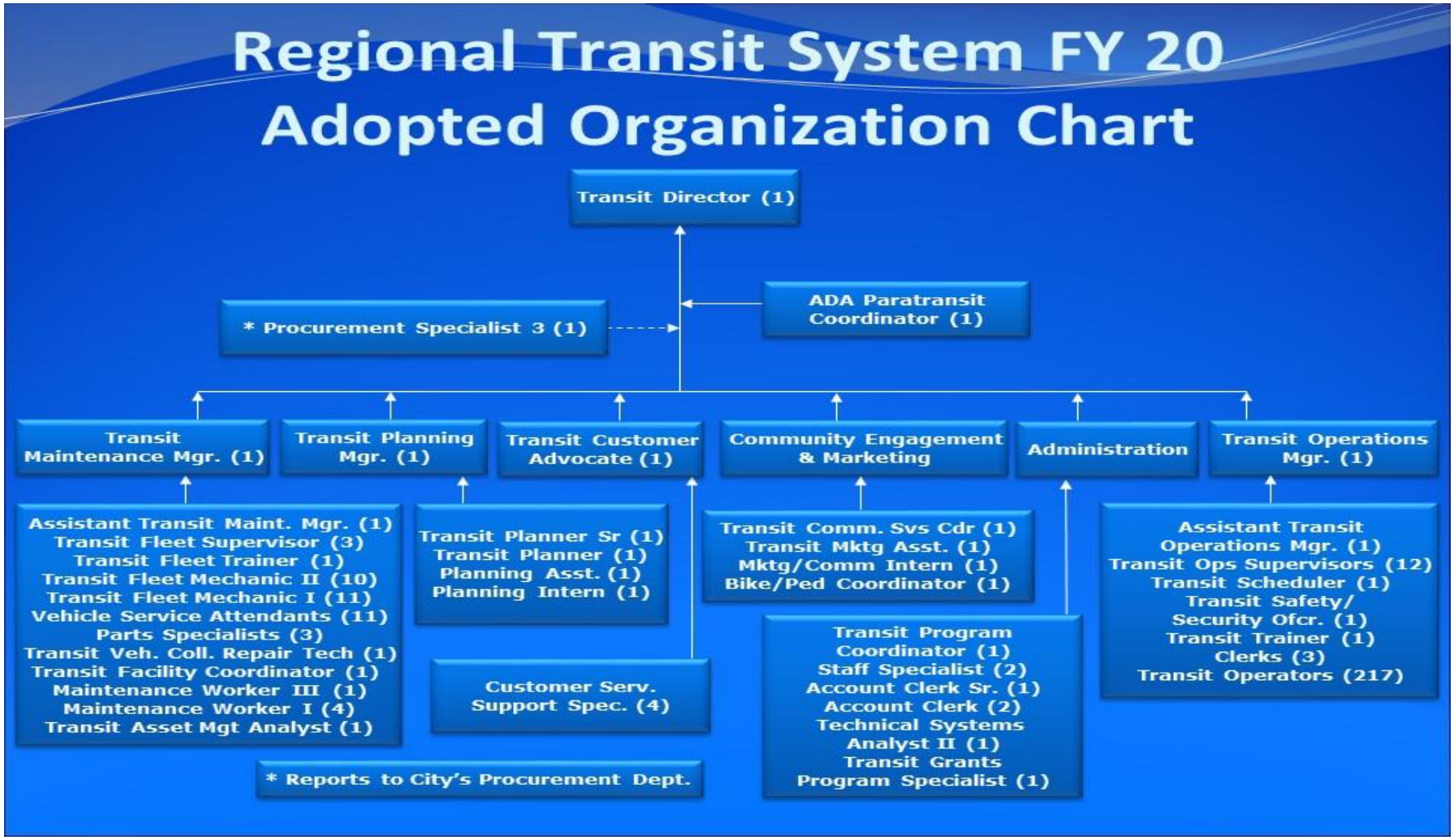
βChange made in FY20

Appendix C. OTHER ORGANIZATIONAL CHARTS

City of Gainesville Organization Chart



Regional Transit System Organization Chart



Appendix D. AMALGAMATED TRANSIT UNION LABOR AGREEMENT

AGREEMENT

BETWEEN THE

CITY OF GAINESVILLE

AND

AMALGAMATED TRANSIT UNION

LOCAL NO. 157

EFFECTIVE: OCTOBER 1, 2018 - SEPTEMBER 30, 20

ARTICLE 10

DISCHARGE AND DISCIPLINE

10.1 Employer reserves the right to discipline or discharge any employee for just cause. It is understood by the parties that employees are subject to all applicable rules and regulations of the City and the Transit System. Employer agrees that disciplinary action shall be in a timely fashion and the employee shall be notified of the potential of such disciplinary action within thirty (30) working days of the employer becoming aware of the event giving rise to the discipline, except in cases where immoral or unlawful conduct is involved.

10.2 Any official written reprimand shall be furnished to the employee outlining the reason for the reprimand. The employee will be requested to sign the statement; however, that signature does not constitute or imply agreement, only acknowledging receipt of the reprimand. If the employee refuses to sign, the refusal shall be noted and placed in the employee's personnel file. The employee shall have the opportunity to respond to the reprimand in writing. This written response shall remain attached to the reprimand maintained within the employee's file. Whenever possible, the City will make every effort to reprimand the employee in a private manner so as to avoid embarrassing the employee.

10.3 Disciplinary actions involving discharge, demotion, suspension with loss of pay and written instructions and cautionings may be subject to the grievance provisions of the Agreement. Written or verbal warnings are not grievable, provided they are not placed in the employee's official personnel file. Such warnings shall not be considered a "first offense" under City Personnel Policies and Procedures, Policy #E-3, however, such warnings may be used as a basis to substantiate future disciplinary action under Policy #E-3.

10.4 Any discharged employee who has completed his/her probationary period shall have the right to appeal said discharge directly to the second step of the grievance procedure provided such appeal is made within seven (7) days from the effective date of such action, computed in accordance with Section 8.2(D).

10.5 Probationary employees on initial hire shall not be subject to the grievance procedure of this Agreement except as provided in Article 23.3.

10.6 In imposing disciplinary measures by incremental steps based on successive deficiencies in employee performance, on a current charge the Transit Director will not take into consideration prior infractions of the same rule which occurred more than eighteen (18) months previously, or, in the case of safety violations, any prior safety violations which occurred more than five (5) years previously. In discharge cases, the overall disciplinary record of the employee may be taken into consideration.

10.7 An employee shall have the right to review his/her personnel file at reasonable times under proper supervision.

10.8 No telephone complaints from the public shall be made part of the employee's personnel record until the employee has had the opportunity to offer his/her defense of such complaint.

10.9 If an employee is charged with an offense which involves immoral or unlawful conduct, neither such charge nor any discipline meted out in connection therewith shall be subject to the grievance procedure of this Agreement, unless the grievance in such cases is accompanied by the signed authorization of the employee involved releasing the City and the Union from any liability and authorizing the City to submit any and all information and facts pertaining to the case to whomever they may concern, including the Union President.

10.10 All applicable rules and regulations, and discipline meted out in connection therewith, shall be consistently applied and administered for all employees based on sound discretion and a consideration of all the facts involved in each individual situation.

10.11 No rule or regulation shall be established which is in conflict with this Agreement.

Appendix E. CITY OF GAINESVILLE AFFIRMATIVE ACTION PLAN and EQUAL OPPORTUNITY POLICIES

AFFIRMATIVE ACTION PLAN
FOR MINORITIES & WOMEN

City of Gainesville
General Government (GG)
January 1, 2017 through December 31, 2018

_____
Equal Opportunity Director

_____
Affirmative Action Manager & Chief Investigator

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Preface

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

In the preparation of this voluntary Affirmative Action Plan (AAP), the City has used the terminology used in Executive Order 11246 and its implementing regulations as a guide. Therefore, the use of such terms as "underutilization," "deficiency," "concentration," "affected class," "goal," "problem area," etc. should not be construed as an admission by the City, in whole or in part, that any problem area exists or that either minorities or women have been or are presently being underutilized, concentrated, or discriminated against in any way by the City in violation of federal, state, or local fair employment practice laws. Furthermore, nothing contained in this AAP or its supporting data should be construed as an admission by the City, in whole or in part, that it has contravened such federal, state, or local employment practice laws.

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

While the City of Gainesville 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 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 this organization. At a minimum, the complexity of this data is subject to misinterpretation and misuse, which again can be very harmful to business goals and objectives solely unrelated to the affirmative action and equal employment opportunity concept.

Therefore, even though the is justifiably proud of the progress and placement goals that are described in the following pages, this AAP and its supporting data are to be disclosed only 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 Gainesville specifically requests the following:

If this information is submitted to the Office of Federal Contract Compliance Programs (OFCCP) pursuant to the relevant Executive Order and regulations, it is to be considered confidential and not subject to disclosure without notifying City of Gainesville of the agency’s decision to disclose and providing the with ample time to contest the disclosure.

If this information is supplied to another government contractor, EEOC representative, or any other person who is given access to the AAP, it is not to be copied, reproduced, or disclosed without prior notification to City of Gainesville.

No information contained in the AAP is to be copied, removed from the premises, or released to other individuals without prior notification to City of Gainesville.

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

The material set forth in this AAP is deemed to include personnel files, investigatory records, trade secrets, confidential operations information, confidential statistical data and other confidential commercial and financial data, within the meaning of the Freedom of Information Act (5 U.S.C. Section 552), Title VII of the Civil Rights Act of 1964 (as amended) (42 U.S.C. Sections 2000e et seq.), and the Trade Secrets Act (18 U.S.C. Section 1905, and 44 U.S.C. Section 3508), the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.

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

Introduction

The City of Gainesville, which includes General Government (GG) and Gainesville Regional Utilities (GRU), is a full service City complete with public safety as well as a five-service utility. Offering such a wide variety of services to a large customer base, the City recognizes the importance of having a workforce that mirrors the community we serve. As such, the emphasis on enacting the AAP is even more crucial. With a population in excess of 125,000, representing many different races, ethnicities and lifestyles, the City's goal is to serve everyone equally. In order to accomplish this, many different steps must be taken, from educating both new and current employees, community outreach and education and recruitment of potential candidates for open positions. Each of these steps will be spelled out in greater detail in the following pages.

Ever committed to affirmative action, the City of Gainesville has prepared this AAP to cover employees reporting to and/or working in General Government (GG).

As detailed in the Job Group Analysis, this AAP covers 1482 employees including 512 (34.55%) minorities and 485 (32.73%) women. It is expected that these employees will help us to reach mutual goals of profitability and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of City of Gainesville has a continuing commitment to the practice and implemented action of this AAP.

Responsibility for Implementation

41 C.F.R. 60-2.17

Torey L. Alston, Equal Opportunity Director, has overall management responsibility and accountability for implementation of the Equal Employment Opportunity Policy and the AAP. The City has assigned primary management responsibility and accountability for ensuring full compliance with the plan to the Affirmative Action Manager & Chief Investigator, an official of the City. The Affirmative Action Manager & Chief Investigator has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP.

The Equal Opportunity Director actively supports the program and provides authority and direction whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance. The name of the Affirmative Action Manager & Chief Investigator appears on internal and external communications on the City's Equal Employment Opportunity Policy and AAP.

The duties of the Affirmative Action Manager & Chief Investigator include:

- Developing policy statements, AAP methods, and internal and external communication techniques. Affirmative Action policies and procedures will continue to be developed to ensure an efficient yet positive interaction between the Affirmative Action Manager & Chief Investigator and the managers charged with employment responsibility.
- Assisting in the identification of problem areas, and developing strategies to eliminate any problems identified.
- Assisting line management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and EEO policies and procedures.
- Designing and implementing monitoring and reporting methods that will:
- Measure the effectiveness of the City's equal employment and AAP.
- Indicate any need for remedial action.
- Determine the degree to which the City's placement goals and objectives are being attained.
- Provide management with a working understanding of the City's AAP placement goals and objectives.
- Meeting with managers, supervisors and employees to assure that the City's EEO policies are being followed.
- Ensuring that supervisors understand that their work performance is being evaluated in part on the basis of their demonstrated commitment to equal employment opportunity, and that it is their responsibility to prevent all types of unlawful workplace harassment.
- Serving as a liaison between the City and enforcement agencies.
- Serving as a liaison between the City and appropriate minority and women's organizations, and community action groups concerned with employment opportunities of minorities and women.

- Making contact with predominately female and minority high schools, colleges, and technical schools in the area as needed.
- Keeping management informed of developments in the equal employment opportunity and affirmative action area.
- Conducting a periodic audit to ensure that the City complies in the following ways:
    - EEO posters are properly displayed.
    - All employees are afforded the opportunity and are encouraged to participate in all -sponsored educational, training, recreation, and social activities.

The City recognizes that the cooperation of department supervisors and line managers is required and necessary to reach the full potential of this AAP. Therefore, supervisors and managers are expected to:

- Assist the Affirmative Action Manager & Chief Investigator in the identification of any problem areas and help to 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 Manager & Chief Investigator 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 employees to ensure that minorities and women are given full opportunity for transfers and promotions.
- Provide career counseling for employees as needed.
- Adhere to the City's policy of equal employment opportunity for all employees and ensure that the policy is understood, supported and adhered to by the employees they supervise.
- Take action to prevent the harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of the City's affirmative action efforts.

Organizational Profile
41 C.F.R. 60-2.11

As one of the diagnostic components of the City of Gainesville's AAP and to conform to applicable regulations, the City has completed a profile of the workforce at the General Government (GG) 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 minorities or women are underrepresented or concentrated. To complete our organizational profile we have elected to follow the Workforce Analysis methodology.

The following charts set forth our Workforce Analysis. The analysis identifies the departments at the General Government (GG) establishment and, for each department, lists all job titles from the lowest paid to the highest paid. For each job title, we provide the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents by racial/ethnic group.

City of Gainesville

COPY OF: January 1, 2017-December 31, 2018 Annual Affirmative Action Plan

General Government (GG)

Workforce Analysis

620-Neighborhood Imp

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0103	HR	Total	1	Mal	0	0	0	0	0	0	0	0
Techs -Temp	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
0105	HR	Total	1	Mal	0	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1147	C6	Total	3	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	2	Fem	3	1	2	0	0	0	0	0
3007	C7	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk II	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3061B	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Field Collector - Landlord Permitting	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
7105	C9	Total	11	Mal	6	5	1	0	0	0	0	0
Code Enforcement Officer	3	Tot Min	1	Fem	5	5	0	0	0	0	0	0
7119	C11	Total	2	Mal	2	2	0	0	0	0	0	0
Code Enforcement Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9009	C11	Total	1	Mal	1	1	0	0	0	0	0	0
Rehabilitation Specialist 2	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2310	M7	Total	1	Mal	0	0	0	0	0	0	0	0
Housing & Community Development	7	Tot Min	1	Fem	1	0	1	0	0	0	0	0
2322	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Neighborhood Planning Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7103	M9	Total	1	Mal	1	1	0	0	0	0	0	0
Code Enforcement Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2308	M10	Total	1	Mal	0	0	0	0	0	0	0	0
Housing & Community Development	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
Total for 620-Neighborhood Imp		Total	25	Mal	11	10	1	0	0	0	0	0
		Tot Min	9	Fem	14	6	8	0	0	0	0	0

Workforce Analysis

640-Economic Develop

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
2300	M12	Total	1	Mal	1	1	0	0	0	0	0	0
Economic Development and	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 640-Economic Develop		Total	1	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0	0

660-Planning & Develop

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0105	HR	Total	4	Mal	2	2	0	0	0	0	0	0
Professional - Temp	2	Tot Min	1	Fem	2	1	1	0	0	0	0	0
0999	HR	Total	1	Mal	1	1	0	0	0	0	0	0
Temporary Time-Limited	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3000	C2	Total	1	Mal	0	0	0	0	0	0	0	0
Clerk 1	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3048	C5	Total	3	Mal	0	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	1	Fem	3	2	1	0	0	0	0	0
1147	C6	Total	1	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2319	C7	Total	2	Mal	2	1	0	0	0	1	0	0
Planning Assistant	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
3050	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
7109	C9	Total	3	Mal	3	3	0	0	0	0	0	0
Inspector I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7111	C10	Total	8	Mal	8	8	0	0	0	0	0	0
Inspector 2	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2331	C10	Total	3	Mal	2	2	0	0	0	0	0	0
Plans Examiner 2	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
6142	M5	Total	1	Mal	0	0	0	0	0	0	0	0
Urban Forestry Inspector	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2315	M5	Total	2	Mal	1	0	1	0	0	0	0	0
Planner	2	Tot Min	2	Fem	1	0	1	0	0	0	0	0

Workforce Analysis

660-Planning & Development

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
2590	M6	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7011	M6	Total	2	Mal	2	2	0	0	0	0	0	0
Fire Protection Specialist	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7114	C13	Total	1	Mal	1	1	0	0	0	0	0	0
Chief Inspector	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2403	M8	Total	2	Mal	2	1	1	0	0	0	0	0
Planner Lead	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2404	M9	Total	1	Mal	1	1	0	0	0	0	0	0
Planner Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7101	M10	Total	1	Mal	1	1	0	0	0	0	0	0
Building Official	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2321	M11	Total	1	Mal	1	0	1	0	0	0	0	0
Planning Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2303	M14	Total	1	Mal	0	0	0	0	0	0	0	0
Planning & Development Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 660-Planning & Devel		Total	40	Mal	28	24	3	0	0	1	0	0
		Tot Min	9	Fem	12	7	4	0	1	0	0	0

680-Regional Transit

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
9507	R1	Total	19	Mal	10	3	6	0	1	0	0	0
Transit Operator Trainee	8	Tot Min	15	Fem	9	1	7	0	1	0	0	0
0104	HR	Total	2	Mal	2	1	0	1	0	0	0	0
Intern	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1144	RC2	Total	4	Mal	1	0	1	0	0	0	0	0
Clerk 1 RTS	6	Tot Min	2	Fem	3	2	1	0	0	0	0	0
9627	RC3	Total	9	Mal	8	5	3	0	0	0	0	0
Vehicle Svc Attendant RTS	8	Tot Min	3	Fem	1	1	0	0	0	0	0	0
9501	R2	Total	198	Mal	127	54	59	1	11	0	1	1
Transit Operator	8	Tot Min	126	Fem	71	18	51	0	2	0	0	0

Workforce Analysis

680-Regional Transit

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
5037	C5	Total	4	Mal	3	1	2	0	0	0	0	0
Maintenance Worker I RTS	8	Tot Min	2	Fem	1	1	0	0	0	0	0	0
5042	C5	Total	1	Mal	1	1	0	0	0	0	0	0
Maintenance Worker III RTS	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3211	RC5	Total	3	Mal	3	3	0	0	0	0	0	0
Parts Specialist RTS	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3008	RC5	Total	2	Mal	0	0	0	0	0	0	0	0
Account Clerk - RTS	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
9504	RC5	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1148	RC6	Total	2	Mal	0	0	0	0	0	0	0	0
Staff Specialist, RTS	6	Tot Min	1	Fem	2	1	0	0	1	0	0	0
9605	RC7	Total	10	Mal	10	9	1	0	0	0	0	0
Fleet Mechanic I RTS	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
3009	RC7	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk, Senior-RTS	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
9609	RC8	Total	10	Mal	10	7	1	0	1	1	0	0
Fleet Mech II RTS	7	Tot Min	3	Fem	0	0	0	0	0	0	0	0
9623	RC8	Total	1	Mal	1	1	0	0	0	0	0	0
Transit Vehicle Collision Repair	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9503	M3	Total	1	Mal	1	0	0	0	1	0	0	0
Transit Marketing & Communications	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
8111	M3	Total	1	Mal	0	0	0	0	0	0	0	0
Grants Program Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1221	M4	Total	1	Mal	1	1	0	0	0	0	0	0
Transit Operations Trainer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2208	M4	Total	1	Mal	0	0	0	0	0	0	0	0
Transit Program Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
9505	M4	Total	1	Mal	0	0	0	0	0	0	0	0
Transit Services Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
9506	M4	Total	1	Mal	0	0	0	0	0	0	0	0
Transit Marketing and	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

680-Regional Transit

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
9510	M5	Total	1	Mal	1	0	0	0	1	0	0	0
Transit Planner	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
5018	M5	Total	1	Mal	1	1	0	0	0	0	0	0
Transit Facilities Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9511	M5	Total	11	Mal	8	4	2	0	1	0	0	1
Transit Operations Supervisor	1	Tot Min	6	Fem	3	1	2	0	0	0	0	0
9513	M5	Total	3	Mal	3	2	1	0	0	0	0	0
Transit Fleet Supervisor	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
9517	M6	Total	1	Mal	1	1	0	0	0	0	0	0
Transit Scheduler	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9521	M6	Total	1	Mal	1	1	0	0	0	0	0	0
Transit Customer Advocate	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9519	M6	Total	1	Mal	1	0	1	0	0	0	0	0
Transit Safety & Security Officer	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
9502	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Department Marketing and	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9512	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Assistant Transit Operations	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9602	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Assistant Transit Maintenance	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
4072	M8	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9508	M9	Total	1	Mal	1	0	1	0	0	0	0	0
Transit Operations Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
9601	M9	Total	1	Mal	1	1	0	0	0	0	0	0
Transit Maintenance Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1065	M12	Total	1	Mal	1	0	0	0	1	0	0	0
Transit Director	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 680-Regional Transit		Total	299	Mal	201	100	78	2	17	1	1	2
		Tot Min	168	Fem	98	31	63	0	4	0	0	0

Workforce Analysis

700-Administrative S

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0999	HR	Total	2	Mal	0	0	0	0	0	0	0	0
Temporary Time-Limited	2	Tot Min	2	Fem	2	0	1	0	1	0	0	0
1070	M8	Total	1	Mal	0	0	0	0	0	0	0	0
Strategic Planner, Sr.	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1068	M9	Total	1	Mal	0	0	0	0	0	0	0	0
Strategic Planning Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 700-Administrative S		Total	4	Mal	0	0	0	0	0	0	0	0
		Tot Min	2	Fem	4	2	1	0	1	0	0	0

710-City Commission

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
10011		Total	6	Mal	5	3	1	0	1	0	0	0
City Commissioner	1	Tot Min	2	Fem	1	1	0	0	0	0	0	0
10031		Total	1	Mal	1	1	0	0	0	0	0	0
Mayor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 710-City Commission		Total	7	Mal	6	4	1	0	1	0	0	0
		Tot Min	2	Fem	1	1	0	0	0	0	0	0

720-Clerk of Commission

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0105	HR	Total	1	Mal	0	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103	C10	Total	4	Mal	0	0	0	0	0	0	0	0
Executive Assistant to	6	Tot Min	3	Fem	4	1	3	0	0	0	0	0
1023		Total	1	Mal	1	1	0	0	0	0	0	0
Clerk of the Commission	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 720-Clerk of C Commi		Total	6	Mal	1	1	0	0	0	0	0	0
		Tot Min	3	Fem	5	2	3	0	0	0	0	0

Workforce Analysis

730-City Manager

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0105	HR	Total	1	Mal	0	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
0999	HR	Total	3	Mal	1	0	1	0	0	0	0	0
Temporary Time-Limited	2	Tot Min	2	Fem	2	1	0	1	0	0	0	0
1153	C9	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1400	M6	Total	1	Mal	0	0	0	0	0	0	0	0
Office Coordinator-City Manager	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3067	M8	Total	1	Mal	0	0	0	0	0	0	0	0
Intergovernmental Affairs	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1021	M14	Total	2	Mal	2	1	1	0	0	0	0	0
Assistant City Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1019		Total	1	Mal	1	1	0	0	0	0	0	0
City Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 730-City Manager		Total	10	Mal	4	2	2	0	0	0	0	0
		Tot Min	4	Fem	6	4	1	1	0	0	0	0

740-City Auditor

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
1103	C10	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant to	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
9927	M8	Total	1	Mal	0	0	0	0	0	0	0	0
Auditor, Senior	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3034	M8	Total	1	Mal	1	1	0	0	0	0	0	0
Auditor, Information Technology	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3035	M10	Total	1	Mal	0	0	0	0	0	0	0	0
City Auditor, Assistant	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1017		Total	1	Mal	1	1	0	0	0	0	0	0
City Auditor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 740-City Auditor		Total	5	Mal	2	2	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0	0

Workforce Analysis

750-City Attorney

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
7514	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Legal Staff Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
7512	C7	Total	1	Mal	0	0	0	0	0	0	0	0
Legal Assistant I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7513	C9	Total	4	Mal	0	0	0	0	0	0	0	0
Legal Assistant II	6	Tot Min	0	Fem	4	4	0	0	0	0	0	0
7511	C11	Total	1	Mal	0	0	0	0	0	0	0	0
Legal Assistant Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1403A	M7	Total	1	Mal	0	0	0	0	0	0	0	0
Office Manager, Law Office	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
7501	M11	Total	4	Mal	3	3	0	0	0	0	0	0
City Attorney 2, Assistant	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7503	M13	Total	1	Mal	0	0	0	0	0	0	0	0
City Attorney, Senior Assistant	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7505	M13	Total	1	Mal	0	0	0	0	0	0	0	0
City Attorney Utilities	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7509	M14	Total	2	Mal	1	1	0	0	0	0	0	0
Litigation Attorney	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1015		Total	1	Mal	0	0	0	0	0	0	0	0
City Attorney	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 750-City Attorney		Total	17	Mal	4	4	0	0	0	0	0	0
		Tot Min	2	Fem	13	11	1	1	0	0	0	0

760-Information Tech

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
4065	M8	Total	3	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst Senior	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
4040	M9	Total	1	Mal	0	0	0	0	0	0	0	0
IT Supervisor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 760-Information Tech		Total	4	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0	0

Workforce Analysis

770-Budget & Finance

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
3000	C2	Total	2	Mal	2	2	0	0	0	0	0	0
Clerk 1	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3041	C4	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Accounts Rep	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3013	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
3071	C6	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3007	C7	Total	7	Mal	1	1	0	0	0	0	0	0
Account Clerk II	6	Tot Min	3	Fem	6	3	3	0	0	0	0	0
3061	C8	Total	1	Mal	1	1	0	0	0	0	0	0
Field Collector - Occupational	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3015	C8	Total	4	Mal	1	1	0	0	0	0	0	0
Account Clerk, Senior	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
3214	C10	Total	1	Mal	0	0	0	0	0	0	0	0
Property Control Specialist Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3030	M5	Total	1	Mal	0	0	0	0	0	0	0	0
Billing and Collections Supervisor	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3021	M5	Total	2	Mal	0	0	0	0	0	0	0	0
Accountant 2	2	Tot Min	1	Fem	2	1	1	0	0	0	0	0
3104	M6	Total	2	Mal	0	0	0	0	0	0	0	0
Buyer, Senior	2	Tot Min	1	Fem	2	1	0	0	0	0	0	1
3063	M6	Total	1	Mal	0	0	0	0	0	0	0	0
Grant Fiscal Coordinator	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1241	M7	Total	4	Mal	2	2	0	0	0	0	0	0
Analyst Senior	2	Tot Min	1	Fem	2	1	1	0	0	0	0	0
3024	M8	Total	1	Mal	0	0	0	0	0	0	0	0
Payroll and Payables Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3073	M8	Total	2	Mal	2	2	0	0	0	0	0	0
Pension and Investment Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3111	M9	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

770-Budget & Finance

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
3025	M9	Total	1	Mal	1	1	0	0	0	0	0	0
Accounting Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1040	M12	Total	1	Mal	0	0	0	0	0	0	0	0
Assistant Finance Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1037	M13	Total	1	Mal	0	0	0	0	0	0	0	0
Finance Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 770-Budget & Finance		Total	35	Mal	11	11	0	0	0	0	0	0
		Tot Min	10	Fem	24	14	8	1	0	0	0	1

780-Equal Opportunity

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
1227	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Equal Opportunity Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1220	M6	Total	1	Mal	0	0	0	0	0	0	0	0
Equal Opportunity Office Coordinator	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1036	M6	Total	1	Mal	0	0	0	0	0	0	0	0
Small & Minority Business	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1205	M6	Total	1	Mal	1	1	0	0	0	0	0	0
Compliance Investigator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1215	M8	Total	1	Mal	0	0	0	0	0	0	0	0
Affirmative Action Manager & Chief	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1035		Total	1	Mal	1	0	1	0	0	0	0	0
Equal Opportunity Dir	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 780-Equal Opportunity		Total	6	Mal	2	1	1	0	0	0	0	0
		Tot Min	5	Fem	4	0	4	0	0	0	0	0

790-Community Develop

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0105	HR	Total	1	Mal	0	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

790-Community Develop

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
2700	M3	Total	1	Mal	0	0	0	0	0	0	0	0
Community Redevelopment Agency	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
2701	M5	Total	2	Mal	1	1	0	0	0	0	0	0
Community Redevelopment Agency	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2702	M7	Total	2	Mal	1	0	1	0	0	0	0	0
Community Redevelopment Agency	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
2703	M8	Total	3	Mal	2	1	1	0	0	0	0	0
Community Redevelopment Agency	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
2304	M11	Total	1	Mal	0	0	0	0	0	0	0	0
Community Redevelopment Agency	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 790-Community Develo		Total	10	Mal	4	2	2	0	0	0	0	0
		Tot Min	3	Fem	6	5	1	0	0	0	0	0

800-Public Works

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0104	HR	Total	1	Mal	0	0	0	0	0	0	0	0
Intern	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
0103	HR	Total	2	Mal	2	2	0	0	0	0	0	0
Techs -Temp	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
0105	HR	Total	8	Mal	6	4	1	1	0	0	0	0
Professional - Temp	2	Tot Min	3	Fem	2	1	0	1	0	0	0	0
9741	C1	Total	2	Mal	2	0	2	0	0	0	0	0
Parking Operations Attendant 1	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
5036	C1	Total	5	Mal	5	3	2	0	0	0	0	0
Street Sweeper Operator	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
5039	RC1	Total	6	Mal	6	1	5	0	0	0	0	0
Maintenance Worker 2	8	Tot Min	5	Fem	0	0	0	0	0	0	0	0
9743	C3	Total	5	Mal	3	3	0	0	0	0	0	0
Parking Operations Attendant 2	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
5071	C3	Total	3	Mal	3	3	0	0	0	0	0	0
Tree Surgeon 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

800-Public Works

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
5047	C3	Total	1	Mal	1	0	1	0	0	0	0	0
Motor Equipment Operator 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
3215	C3	Total	1	Mal	0	0	0	0	0	0	0	0
Storekeeper 1	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5041	C4	Total	9	Mal	9	4	4	0	1	0	0	0
Maintenance Worker 3	8	Tot Min	5	Fem	0	0	0	0	0	0	0	0
2003	C4	Total	4	Mal	3	3	0	0	0	0	0	0
Mosquito Control Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5033	C5	Total	1	Mal	1	1	0	0	0	0	0	0
Maintenance Mechanic Repair &	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5049	C5	Total	7	Mal	7	7	0	0	0	0	0	0
Motor Equipment Operator 3	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3048	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3217	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Storekeeper 2	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5045	RC5	Total	3	Mal	3	2	1	0	0	0	0	0
Motor Equipment Operator 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1147	C6	Total	4	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	2	Fem	4	2	2	0	0	0	0	0
3071	C6	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2002	C6	Total	1	Mal	1	1	0	0	0	0	0	0
Mosquito Control Services	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6047	C6	Total	2	Mal	2	1	1	0	0	0	0	0
Survey Technician 2	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
5035	C7	Total	14	Mal	14	6	8	0	0	0	0	0
Maintenance Worker 1	7	Tot Min	8	Fem	0	0	0	0	0	0	0	0
5073	C7	Total	2	Mal	2	2	0	0	0	0	0	0
Tree Surgeon 2	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5032	C7	Total	1	Mal	0	0	0	0	0	0	0	0
Street Sweeper Crew Leader, Public	7	Tot Min	1	Fem	1	0	1	0	0	0	0	0

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
5030	C7	Total	1	Mal	1	1	0	0	0	0	0	0
Right of Way Crew Leader, Public	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9725	C7	Total	4	Mal	4	2	2	0	0	0	0	0
Traffic Signs/Markings Technician,	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
4132	C7	Total	1	Mal	0	0	0	0	0	0	0	0
Operations Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3015	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk, Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3050	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2419	C8	Total	1	Mal	1	0	1	0	0	0	0	0
Bicycle/Pedestrian Coordinator	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
3102	M3	Total	1	Mal	1	1	0	0	0	0	0	0
Public Works Contract Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
8111	M3	Total	1	Mal	0	0	0	0	0	0	0	0
Grants Program Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
9726	C9	Total	2	Mal	1	0	1	0	0	0	0	0
Traffic Signs/Markings Technician II	7	Tot Min	1	Fem	1	1	0	0	0	0	0	0
5024	C9	Total	8	Mal	8	4	4	0	0	0	0	0
Labor Crew Leader 1-Public Works	7	Tot Min	4	Fem	0	0	0	0	0	0	0	0
5075	C9	Total	1	Mal	1	1	0	0	0	0	0	0
Tree Surgeon 3	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2005	C9	Total	1	Mal	1	1	0	0	0	0	0	0
Stormwater Services Coordinator	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2115	C9	Total	4	Mal	4	3	0	0	1	0	0	0
Solid Waste Collection Inspector	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
9717	C9	Total	3	Mal	3	2	0	0	0	0	0	1
Traffic Signal Technician 2	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
6043	C9	Total	1	Mal	1	1	0	0	0	0	0	0
Survey Party Chief	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2316	M4	Total	1	Mal	0	0	0	0	0	0	0	0
GIS Specialist - Planning	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

800-Public Works

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
5026	C10	Total	4	Mal	4	3	1	0	0	0	0	0
Labor Crew Leader 2-Public Works	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
9732	C10	Total	1	Mal	1	1	0	0	0	0	0	0
Traffic Management System Cabling	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2550	C10	Total	4	Mal	3	3	0	0	0	0	0	0
Technical Support Specialist III	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2207	M5	Total	1	Mal	0	0	0	0	0	0	0	0
Program Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5063	C11	Total	3	Mal	3	3	0	0	0	0	0	0
Operations Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2118	C11	Total	1	Mal	1	1	0	0	0	0	0	0
Solid Waste Field Operations	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9723	C11	Total	3	Mal	3	3	0	0	0	0	0	0
Traffic Signal Technician, Lead	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2552	C11	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Support Specialist, Sr.	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6061	M6	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer I / Utility Designer I	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3115	M6	Total	1	Mal	0	0	0	0	0	0	0	0
Land Rights Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1402	M6	Total	1	Mal	0	0	0	0	0	0	0	0
Office Manager	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
9745	M6	Total	1	Mal	0	0	0	0	0	0	0	0
Parking Operations Supervisor	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
9730	C12	Total	1	Mal	1	1	0	0	0	0	0	0
Traffic Management System	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9731	C12	Total	1	Mal	1	1	0	0	0	0	0	0
Traffic Operations Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1241	M7	Total	1	Mal	0	0	0	0	0	0	0	0
Analyst Senior	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
2001	M7	Total	1	Mal	1	0	0	1	0	0	0	0
Entomologist	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

800-Public Works

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
6049	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Surveyor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5062	M7	Total	2	Mal	2	2	0	0	0	0	0	0
Assistant Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2117	M8	Total	1	Mal	1	1	0	0	0	0	0	0
Solid Waste Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6067	M9	Total	4	Mal	2	2	0	0	0	0	0	0
Engineer Utility Designer 4	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1064	M9	Total	1	Mal	0	0	0	0	0	0	0	0
Planning Manager-PUBLIC WORKS	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5061	M9	Total	1	Mal	1	1	0	0	0	0	0	0
Operations Division Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6071	M11	Total	1	Mal	1	1	0	0	0	0	0	0
Superv Engineer/Project Team	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1063	M12	Total	1	Mal	1	0	0	1	0	0	0	0
Traffic Operations Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1054	M12	Total	1	Mal	1	1	0	0	0	0	0	0
Assistant Public Works Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1055	M14	Total	1	Mal	0	0	0	0	0	0	0	0
Public Works Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 800-Public Works		Total	157	Mal	126	86	34	3	2	0	0	1
		Tot Min	48	Fem	31	23	6	2	0	0	0	0

810-Gainesville Police

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0107	HR	Total	2	Mal	1	0	1	0	0	0	0	0
Temporary Police Cadet -1	4	Tot Min	1	Fem	1	1	0	0	0	0	0	0
7341	HR	Total	25	Mal	6	2	4	0	0	0	0	0
School Crossing Guard	4	Tot Min	14	Fem	19	9	10	0	0	0	0	0
0108	HR	Total	3	Mal	1	1	0	0	0	0	0	0
Temporary Police Cadet -2	4	Tot Min	2	Fem	2	0	1	0	1	0	0	0

Workforce Analysis

810-Gainesville Police

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0103	HR	Total	2	Mal	2	2	0	0	0	0	0	0
Techs -Temp	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
0105	HR	Total	8	Mal	2	2	0	0	0	0	0	0
Professional - Temp	2	Tot Min	1	Fem	6	5	1	0	0	0	0	0
0999	HR	Total	1	Mal	1	0	1	0	0	0	0	0
Temporary Time-Limited	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7205	C3	Total	1	Mal	1	1	0	0	0	0	0	0
Tel Serve Operator	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3215	C3	Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper 1	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1123	C4	Total	10	Mal	0	0	0	0	0	0	0	0
Records Technician	6	Tot Min	5	Fem	10	5	5	0	0	0	0	0
1145	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1315	C5	Total	1	Mal	1	0	1	0	0	0	0	0
Community Program Coordinator	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7335	C5	Total	7	Mal	2	1	1	0	0	0	0	0
Police Services Technician 1	4	Tot Min	5	Fem	5	1	3	0	0	0	0	1
7307	C5	Total	1	Mal	1	1	0	0	0	0	0	0
Photographic Lab Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1147	C6	Total	7	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	3	Fem	7	4	3	0	0	0	0	0
7353	C6	Total	1	Mal	1	0	1	0	0	0	0	0
Reichert House Youth Program	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7301	C7	Total	1	Mal	0	0	0	0	0	0	0	0
Court Liaison Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7327	C7	Total	1	Mal	0	0	0	0	0	0	0	0
Police Property Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7337	C7	Total	6	Mal	1	0	1	0	0	0	0	0
Police Services Technician 2	4	Tot Min	3	Fem	5	3	2	0	0	0	0	0
7304	C7	Total	1	Mal	0	0	0	0	0	0	0	0
Forensic Crime Technician	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

810-Gainesville Police

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
7329	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Police Property/Evidence Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3015	C8	Total	2	Mal	0	0	0	0	0	0	0	0
Account Clerk, Senior	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
7315	C8	Total	3	Mal	0	0	0	0	0	0	0	0
Police Crime Analyst	3	Tot Min	2	Fem	3	1	1	0	0	0	1	0
8109	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Special Events & Assignments	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7323	P1	Total	10	Mal	9	3	5	0	1	0	0	0
Police Officer (Non-certified)	4	Tot Min	6	Fem	1	1	0	0	0	0	0	0
7339	C9	Total	1	Mal	1	1	0	0	0	0	0	0
Police Services Technician 3	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7330	C10	Total	1	Mal	1	1	0	0	0	0	0	0
Police Property/Evidence Supervisor	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1103	C10	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant to	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1119	C10	Total	1	Mal	1	0	1	0	0	0	0	0
Police Records Coordinator	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7305	C10	Total	1	Mal	0	0	0	0	0	0	0	0
Latent Fingerprint Examiner	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7321	P2	Total	206	Mal	165	123	30	2	10	0	0	0
Police Officer	4	Tot Min	52	Fem	41	31	5	1	4	0	0	0
7325	P2	Total	1	Mal	1	1	0	0	0	0	0	0
Police Officer-Administrative	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7321A	P2	Total	1	Mal	1	1	0	0	0	0	0	0
Police Officer Helicopter Pilot	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
4068	M5	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst 1	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7313	P3	Total	28	Mal	18	17	0	0	1	0	0	0
Police Corporal	4	Tot Min	3	Fem	10	8	2	0	0	0	0	0
7361	M6	Total	1	Mal	1	0	1	0	0	0	0	0
BOLD Program Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

810-Gainesville Police

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
7351	M6	Total	3	Mal	3	0	3	0	0	0	0	0
Reichert House Youth Program	1	Tot Min	3	Fem	0	0	0	0	0	0	0	0
7331	P4	Total	34	Mal	28	21	5	0	2	0	0	0
Police Sergeant	4	Tot Min	9	Fem	6	4	2	0	0	0	0	0
4070	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst 2	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7349	M7	Total	1	Mal	1	0	1	0	0	0	0	0
Reichert House Youth Program Asst.	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
4072	M8	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7347	M8	Total	1	Mal	1	0	1	0	0	0	0	0
Reichert House Youth Program	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7317	P5	Total	15	Mal	11	11	0	0	0	0	0	0
Police Lieutenant	4	Tot Min	2	Fem	4	2	1	0	1	0	0	0
4074	M9	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Systems Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7309	M11	Total	2	Mal	2	1	0	0	1	0	0	0
Police Captain	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7343	M12	Total	1	Mal	1	1	0	0	0	0	0	0
Assistant Police Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1053	M14	Total	1	Mal	1	0	1	0	0	0	0	0
Police Chief	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 810-Gainesville Poli		Total	401	Mal	271	196	58	2	15	0	0	0
		Tot Min	120	Fem	130	85	36	1	6	0	1	1

820-Gainesville Fire

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0103	HR	Total	2	Mal	2	1	0	0	1	0	0	0
Techs -Temp	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1145	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

820-Gainesville Fire

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
1147	C6	Total	2	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
7211	C6	Total	1	Mal	1	1	0	0	0	0	0	0
Communication Equipment	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3015	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk, Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1153	C9	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7021	F1	Total	68	Mal	66	49	7	1	7	1	0	1
Firefighter (52 hours)	4	Tot Min	17	Fem	2	2	0	0	0	0	0	0
7013	M4	Total	1	Mal	0	0	0	0	0	0	0	0
Fire Public Education Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7005	F2	Total	39	Mal	34	26	4	1	3	0	0	0
Fire Driver-Operator	4	Tot Min	8	Fem	5	5	0	0	0	0	0	0
7027	F3	Total	2	Mal	2	1	1	0	0	0	0	0
Fire Inspector	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7009	F3	Total	36	Mal	34	24	7	0	1	1	0	1
Fire Lieutenant	4	Tot Min	10	Fem	2	2	0	0	0	0	0	0
7017	F4	Total	2	Mal	2	0	1	0	1	0	0	0
Fire Training Captain	4	Tot Min	2	Fem	0	0	0	0	0	0	0	0
7018	F4	Total	1	Mal	1	1	0	0	0	0	0	0
Fire Training Captain-Hazmat	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7007	F4	Total	1	Mal	0	0	0	0	0	0	0	0
Fire Investigative Svcs Off	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
4072	M8	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7003	F5	Total	7	Mal	7	6	1	0	0	0	0	0
Fire District Chief	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7015	M10	Total	2	Mal	2	1	1	0	0	0	0	0
Fire Assistant Chief	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7001	M11	Total	1	Mal	0	0	0	0	0	0	0	0
Fire Chief Deputy	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

820-Gainesville Fire

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
1039	M13	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 820-Gainesville Fire		Total	170	Mal	153	112	22	2	13	2	0	2
		Tot Min	41	Fem	17	17	0	0	0	0	0	0

840-General Services

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
3013	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3209	C5	Total	2	Mal	2	2	0	0	0	0	0	0
General Services Support Specialist	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9603	C7	Total	2	Mal	2	2	0	0	0	0	0	0
Fleet Mechanic 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9607	C8	Total	10	Mal	10	9	0	0	0	1	0	0
Fleet Mechanic 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
3208	C8	Total	1	Mal	1	1	0	0	0	0	0	0
Fleet Support Specialist, Lead	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3015	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk, Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
9611	C10	Total	2	Mal	2	2	0	0	0	0	0	0
Master Fleet Technician, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3212	M6	Total	1	Mal	0	0	0	0	0	0	0	0
General Services Support	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
9615	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Fleet Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1041	M10	Total	1	Mal	1	1	0	0	0	0	0	0
Fleet Management Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 840-General Services		Total	22	Mal	19	18	0	0	0	1	0	0
		Tot Min	1	Fem	3	3	0	0	0	0	0	0

Workforce Analysis

850-Parks, Recreation

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
0201	HR	Total	44	Mal	30	25	2	1	2	0	0	0
Lifeguard - Temp	8	Tot Min	6	Fem	14	13	0	1	0	0	0	0
0218	HR	Total	20	Mal	13	5	8	0	0	0	0	0
Rec Center Monitor - Temp	8	Tot Min	14	Fem	7	1	5	1	0	0	0	0
0230	HR	Total	18	Mal	5	3	2	0	0	0	0	0
Temporary Recreation Assistant	8	Tot Min	9	Fem	13	6	7	0	0	0	0	0
0255	HR	Total	1	Mal	0	0	0	0	0	0	0	0
Support Staff I - Temp	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
0103	HR	Total	12	Mal	9	4	5	0	0	0	0	0
Techs -Temp	3	Tot Min	5	Fem	3	3	0	0	0	0	0	0
0202	HR	Total	8	Mal	4	3	0	0	1	0	0	0
Swim Instructor Temp	2	Tot Min	1	Fem	4	4	0	0	0	0	0	0
0206	HR	Total	1	Mal	0	0	0	0	0	0	0	0
Site Supervisor Temp	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
0226	HR	Total	13	Mal	5	5	0	0	0	0	0	0
Temporary PRCA Supervisor	2	Tot Min	0	Fem	8	8	0	0	0	0	0	0
8009	C1	Total	1	Mal	1	0	1	0	0	0	0	0
Recreation Aide 1	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
8105	C1	Total	5	Mal	5	2	3	0	0	0	0	0
Cultural/Nature Bldg Attend	8	Tot Min	3	Fem	0	0	0	0	0	0	0	0
5078	C1	Total	2	Mal	2	2	0	0	0	0	0	0
Parks Maintenance Worker 1	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2203	C3	Total	2	Mal	2	2	0	0	0	0	0	0
Nature Assistant	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5079	C3	Total	5	Mal	5	2	3	0	0	0	0	0
Parks Maintenance Worker 2	8	Tot Min	3	Fem	0	0	0	0	0	0	0	0
8011	C4	Total	4	Mal	2	0	2	0	0	0	0	0
Recreation Aide 2	8	Tot Min	3	Fem	2	1	1	0	0	0	0	0
5080	C4	Total	8	Mal	8	5	3	0	0	0	0	0
Parks Maintenance Worker 3	7	Tot Min	3	Fem	0	0	0	0	0	0	0	0
5021	C5	Total	1	Mal	1	1	0	0	0	0	0	0
Irrigation Mech	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

850-Parks, Recreation

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
5081	C5	Total	3	Mal	3	3	0	0	0	0	0	0
Parks Maintenance Worker 4	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3013	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
8012	C5	Total	5	Mal	4	2	1	0	1	0	0	0
Recreation Leader	6	Tot Min	3	Fem	1	0	1	0	0	0	0	0
1145	C5	Total	2	Mal	0	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
8014	C5	Total	3	Mal	1	1	0	0	0	0	0	0
Park Ranger	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
8023	C6	Total	1	Mal	0	0	0	0	0	0	0	0
Depot Park Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1147	C6	Total	2	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	2	Fem	2	0	2	0	0	0	0	0
5023	C7	Total	3	Mal	3	0	3	0	0	0	0	0
Labor Crew Leader 1	7	Tot Min	3	Fem	0	0	0	0	0	0	0	0
5029	C7	Total	1	Mal	1	1	0	0	0	0	0	0
Maintenance Mechanic 2	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
8004	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Golf Course Concessions Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
4107	C8	Total	2	Mal	0	0	0	0	0	0	0	0
Marketing Technician	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2201	C8	Total	2	Mal	1	1	0	0	0	0	0	0
Habitat Naturalist	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5004	M3	Total	1	Mal	0	0	0	0	0	0	0	0
Horticulturist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
8108	M3	Total	2	Mal	1	1	0	0	0	0	0	0
Events Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
8111	M3	Total	1	Mal	0	0	0	0	0	0	0	0
Grants Program Specialist	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
5025	C9	Total	2	Mal	2	2	0	0	0	0	0	0
Labor Crew Leader 2	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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 estimated available qualified minorities and women who could be employed by the City of Gainesville in positions covered by this AAP.

In designing our job groups, we considered the following elements:

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

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

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

Job Group Analysis

ASCS

ADMIN CLERICAL SUPPORT STAFF

EEO Code: 6

Job Code & Title		Min	Fem								
7511 - Legal Assistant Senior	#	0	1								
1 Employee	%	0.00	100.00								
1103 - Executive Assistant to	#	3	6								
6 Employees	%	50.00	100.00								
7513 - Legal Assistant II	#	0	4								
4 Employees	%	0.00	100.00								
1153 - Executive Assistant Senior	#	2	5								
5 Employees	%	40.00	100.00								
4132 - Operations Assistant	#	1	1								
1 Employee	%	100.00	100.00								
7512 - Legal Assistant I	#	0	1								
1 Employee	%	0.00	100.00								
1148 - Staff Specialist, RTS	#	1	2								
2 Employees	%	50.00	100.00								
3071 - Program Assistant	#	0	2								
3 Employees	%	0.00	66.67								
1147 - Staff Specialist	#	10	22								
22 Employees	%	45.45	100.00								
7514 - Legal Staff Assistant	#	1	1								
1 Employee	%	100.00	100.00								
1145 - Staff Assistant	#	0	4								
4 Employees	%	0.00	100.00								
1144 - Clerk 1 RTS	#	2	3								
4 Employees	%	50.00	75.00								
54 Employees Totals	#	20	52								
	%	37.04	96.30								

Job Group Analysis

ASFIN

ADMIN FINANCE SUPPORT STAFF

EEO Code: 6

Job Code & Title		Min	Fem								
3214 - Property Control Specialist Senior	#	0	1								
1 Employee	%	0.00	100.00								
3015 - Account Clerk, Senior	#	0	8								
9 Employees	%	0.00	88.89								
3061 - Field Collector - Occupational License	#	0	0								
1 Employee	%	0.00	0.00								
1214 - Compensation Assistant	#	0	0								
1 Employee	%	0.00	0.00								
3061B - Field Collector - Landlord Permitting	#	1	1								
1 Employee	%	100.00	100.00								
3009 - Account Clerk, Senior-RTS	#	1	1								
1 Employee	%	100.00	100.00								
3007 - Account Clerk II	#	4	7								
8 Employees	%	50.00	87.50								
3008 - Account Clerk - RTS	#	0	2								
2 Employees	%	0.00	100.00								
3013 - Account Clerk	#	1	4								
4 Employees	%	25.00	100.00								
3041 - Customer Accounts Rep	#	1	1								
1 Employee	%	100.00	100.00								
3000 - Clerk 1	#	0	1								
3 Employees	%	0.00	33.33								
32 Employees Totals	#	8	26								
	%	25.00	81.25								

Job Group Analysis

ASGEN	ADMIN GENERAL SUPPORT STAFF	EEO Code: 6

Job Code & Title		Min	Fem								
2115 - Solid Waste Collection Inspector	#	1	0								
4 Employees	%	25.00	0.00								
2419 - Bicycle/Pedestrian Coordinator	#	1	0								
1 Employee	%	100.00	0.00								
3050 - Customer Service Support Specialist 2	#	1	2								
2 Employees	%	50.00	100.00								
7329 - Police Property/Evidence Specialist	#	0	1								
1 Employee	%	0.00	100.00								
3208 - Fleet Support Specialist, Lead	#	0	0								
1 Employee	%	0.00	0.00								
7327 - Police Property Specialist	#	0	1								
1 Employee	%	0.00	100.00								
7301 - Court Liaison Specialist	#	0	1								
1 Employee	%	0.00	100.00								
8023 - Depot Park Assistant	#	0	1								
1 Employee	%	0.00	100.00								
9504 - Customer Service Support Specialist 1 - RTS	#	1	1								
1 Employee	%	100.00	100.00								
3211 - Parts Specialist RTS	#	0	0								
3 Employees	%	0.00	0.00								
1315 - Community Program Coordinator	#	1	0								
1 Employee	%	100.00	0.00								
1223 - Training Technician	#	0	1								
1 Employee	%	0.00	100.00								
1227 - Equal Opportunity Assistant	#	1	1								
1 Employee	%	100.00	100.00								
3209 - General Services Support Specialist	#	0	0								
2 Employees	%	0.00	0.00								
3217 - Storekeeper 2	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

ASGEN	ADMIN GENERAL SUPPORT STAFF	EEO Code: 6

Job Code & Title		Min	Fem								
3048 - Customer Service Support Specialist 1	#	1	5								
5 Employees	%	20.00	100.00								
8012 - Recreation Leader	#	3	1								
5 Employees	%	60.00	20.00								
1211 - Human Resources Technician	#	1	0								
1 Employee	%	100.00	0.00								
1123 - Records Technician	#	5	10								
10 Employees	%	50.00	100.00								
3215 - Storekeeper 1	#	0	1								
2 Employees	%	0.00	50.00								
7205 - Tel Serve Operator	#	0	0								
1 Employee	%	0.00	0.00								
46 Employees Totals	#	16	27								
	%	34.78	58.70								

Job Group Analysis

ASGENa

TEMP-GEN SUPPORT STAFF

EEO Code: 6

Job Code & Title			Min	Fem								
0255 - Support Staff I - Temp		#	1	1								
1 Employee		%	100.00	100.00								
0104 - Intern		#	2	1								
3 Employees		%	66.67	33.33								
4 Employees	Totals	#	3	2								
		%	75.00	50.00								

Job Group Analysis

ASPV

ADMINISTRATIVE SUPERVISORS

EEO Code: 6

Job Code & Title		Min	Fem								
3024 - Payroll and Payables Supervisor	#	0	1								
1 Employee	%	0.00	100.00								
2118 - Solid Waste Field Operations Supervisor	#	0	0								
1 Employee	%	0.00	0.00								
3030 - Billing and Collections Supervisor	#	1	1								
1 Employee	%	100.00	100.00								
1119 - Police Records Coordinator	#	1	0								
1 Employee	%	100.00	0.00								
7330 - Police Property/Evidence Supervisor	#	0	0								
1 Employee	%	0.00	0.00								
8103 - Facilities Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
8004 - Golf Course Concessions Supervisor	#	0	1								
1 Employee	%	0.00	100.00								
7 Employees Totals	#	2	4								
	%	28.57	57.14								

Job Group Analysis

EO	MAYOR	EEO Code: 1

Job Code & Title			Min	Fem								
10031 - Mayor		#	0	0								
1 Employee		%	0.00	0.00								
1 Employee	Totals	#	0	0								
		%	0.00	0.00								

Job Group Analysis

EOa	CITY COMMISSIONER	EEO Code: 1

Job Code & Title			Min	Fem								
10011 - City Commissioner		#	2	1								
6 Employees		%	33.33	16.67								
6 Employees	Totals	#	2	1								
		%	33.33	16.67								

Job Group Analysis

OAEM

EXECUTIVE MANAGERS

EEO Code: 1

Job Code & Title			Min	Fem								
1019 - City Manager		#	0	0								
1 Employee		%	0.00	0.00								
1015 - City Attorney		#	0	1								
1 Employee		%	0.00	100.00								
1017 - City Auditor		#	0	0								
1 Employee		%	0.00	0.00								
1035 - Equal Opportunity Dir		#	1	0								
1 Employee		%	100.00	0.00								
1023 - Clerk of the Commission		#	0	0								
1 Employee		%	0.00	0.00								
5 Employees	Totals	#	1	1								
		%	20.00	20.00								

Job Group Analysis

OAM	LINE/OTHER MANAGERS	EEO Code: 1

Job Code & Title		Min	Fem								
1058 - Assistant Parks, Recreation and Cultural Affairs D	#	0	1								
1 Employee	%	0.00	100.00								
7101 - Building Official	#	0	0								
1 Employee	%	0.00	0.00								
7003 - Fire District Chief	#	1	0								
7 Employees	%	14.29	0.00								
9601 - Transit Maintenance Manager	#	0	0								
1 Employee	%	0.00	0.00								
3025 - Accounting Manager	#	0	0								
1 Employee	%	0.00	0.00								
9508 - Transit Operations Manager	#	1	0								
1 Employee	%	100.00	0.00								
1064 - Planning Manager-PUBLIC WORKS	#	0	1								
1 Employee	%	0.00	100.00								
3111 - Purchasing Manager	#	0	0								
1 Employee	%	0.00	0.00								
2404 - Planner Principal	#	0	0								
1 Employee	%	0.00	0.00								
1215 - Affirmative Action Manager & Chief Investigator	#	1	1								
1 Employee	%	100.00	100.00								
1303 - Benefits Manager	#	0	1								
1 Employee	%	0.00	100.00								
2703 - Community Redevelopment Agency (CRA) Project	#	1	1								
3 Employees	%	33.33	33.33								
5006 - Assistant Facilities Manager	#	0	0								
1 Employee	%	0.00	0.00								
5005 - Facilities Management Manager	#	0	0								
1 Employee	%	0.00	0.00								
8013 - Recreation Manager	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

OAM	LINE/OTHER MANAGERS	EEO Code: 1

Job Code & Title		Min	Fem								
1403A - Office Manager, Law Office	#	1	1								
1 Employee	%	100.00	100.00								
5055 - Park Operations Manager	#	0	0								
1 Employee	%	0.00	0.00								
8101 - Cultural Affairs Manager	#	0	0								
1 Employee	%	0.00	0.00								
2205 - Nature Operations Manager	#	0	1								
1 Employee	%	0.00	100.00								
9602 - Assistant Transit Maintenance Manager	#	0	0								
1 Employee	%	0.00	0.00								
9512 - Assistant Transit Operations Manager	#	0	0								
1 Employee	%	0.00	0.00								
8007 - Golf Course Manager	#	0	0								
1 Employee	%	0.00	0.00								
9615 - Fleet Operations Manager	#	0	0								
1 Employee	%	0.00	0.00								
2702 - Community Redevelopment Agency (CRA) Project	#	1	1								
2 Employees	%	50.00	50.00								
9502 - Department Marketing and Communications Supervisor	#	0	0								
1 Employee	%	0.00	0.00								
5062 - Assistant Operations Manager	#	0	0								
2 Employees	%	0.00	0.00								
8021 - Depot Park Manager	#	0	1								
1 Employee	%	0.00	100.00								
7349 - Reichert House Youth Program Asst. Director	#	1	0								
1 Employee	%	100.00	0.00								
9745 - Parking Operations Supervisor	#	0	1								
1 Employee	%	0.00	100.00								
7351 - Reichert House Youth Program Manager	#	3	0								
3 Employees	%	100.00	0.00								

Job Group Analysis

OAM	LINE/OTHER MANAGERS	EEO Code: 1

Job Code & Title		Min	Fem								
1402 - Office Manager	#	1	1								
1 Employee	%	100.00	100.00								
7361 - BOLD Program Manager	#	1	0								
1 Employee	%	100.00	0.00								
5056 - Assistant Manager, Park Operations	#	1	0								
1 Employee	%	100.00	0.00								
8102 - Assistant Cultural Affairs Manager	#	0	0								
1 Employee	%	0.00	0.00								
9513 - Transit Fleet Supervisor	#	1	0								
3 Employees	%	33.33	0.00								
9511 - Transit Operations Supervisor	#	6	3								
11 Employees	%	54.55	27.27								
5018 - Transit Facilities Supervisor	#	0	0								
1 Employee	%	0.00	0.00								
61 Employees Totals	#	20	15								
	%	32.79	24.59								

Job Group Analysis

OAMM	MIDDLE MANAGERS	EEO Code: 1

Job Code & Title		Min	Fem								
1037 - Finance Director	#	0	1								
1 Employee	%	0.00	100.00								
1054 - Assistant Public Works Director	#	0	0								
1 Employee	%	0.00	0.00								
1065 - Transit Director	#	1	0								
1 Employee	%	100.00	0.00								
7343 - Assistant Police Chief	#	0	0								
1 Employee	%	0.00	0.00								
1063 - Traffic Operations Manager	#	1	0								
1 Employee	%	100.00	0.00								
1057 - Director of Parks, Recreation and Cultural Affairs	#	0	0								
1 Employee	%	0.00	0.00								
1040 - Assistant Finance Director	#	0	1								
1 Employee	%	0.00	100.00								
1059 - Risk Management Director	#	0	0								
1 Employee	%	0.00	0.00								
2321 - Planning Manager	#	1	0								
1 Employee	%	100.00	0.00								
7001 - Fire Chief Deputy	#	0	1								
1 Employee	%	0.00	100.00								
7309 - Police Captain	#	1	0								
2 Employees	%	50.00	0.00								
1231 - Employee and Labor Relations Manager	#	0	0								
1 Employee	%	0.00	0.00								
2304 - Community Redevelopment Agency Director	#	0	1								
1 Employee	%	0.00	100.00								
2308 - Housing & Community Development Manager	#	1	1								
1 Employee	%	100.00	100.00								
7015 - Fire Assistant Chief	#	1	0								
2 Employees	%	50.00	0.00								

Job Group Analysis

OAMM	MIDDLE MANAGERS	EEO Code: 1

Job Code & Title		Min	Fem								
1041 - Fleet Management Director	#	0	0								
1 Employee	%	0.00	0.00								
1068 - Strategic Planning Manager	#	0	1								
1 Employee	%	0.00	100.00								
7103 - Code Enforcement Manager	#	0	0								
1 Employee	%	0.00	0.00								
1206 - Talent Acquisition Manager	#	1	1								
1 Employee	%	100.00	100.00								
1208 - Learning & Development Manager	#	0	1								
1 Employee	%	0.00	100.00								
5061 - Operations Division Manager	#	0	0								
1 Employee	%	0.00	0.00								
1218 - Compensation Manager	#	0	1								
1 Employee	%	0.00	100.00								
2117 - Solid Waste Manager	#	0	0								
1 Employee	%	0.00	0.00								
7347 - Reichert House Youth Program Director	#	1	0								
1 Employee	%	100.00	0.00								
26 Employees Totals	#	8	9								
	%	30.77	34.62								

Job Group Analysis

OASM

SENIOR MANAGERS

EEO Code: 1

Job Code & Title		Min	Fem								
1055 - Public Works Director	#	0	1								
1 Employee	%	0.00	100.00								
2303 - Planning & Development Director	#	0	1								
1 Employee	%	0.00	100.00								
1021 - Assistant City Manager	#	1	0								
2 Employees	%	50.00	0.00								
1053 - Police Chief	#	1	0								
1 Employee	%	100.00	0.00								
1047 - Human Resources Director	#	0	1								
1 Employee	%	0.00	100.00								
1039 - Fire Chief	#	0	0								
1 Employee	%	0.00	0.00								
2300 - Economic Development and Innovation Director	#	0	0								
1 Employee	%	0.00	0.00								
1066 - Communications & Marketing Manager	#	1	0								
1 Employee	%	100.00	0.00								
9 Employees Totals	#	3	3								
	%	33.33	33.33								

Job Group Analysis

PADM	PROFESSIONAL/ADMINISTRATIVE/EXEMPT	EEO Code: 2

Job Code & Title		Min	Fem								
7509 - Litigation Attorney	#	0	1								
2 Employees	%	0.00	50.00								
7505 - City Attorney Utilities	#	0	1								
1 Employee	%	0.00	100.00								
7503 - City Attorney, Senior Assistant	#	0	1								
1 Employee	%	0.00	100.00								
7501 - City Attorney 2, Assistant	#	0	1								
4 Employees	%	0.00	25.00								
1304 - Nurse Practitioner	#	1	1								
1 Employee	%	100.00	100.00								
4040 - IT Supervisor	#	0	1								
1 Employee	%	0.00	100.00								
4074 - Technical Systems Coordinator	#	0	0								
1 Employee	%	0.00	0.00								
2403 - Planner Lead	#	1	0								
2 Employees	%	50.00	0.00								
1307 - Workers' Compensation & Loss Control Manager	#	0	0								
1 Employee	%	0.00	0.00								
4072 - Technical Systems Analyst, Sr.	#	0	0								
3 Employees	%	0.00	0.00								
1213 - Compensation Specialist	#	0	1								
1 Employee	%	0.00	100.00								
6049 - Surveyor	#	0	0								
1 Employee	%	0.00	0.00								
2322 - Neighborhood Planning Coordinator	#	0	0								
1 Employee	%	0.00	0.00								
2001 - Entomologist	#	1	0								
1 Employee	%	100.00	0.00								
4070 - Technical Systems Analyst 2	#	0	0								
1 Employee	%	0.00	0.00								

Job Group Analysis

PADM	PROFESSIONAL/ADMINISTRATIVE/EXEMPT	EEO Code: 2

Job Code & Title		Min	Fem								
7011 - Fire Protection Specialist	#	0	0								
2 Employees	%	0.00	0.00								
1230 - Employee Relations Specialist, Senior	#	0	1								
1 Employee	%	0.00	100.00								
1400 - Office Coordinator-City Manager	#	1	1								
1 Employee	%	100.00	100.00								
9519 - Transit Safety & Security Officer	#	1	0								
1 Employee	%	100.00	0.00								
3115 - Land Rights Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
5003 - CITY ARBORIST	#	0	0								
1 Employee	%	0.00	0.00								
1309 - Safety Specialist	#	1	0								
2 Employees	%	50.00	0.00								
9521 - Transit Customer Advocate	#	0	0								
1 Employee	%	0.00	0.00								
1205 - Compliance Investigator	#	0	0								
1 Employee	%	0.00	0.00								
1210 - Employee Relations Specialist	#	1	1								
1 Employee	%	100.00	100.00								
1036 - Small & Minority Business Procurement Program Coor	#	1	1								
1 Employee	%	100.00	100.00								
1220 - Equal Opportunity Office Coordinator	#	1	1								
1 Employee	%	100.00	100.00								
9517 - Transit Scheduler	#	0	0								
1 Employee	%	0.00	0.00								
1219 - Learning & Development Specialist	#	0	1								
2 Employees	%	0.00	50.00								
2315 - Planner	#	2	1								
2 Employees	%	100.00	50.00								

Job Group Analysis

PADM	PROFESSIONAL/ADMINISTRATIVE/EXEMPT	EEO Code: 2

Job Code & Title		Min	Fem								
1305 - Occupational Health Nurse	#	2	2								
2 Employees	%	100.00	100.00								
6142 - Urban Forestry Inspector	#	0	1								
1 Employee	%	0.00	100.00								
1317 - Injury Care and Prevention Specialist	#	0	0								
1 Employee	%	0.00	0.00								
8015 - Recreation Supervisor	#	1	0								
3 Employees	%	33.33	0.00								
6424 - Marketing & Communication Specialist, Senior	#	0	1								
1 Employee	%	0.00	100.00								
9510 - Transit Planner	#	1	0								
1 Employee	%	100.00	0.00								
2701 - Community Redevelopment Agency (CRA) Project	#	0	1								
2 Employees	%	0.00	50.00								
4068 - Technical Systems Analyst 1	#	0	0								
1 Employee	%	0.00	0.00								
2207 - Program Coordinator	#	4	7								
9 Employees	%	44.44	77.78								
9506 - Transit Marketing and Communications Specialist	#	0	1								
1 Employee	%	0.00	100.00								
1224 - HR/OD Representative 2	#	2	4								
4 Employees	%	50.00	100.00								
9505 - Transit Services Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
7013 - Fire Public Education Specialist	#	0	1								
1 Employee	%	0.00	100.00								
2208 - Transit Program Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
2210 - Program Coordinator - PRCA	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

PADM	PROFESSIONAL/ADMINISTRATIVE/EXEMPT	EEO Code: 2

Job Code & Title		Min	Fem								
1221 - Transit Operations Trainer	#	0	0								
1 Employee	%	0.00	0.00								
8108 - Events Coordinator	#	0	1								
2 Employees	%	0.00	50.00								
3102 - Public Works Contract Coordinator	#	0	0								
1 Employee	%	0.00	0.00								
9503 - Transit Marketing & Communications Assistant	#	1	0								
1 Employee	%	100.00	0.00								
1302 - Health Services Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
2700 - Community Redevelopment Agency (CRA) Project	#	1	1								
1 Employee	%	100.00	100.00								
8109 - Special Events & Assignments Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
7353 - Reichert House Youth Program Intervention Speciali	#	1	0								
1 Employee	%	100.00	0.00								
80 Employees Totals	#	24	40								
	%	30.00	50.00								

Job Group Analysis

PADMa

TEMP-PROFESSIONAL

EEO Code: 2

Job Code & Title		Min	Fem								
0999 - Temporary Time-Limited Professional	#	5	4								
7 Employees	%	71.43	57.14								
0105 - Professional - Temp	#	6	14								
25 Employees	%	24.00	56.00								
0226 - Temporary PRCA Supervisor	#	0	8								
13 Employees	%	0.00	61.54								
0206 - Site Supervisor Temp	#	0	1								
1 Employee	%	0.00	100.00								
0202 - Swim Instructor Temp	#	1	4								
8 Employees	%	12.50	50.00								
54 Employees Totals	#	12	31								
	%	22.22	57.41								

Job Group Analysis

PANA	PROFESSIONAL ANALYST	EEO Code: 2

Job Code & Title		Min	Fem								
3035 - City Auditor, Assistant	#	0	1								
1 Employee	%	0.00	100.00								
3073 - Pension and Investment Officer	#	0	0								
2 Employees	%	0.00	0.00								
4065 - Business Systems Analyst Senior	#	0	2								
3 Employees	%	0.00	66.67								
3067 - Intergovernmental Affairs Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
3034 - Auditor, Information Technology	#	0	0								
1 Employee	%	0.00	0.00								
9927 - Auditor, Senior	#	1	1								
1 Employee	%	100.00	100.00								
1070 - Strategic Planner, Sr.	#	0	1								
1 Employee	%	0.00	100.00								
1241 - Analyst Senior	#	2	3								
5 Employees	%	40.00	60.00								
3063 - Grant Fiscal Coordinator	#	1	1								
1 Employee	%	100.00	100.00								
3104 - Buyer, Senior	#	1	2								
2 Employees	%	50.00	100.00								
3212 - General Services Support Coordinator	#	0	1								
1 Employee	%	0.00	100.00								
2590 - Environmental Coordinator	#	0	0								
1 Employee	%	0.00	0.00								
3021 - Accountant 2	#	1	2								
2 Employees	%	50.00	100.00								
1240 - Analyst	#	0	1								
1 Employee	%	0.00	100.00								
2316 - GIS Specialist - Planning	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

PANA	PROFESSIONAL ANALYST	EEO Code: 2

Job Code & Title			Min	Fem								
8111 - Grants Program Specialist		#	1	3								
3 Employees		%	33.33	100.00								
5004 - Horticulturist		#	0	1								
1 Employee		%	0.00	100.00								
28 Employees	Totals	#	7	21								
		%	25.00	75.00								

Job Group Analysis

PENG

PROFESSIONAL ENGINEER

EEO Code: 2

Job Code & Title		Min	Fem								
6071 - Superv Engineer/Project Team Leader	#	0	0								
1 Employee	%	0.00	0.00								
6067 - Engineer Utility Designer 4	#	0	2								
4 Employees	%	0.00	50.00								
6061 - Engineer I / Utility Designer I	#	0	0								
1 Employee	%	0.00	0.00								
6 Employees Totals	#	0	2								
	%	0.00	33.33								

Job Group Analysis

PRF	PROFESSIONAL FIREFIGHTERS	EEO Code: 4

Job Code & Title			Min	Fem								
7007 - Fire Investigative Svcs Off		#	0	1								
1 Employee		%	0.00	100.00								
7027 - Fire Inspector		#	1	0								
2 Employees		%	50.00	0.00								
7005 - Fire Driver-Operator		#	8	5								
39 Employees		%	20.51	12.82								
7021 - Firefighter (52 hours)		#	17	2								
68 Employees		%	25.00	2.94								
110 Employees	Totals	#	26	8								
		%	23.64	7.27								

Job Group Analysis

PRFSP	PROFESSIONAL FF SUPERVISORS	EEO Code: 4

Job Code & Title			Min	Fem								
7018 - Fire Training Captain-Hazmat		#	0	0								
1 Employee		%	0.00	0.00								
7017 - Fire Training Captain		#	2	0								
2 Employees		%	100.00	0.00								
7009 - Fire Lieutenant		#	10	2								
36 Employees		%	27.78	5.56								
39 Employees	Totals	#	12	2								
		%	30.77	5.13								

Job Group Analysis

PRP

PROFESSIONAL LAW OFFICERS

EEO Code: 4

Job Code & Title		Min	Fem								
7313 - Police Corporal	#	3	10								
28 Employees	%	10.71	35.71								
7321A - Police Officer Helicopter Pilot	#	0	0								
1 Employee	%	0.00	0.00								
7325 - Police Officer-Administrative	#	0	0								
1 Employee	%	0.00	0.00								
7321 - Police Officer	#	52	41								
206 Employees	%	25.24	19.90								
7323 - Police Officer (Non-certified)	#	6	1								
10 Employees	%	60.00	10.00								
246 Employees Totals	#	61	52								
	%	24.80	21.14								

Job Group Analysis

PRPa

TEMP-PROFESSIONAL LAW OFFICER

EEO Code: 4

Job Code & Title			Min	Fem								
0108 - Temporary Police Cadet -2		#	2	2								
3 Employees		%	66.67	66.67								
0107 - Temporary Police Cadet -1		#	1	1								
2 Employees		%	50.00	50.00								
5 Employees	Totals	#	3	3								
		%	60.00	60.00								

Job Group Analysis

PRPSP	PROFESSIONAL LAW OFFICER SUPERVISORS	EEO Code: 4

Job Code & Title			Min	Fem								
7317 - Police Lieutenant		#	2	4								
15 Employees		%	13.33	26.67								
7331 - Police Sergeant		#	9	6								
34 Employees		%	26.47	17.65								
49 Employees	Totals	#	11	10								
		%	22.45	20.41								

Job Group Analysis

PRS

LAW OFFICERS SUPPORT SERVICES

EEO Code: 4

Job Code & Title		Min	Fem								
7339 - Police Services Technician 3	#	0	0								
1 Employee	%	0.00	0.00								
7337 - Police Services Technician 2	#	3	5								
6 Employees	%	50.00	83.33								
7335 - Police Services Technician 1	#	5	5								
7 Employees	%	71.43	71.43								
7341 - School Crossing Guard	#	14	19								
25 Employees	%	56.00	76.00								
39 Employees Totals	#	22	29								
	%	56.41	74.36								

Job Group Analysis

SER	SERVICE WORKER	EEO Code: 8

Job Code & Title		Min	Fem								
5037 - Maintenance Worker I RTS	#	2	1								
4 Employees	%	50.00	25.00								
5041 - Maintenance Worker 3	#	5	0								
9 Employees	%	55.56	0.00								
8011 - Recreation Aide 2	#	3	2								
4 Employees	%	75.00	50.00								
9627 - Vehicle Svc Attendant RTS	#	3	1								
9 Employees	%	33.33	11.11								
5079 - Parks Maintenance Worker 2	#	3	0								
5 Employees	%	60.00	0.00								
9743 - Parking Operations Attendant 2	#	0	2								
5 Employees	%	0.00	40.00								
2203 - Nature Assistant	#	0	0								
2 Employees	%	0.00	0.00								
5039 - Maintenance Worker 2	#	5	0								
6 Employees	%	83.33	0.00								
5036 - Street Sweeper Operator	#	2	0								
5 Employees	%	40.00	0.00								
5013 - Custodial Worker	#	7	2								
9 Employees	%	77.78	22.22								
5078 - Parks Maintenance Worker 1	#	0	0								
2 Employees	%	0.00	0.00								
8105 - Cultural/Nature Bldg Attend	#	3	0								
5 Employees	%	60.00	0.00								
9741 - Parking Operations Attendant 1	#	2	0								
2 Employees	%	100.00	0.00								
8009 - Recreation Aide 1	#	1	0								
1 Employee	%	100.00	0.00								

Job Group Analysis

SER	SERVICE WORKER	EEO Code: 8

Job Code & Title			Min	Fem								
68 Employees	Totals	#	36	8								
		%	52.94	11.76								

Job Group Analysis

SERa

TEMP-SERVICE WORKER

EEO Code: 8

Job Code & Title		Min	Fem								
0230 - Temporary Recreation Assistant	#	9	13								
18 Employees	%	50.00	72.22								
0218 - Rec Center Monitor - Temp	#	14	7								
20 Employees	%	70.00	35.00								
0201 - Lifeguard - Temp	#	6	14								
44 Employees	%	13.64	31.82								
82 Employees Totals	#	29	34								
	%	35.37	41.46								

Job Group Analysis

SERBU

TRANSIT OPERATOR

EEO Code: 8

Job Code & Title			Min	Fem								
9501 - Transit Operator		#	126	71								
198 Employees		%	63.64	35.86								
9507 - Transit Operator Trainee		#	15	9								
19 Employees		%	78.95	47.37								
217 Employees	Totals	#	141	80								
		%	64.98	36.87								

Job Group Analysis

SK	SKILLED CRAFT	EEO Code: 7

Job Code & Title		Min	Fem								
9611 - Master Fleet Technician, Lead	#	0	0								
2 Employees	%	0.00	0.00								
5026 - Labor Crew Leader 2-Public Works	#	1	0								
4 Employees	%	25.00	0.00								
5001 - A/C and Heating Mech	#	0	0								
2 Employees	%	0.00	0.00								
2005 - Stormwater Services Coordinator	#	0	0								
1 Employee	%	0.00	0.00								
5075 - Tree Surgeon 3	#	0	0								
1 Employee	%	0.00	0.00								
5015 - Electrician	#	0	0								
1 Employee	%	0.00	0.00								
5025 - Labor Crew Leader 2	#	0	0								
2 Employees	%	0.00	0.00								
5024 - Labor Crew Leader 1-Public Works	#	4	0								
8 Employees	%	50.00	0.00								
9726 - Traffic Signs/Markings Technician II	#	1	1								
2 Employees	%	50.00	50.00								
9609 - Fleet Mech II RTS	#	3	0								
10 Employees	%	30.00	0.00								
9607 - Fleet Mechanic 2	#	1	0								
10 Employees	%	10.00	0.00								
5053 - Painter	#	0	0								
1 Employee	%	0.00	0.00								
9605 - Fleet Mechanic I RTS	#	1	0								
10 Employees	%	10.00	0.00								
5009 - Carpenter	#	0	0								
3 Employees	%	0.00	0.00								
9725 - Traffic Signs/Markings Technician, Lead	#	2	0								
4 Employees	%	50.00	0.00								

Job Group Analysis

SK	SKILLED CRAFT	EEO Code: 7

Job Code & Title		Min	Fem								
9603 - Fleet Mechanic 1	#	0	0								
2 Employees	%	0.00	0.00								
5029 - Maintenance Mechanic 2	#	0	0								
2 Employees	%	0.00	0.00								
5030 - Right of Way Crew Leader, Public Works	#	0	0								
1 Employee	%	0.00	0.00								
5023 - Labor Crew Leader 1	#	3	0								
3 Employees	%	100.00	0.00								
5032 - Street Sweeper Crew Leader, Public Works	#	1	1								
1 Employee	%	100.00	100.00								
5073 - Tree Surgeon 2	#	0	0								
2 Employees	%	0.00	0.00								
5035 - Maintenance Worker 1	#	8	0								
14 Employees	%	57.14	0.00								
5045 - Motor Equipment Operator 1	#	1	0								
3 Employees	%	33.33	0.00								
5049 - Motor Equipment Operator 3	#	0	0								
7 Employees	%	0.00	0.00								
5042 - Maintenance Worker III RTS	#	0	0								
1 Employee	%	0.00	0.00								
5033 - Maintenance Mechanic Repair & Fabrication Equip	#	0	0								
1 Employee	%	0.00	0.00								
5081 - Parks Maintenance Worker 4	#	0	0								
3 Employees	%	0.00	0.00								
5021 - Irrigation Mech	#	0	0								
1 Employee	%	0.00	0.00								
5080 - Parks Maintenance Worker 3	#	3	0								
8 Employees	%	37.50	0.00								
5047 - Motor Equipment Operator 2	#	1	0								
1 Employee	%	100.00	0.00								

Job Group Analysis

SK	SKILLED CRAFT	EEO Code: 7

Job Code & Title			Min	Fem								
5027 - Maintenance Mechanic 1		#	0	0								
1 Employee		%	0.00	0.00								
112 Employees	Totals	#	30	2								
		%	26.79	1.79								

Job Group Analysis

SKAP

SKILLED CRAFT APPRENTICE

EEO Code: 7

Job Code & Title			Min	Fem								
5071 - Tree Surgeon 1		#	0	0								
3 Employees		%	0.00	0.00								
3 Employees	Totals	#	0	0								
		%	0.00	0.00								

Job Group Analysis

SKSPV	SKILLED CRAFT SUPERVISORS	EEO Code: 7

Job Code & Title		Min	Fem								
2310 - Housing & Community Development Supervisor	#	1	1								
1 Employee	%	100.00	100.00								
7119 - Code Enforcement Supervisor	#	0	0								
2 Employees	%	0.00	0.00								
5063 - Operations Supervisor	#	0	0								
3 Employees	%	0.00	0.00								
6 Employees Totals	#	1	1								
	%	16.67	16.67								

Job Group Analysis

TENG

TECHNICIAN ENGINEER

EEO Code: 3

Job Code & Title		Min	Fem								
2552 - Technical Support Specialist, Sr.	#	0	0								
1 Employee	%	0.00	0.00								
2550 - Technical Support Specialist III	#	0	1								
4 Employees	%	0.00	25.00								
6043 - Survey Party Chief	#	0	0								
1 Employee	%	0.00	0.00								
6047 - Survey Technician 2	#	1	0								
2 Employees	%	50.00	0.00								
8 Employees Totals	#	1	1								
	%	12.50	12.50								

Job Group Analysis

TGEN	TECHNICIAN GENERAL	EEO Code: 3

Job Code & Title		Min	Fem								
1235 - Broadcast Digital Media Producer	#	1	0								
1 Employee	%	100.00	0.00								
9723 - Traffic Signal Technician, Lead	#	0	0								
3 Employees	%	0.00	0.00								
9009 - Rehabilitation Specialist 2	#	0	0								
1 Employee	%	0.00	0.00								
2331 - Plans Examiner 2	#	0	1								
3 Employees	%	0.00	33.33								
7305 - Latent Fingerprint Examiner	#	0	1								
1 Employee	%	0.00	100.00								
7111 - Inspector 2	#	0	0								
8 Employees	%	0.00	0.00								
9732 - Traffic Management System Cabling Specialist	#	0	0								
1 Employee	%	0.00	0.00								
7105 - Code Enforcement Officer	#	1	5								
11 Employees	%	9.09	45.45								
9717 - Traffic Signal Technician 2	#	1	0								
3 Employees	%	33.33	0.00								
7109 - Inspector I	#	0	0								
3 Employees	%	0.00	0.00								
9623 - Transit Vehicle Collision Repair Technician	#	0	0								
1 Employee	%	0.00	0.00								
7315 - Police Crime Analyst	#	2	3								
3 Employees	%	66.67	100.00								
2201 - Habitat Naturalist	#	0	1								
2 Employees	%	0.00	50.00								
4107 - Marketing Technician	#	0	2								
2 Employees	%	0.00	100.00								
1234 - Broadcast Digital Media Assistant Producer	#	0	0								
1 Employee	%	0.00	0.00								

Job Group Analysis

TGEN	TECHNICIAN GENERAL	EEO Code: 3

Job Code & Title		Min	Fem								
7304 - Forensic Crime Technician	#	0	1								
1 Employee	%	0.00	100.00								
2319 - Planning Assistant	#	1	0								
2 Employees	%	50.00	0.00								
2002 - Mosquito Control Services Technician, Lead	#	0	0								
1 Employee	%	0.00	0.00								
7211 - Communication Equipment Technician	#	0	0								
1 Employee	%	0.00	0.00								
7307 - Photographic Lab Technician	#	0	0								
1 Employee	%	0.00	0.00								
8014 - Park Ranger	#	0	2								
3 Employees	%	0.00	66.67								
2003 - Mosquito Control Services Technician	#	0	1								
4 Employees	%	0.00	25.00								
57 Employees Totals	#	6	17								
	%	10.53	29.82								

Job Group Analysis

TGENa

TEMP-TECH GENERAL

EEO Code: 3

Job Code & Title			Min	Fem								
0103 - Techs -Temp		#	7	4								
19 Employees		%	36.84	21.05								
19 Employees	Totals	#	7	4								
		%	36.84	21.05								

Job Group Analysis

TSPV	TECHNICAL SUPERVISORS	EEO Code: 3

Job Code & Title			Min	Fem								
7114 - Chief Inspector		#	0	0								
1 Employee		%	0.00	0.00								
9731 - Traffic Operations Supervisor		#	0	0								
1 Employee		%	0.00	0.00								
9730 - Traffic Management System Supervisor		#	0	0								
1 Employee		%	0.00	0.00								
3 Employees	Totals	#	0	0								
		%	0.00	0.00								

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 EEO Tabulation 2006-2010 American Community Survey data. 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:

ASCS - ADMIN CLERICAL SUPPORT STAFF
Factor 1: *Gainesville, FL 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 ASCS - ADMIN CLERICAL SUPPORT STAFF. 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 ASCS, ASGEN, ASGENa*- This pool of feeder positions for job group ASCS - group ASCS - ADMIN CLERICAL SUPPORT STAFF 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.

ASFIN - ADMIN FINANCE SUPPORT STAFF
Factor 1: *Gainesville, FL 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 ASFIN - ADMIN FINANCE SUPPORT STAFF. 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 ASFIN*- This pool of feeder positions for job group ASFIN - ADMIN FINANCE SUPPORT STAFF 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.

ASGEN - ADMIN GENERAL SUPPORT STAFF
Factor 1: *Gainesville, FL 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 ASGEN - ASGEN. This area was chosen based on current practices and was drawn in such a way as not to have the effect of

minorities or women.

Factor 2: *Feeder Job Computations ASCS, ASGEN, ASGENa*- This pool of feeder positions for job group ASGEN - ADMIN GENERAL SUPPORT STAFF 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.

ASGENa - TEMP-GEN SUPPORT STAFF
Factor 1: *Gainesville, FL 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 ASGENa - TEMP-GEN SUPPORT STAFF. 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.

ASPV - ADMINISTRATIVE SUPERVISORS
Factor 1: *Gainesville, FL 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 ASPV - ADMINISTRATIVE SUPERVISORS. 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 ASCS, ASFIN, ASGEN*- This pool of feeder positions for job group ASPV - ADMINISTRATIVE SUPERVISORS 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.

EO - MAYOR
Factor 1: *Gainesville, FL 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 EO - MAYOR. 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.

EOa - CITY COMMISSIONER
Factor 1: *Gainesville, FL 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 EOa - CITY COMMISSIONER. 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.

OAEM - EXECUTIVE MANAGERS
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 OAEM - EXECUTIVE MANAGERS. 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 OASM*- This pool of feeder positions for job group OAEM - EXECUTIVE MANAGERS 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.

OAM - LINE/OTHER MANAGERS
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 OAM - LINE/OTHER MANAGERS. 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 OAM, PADM*- This pool of feeder positions for job group OAM - LINE/OTHER MANAGERS 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.

OAMM - MIDDLE MANAGERS
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 OAMM - MIDDLE MANAGERS. 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 OAM*- This pool of feeder positions for job group OAMM - MIDDLE MANAGERS 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.

OASM - SENIOR MANAGERS
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 OASM - SENIOR MANAGERS. 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 OAMM*- This pool of feeder positions for job group OASM - SENIOR MANAGERS 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.

PADM - PROFESSIONAL/ADMINISTRATIVE/EXEMPT
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 PADM - PROFESSIONAL/ADMINISTRATIVE/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 PADM, PADMa, PANA*- This pool of feeder positions for job group PADM - PROFESSIONAL/ADMINISTRATIVE/EXEMPT 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.

PADMa - TEMP-PROFESSIONAL
Factor 1: *Gainesville, FL 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 PADMa - TEMP-PROFESSIONAL. 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.

PANA - PROFESSIONAL ANALYST
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 PANA - PROFESSIONAL ANALYST. 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 PADM, PANA*- This pool of feeder positions for job group PANA - PROFESSIONAL ANALYST 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.

PENG - PROFESSIONAL ENGINEER
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 PENG - PROFESSIONAL ENGINEER. 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 PENG, TENG*- This pool of feeder positions for job group PENG - PROFESSIONAL ENGINEER 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.

PRF - PROFESSIONAL FIREFIGHTERS
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 PRF - PRF. 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.

PRFSP - PROFESSIONAL FF SUPERVISORS
Factor 1: *Florida*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group PRFSP - PROFESSIONAL FF SUPERVISORS. 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 PRF*- This pool of feeder positions for job group PRFSP - PROFESSIONAL FF SUPERVISORS 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.

PRP - PROFESSIONAL LAW OFFICERS
Factor 1: *Florida*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group PRP - PROFESSIONAL LAW OFFICERS. 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 PRP, PRPa, PRS*- This pool of feeder positions for job group PRP - PROFESSIONAL LAW OFFICERS 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.

PRPa - TEMP-PROFESSIONAL LAW OFFICER
Factor 1: *Gainesville, FL 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 PRPa - TEMP-PROFESSIONAL LAW OFFICER. 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.

PRPSP - PROFESSIONAL LAW OFFICER SUPERVISORS
Factor 1: *Florida*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group PRPSP - PROFESSIONAL LAW OFFICER SUPERVISORS. 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 PRP*- This pool of feeder positions for job group PRPSP - PROFESSIONAL LAW OFFICER SUPERVISORS 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.

PRS - LAW OFFICERS SUPPORT SERVICES
Factor 1: *Gainesville, FL 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 PRS - LAW OFFICERS SUPPORT SERVICES. 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.

SER - SERVICE WORKER
Factor 1: *Gainesville, FL 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 SER - SERVICE WORKER. 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 SERa*- This pool of feeder positions for job group SER - SERVICE WORKER 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.

SERa - TEMP-SERVICE WORKER
Factor 1: *Gainesville, FL 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 SERa - TEMP-SERVICE WORKER. 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.

SERBU - TRANSIT OPERATOR
Factor 1: *Gainesville, FL 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 SERBU - TRANSIT OPERATOR. 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.

SK - SKILLED CRAFT
Factor 1: *Gainesville, FL 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 SK - SKILLED CRAFT. 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 SKAP*- This pool of feeder positions for job group SK - SKILLED CRAFT 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.

SKAP - SKILLED CRAFT APPRENTICE
Factor 1: *Gainesville, FL 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 SKAP - SKILLED CRAFT APPRENTICE. 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.

SKSPV - SKILLED CRAFT SUPERVISORS
Factor 1: *Gainesville, FL 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 SKSPV – SKILLED

CRAFT SUPERVISORS. 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 SK*- This pool of feeder positions for job group SKSPV - SKILLED CRAFT SUPERVISORS 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.

TENG - TECHNICIAN ENGINEER
Factor 1: *Gainesville, FL 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 TENG - TECHNICIAN ENGINEER. 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 TENG*- This pool of feeder positions for job group TENG - TECHNICIAN ENGINEER 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.

TGEN - TECHNICIAN GENERAL
Factor 1: *Gainesville, FL 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 TGEN - TECHNICIAN GENERAL. 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 TGEN, TGENa*- This pool of feeder positions for job group TGEN - TECHNICIAN GENERAL 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.

TGENa - TEMP-TECH GENERAL
Factor 1: *Gainesville, FL 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 TGENa - TEMP-TECH GENERAL. 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.

TSPV - TECHNICAL SUPERVISORS
Factor 1: *Gainesville, FL 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 TSPV - TECHNICAL SUPERVISORS. 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 TENG, TGEN*- This pool of feeder positions for job group TSPV - TECHNICAL SUPERVISORS 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.

Availability Factor Computation Form

ASCS - ADMIN CLERICAL SUPPORT STAFF

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	63.60	Raw Statistics	21.51	78.80									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	13.68	50.12									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	36.40	Raw Statistics	37.50	77.88									Feeder Job Computations
		Weighted Factor	13.65	28.35									
		Availability	27.33	78.47									

Availability Factor Computation Form

ASFIN - ADMIN FINANCE SUPPORT STAFF

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	87.50	Raw Statistics	15.69	93.45									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	13.73	81.77									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	12.50	Raw Statistics	25.00	81.25									Feeder Job Computations
		Weighted Factor	3.12	10.16									
		Availability	16.86	91.93									

Availability Factor Computation Form

ASGEN - ADMIN GENERAL SUPPORT STAFF

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	20.62	67.56									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	13.75	45.06									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	37.50	77.88									Feeder Job Computations
		Weighted Factor	12.49	25.93									
		Availability	26.24	70.99									

Availability Factor Computation Form

ASGENa - TEMP-GEN SUPPORT STAFF

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.47	69.85									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	23.47	69.85									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	23.47	69.85									

Availability Factor Computation Form

ASPV - ADMINISTRATIVE SUPERVISORS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	26.13	41.62									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	33.33	79.55									Feeder Job Computations
		Weighted Factor	33.33	79.55									
		Availability	33.33	79.55									

Availability Factor Computation Form

EO - MAYOR

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	16.10	17.80									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	0.00	0.00									

Availability Factor Computation Form

EOa - CITY COMMISSIONER

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.10	17.80									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	16.10	17.80									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	16.10	17.80									

Availability Factor Computation Form

OAEM - EXECUTIVE MANAGERS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	21.15	39.77									United States
		Weighted Factor	10.58	19.88									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	33.33	33.33									Feeder Job Computations
		Weighted Factor	16.66	16.66									
		Availability	27.25	36.56									

Availability Factor Computation Form

OAM - LINE/OTHER MANAGERS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	36.80	Raw Statistics	23.48	32.04									United States
		Weighted Factor	8.64	11.79									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	63.20	Raw Statistics	31.21	39.01									Feeder Job Computations
		Weighted Factor	19.72	24.65									
		Availability	28.36	36.44									

Availability Factor Computation Form

OAMM - MIDDLE MANAGERS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	11.10	Raw Statistics	21.78	33.43									United States
		Weighted Factor	2.42	3.71									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	88.90	Raw Statistics	32.79	24.59									Feeder Job Computations
		Weighted Factor	29.15	21.86									

Availability	31.57	25.57	

Availability Factor Computation Form

OASM - SENIOR MANAGERS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	19.79	40.90									United States
		Weighted Factor	9.90	20.45									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	30.77	34.62									Feeder Job Computations
		Weighted Factor	15.38	17.31									

	Availability	25.29	37.76	

Availability Factor Computation Form

PADM - PROFESSIONAL/ADMINISTRATIVE/EXEMPT

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	40.90	Raw Statistics	23.98	53.07									United States
		Weighted Factor	9.81	21.71									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	59.10	Raw Statistics	26.54	56.79									Feeder Job Computations
		Weighted Factor	15.69	33.56									
		Availability	25.50	55.27									

Availability Factor Computation Form

PADMa - TEMP-PROFESSIONAL

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.95	31.71									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	15.95	31.71									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	15.95	31.71									

Availability Factor Computation Form

PANA - PROFESSIONAL ANALYST

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	25.86	50.73									United States
		Weighted Factor	12.93	25.36									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	28.70	56.48									Feeder Job Computations
		Weighted Factor	14.35	28.24									
		Availability	27.28	53.61									

Availability Factor Computation Form

PENG - PROFESSIONAL ENGINEER

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	34.65	15.22									United States
		Weighted Factor	17.32	7.61									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	7.14	21.43									Feeder Job Computations
		Weighted Factor	3.57	10.72									
		Availability	20.90	18.33									

Availability Factor Computation Form

PRF - PROFESSIONAL FIREFIGHTERS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	20.67	4.26									United States
		Weighted Factor	20.67	4.26									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	20.67	4.26									

Availability Factor Computation Form

PRFSP - PROFESSIONAL FF SUPERVISORS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	14.27	4.89									Florida
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	23.64	7.27									Feeder Job Computations
		Weighted Factor	23.64	7.27									
		Availability	23.64	7.27									

Availability Factor Computation Form

PRP - PROFESSIONAL LAW OFFICERS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	68.10	Raw Statistics	29.24	14.84									United States
		Weighted Factor	19.91	10.11									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	31.90	Raw Statistics	29.66	28.97									Feeder Job Computations
		Weighted Factor	9.46	9.24									
		Availability	29.37	19.35									

Availability Factor Computation Form

PRPa - TEMP-PROFESSIONAL LAW OFFICER

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	0.00									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	0.00	0.00									

Availability Factor Computation Form

PRPSP - PROFESSIONAL LAW OFFICER SUPERVISORS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	23.41	23.02									Florida
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	24.80	21.14									Feeder Job Computations
		Weighted Factor	24.80	21.14									
		Availability	24.80	21.14									

Availability Factor Computation Form

PRS - LAW OFFICERS SUPPORT SERVICES

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	14.57									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.00	14.57									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	0.00	14.57									

Availability Factor Computation Form

SER - SERVICE WORKER

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	78.60	Raw Statistics	42.15	18.20									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	33.13	14.31									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	21.40	Raw Statistics	35.37	41.46									Feeder Job Computations
		Weighted Factor	7.57	8.87									
		Availability	40.70	23.18									

Availability Factor Computation Form

SERa - TEMP-SERVICE WORKER

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.49	34.38									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	23.49	34.38									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	23.49	34.38									

Availability Factor Computation Form

SERBU - TRANSIT OPERATOR

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	69.81	30.19									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	62.83	27.17									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	62.83	27.17									

Availability Factor Computation Form

SK - SKILLED CRAFT

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	51.70	Raw Statistics	18.25	0.83									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	9.44	0.43									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	48.30	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	9.44	0.43									

Availability Factor Computation Form

SKAP - SKILLED CRAFT APPRENTICE

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	29.82	28.95									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	29.82	28.95									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	29.82	28.95									

Availability Factor Computation Form

SKSPV - SKILLED CRAFT SUPERVISORS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.09	0.00									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	15.09	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	26.79	1.79									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	15.09	0.00									

Availability Factor Computation Form

TENG - TECHNICIAN ENGINEER

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	27.30	17.71									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	27.30	17.71									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	12.50	12.50									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	27.30	17.71									

Availability Factor Computation Form

TGEN - TECHNICIAN GENERAL

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	72.70	Raw Statistics	13.98	16.25									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	10.16	11.81									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	27.30	Raw Statistics	17.11	27.63									Feeder Job Computations
		Weighted Factor	4.67	7.54									
		Availability	14.83	19.35									

Availability Factor Computation Form

TGENa - TEMP-TECH GENERAL

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.35	43.90									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	18.35	43.90									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	18.35	43.90									

Availability Factor Computation Form

TSPV - TECHNICAL SUPERVISORS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	11.22	3.34									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	10.77	27.69									Feeder Job Computations
		Weighted Factor	10.77	27.69									
		Availability	10.77	27.69									

Comparison of Incumbency vs Estimated Availability
41 C.F.R. 60-2.15

The City of Gainesville has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the City conducted a statistical test to determine whether the difference was greater than could reasonably be expected. Where the job group was of a sufficient size to analyze using the two standard deviation test, the City applied that methodology. Where the use of the two standard deviation test was not appropriate, the City used the exact binomial methodology. The comparison of availability with actual representation follows:

Incumbency vs. Estimated Availability

ASCS	ADMIN CLERICAL SUPPORT STAFF		
Total Emp 54		Min	Fem
	Employment %	37.04	96.30
	Availability %	27.33	78.47
	Statistical Value		

ASFIN	ADMIN FINANCE SUPPORT STAFF		
Total Emp 32		Min	Fem
	Employment %	25.00	81.25
	Availability %	16.86	91.93
	Statistical Value		2.218

ASGEN	ADMIN GENERAL SUPPORT STAFF		
Total Emp 46		Min	Fem
	Employment %	34.78	58.70
	Availability %	26.24	70.99
	Statistical Value		1.837

ASGENa	TEMP-GEN SUPPORT STAFF		
Total Emp 4		Min	Fem
	Employment %	75.00	50.00
	Availability %	23.47	69.85
	Statistical Value		0.351E

ASPV	ADMINISTRATIVE SUPERVISORS		
Total Emp 7		Min	Fem
	Employment %	28.57	57.14
	Availability %	33.33	79.55
	Statistical Value	0.571E	0.156E

EO	MAYOR		
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	0.00	0.00
	Statistical Value		

EOa	CITY COMMISSIONER		
Total Emp 6		Min	Fem
	Employment %	33.33	16.67
	Availability %	16.10	17.80
	Statistical Value		0.709E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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

Incumbency vs. Estimated Availability

OAEM	EXECUTIVE MANAGERS		
Total Emp 5		Min	Fem
	Employment %	20.00	20.00
	Availability %	27.25	36.56
	Statistical Value	0.585E	0.399E

OAM	LINE/OTHER MANAGERS		
Total Emp 61		Min	Fem
	Employment %	32.79	24.59
	Availability %	28.36	36.44
	Statistical Value		1.923

OAMM	MIDDLE MANAGERS		
Total Emp 26		Min	Fem
	Employment %	30.77	34.62
	Availability %	31.57	25.57
	Statistical Value	0.559E	

OASM	SENIOR MANAGERS		
Total Emp 9		Min	Fem
	Employment %	33.33	33.33
	Availability %	25.29	37.76
	Statistical Value		0.539E

PADM	PROFESSIONAL/ADMINISTRATIVE/EXEMPT		
Total Emp 80		Min	Fem
	Employment %	30.00	50.00
	Availability %	25.50	55.27
	Statistical Value		0.948

PADMa	TEMP-PROFESSIONAL		
Total Emp 54		Min	Fem
	Employment %	22.22	57.41
	Availability %	15.95	31.71
	Statistical Value		

PANA	PROFESSIONAL ANALYST		
Total Emp 28		Min	Fem
	Employment %	25.00	75.00
	Availability %	27.28	53.61
	Statistical Value	0.490E	

PENG	PROFESSIONAL ENGINEER		
Total Emp 6		Min	Fem
	Employment %	0.00	33.33
	Availability %	20.90	18.33
	Statistical Value	0.245E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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

Incumbency vs. Estimated Availability

PRF	PROFESSIONAL FIREFIGHTERS		
Total Emp 110		Min	Fem
	Employment %	23.64	7.27
	Availability %	20.67	4.26
	Statistical Value		

PRFSP	PROFESSIONAL FF SUPERVISORS		
Total Emp 39		Min	Fem
	Employment %	30.77	5.13
	Availability %	23.64	7.27
	Statistical Value		0.515

PRP	PROFESSIONAL LAW OFFICERS		
Total Emp 246		Min	Fem
	Employment %	24.80	21.14
	Availability %	29.37	19.35
	Statistical Value	1.575	

PRPa	TEMP-PROFESSIONAL LAW OFFICER		
Total Emp 5		Min	Fem
	Employment %	60.00	60.00
	Availability %	0.00	0.00
	Statistical Value		

PRPSP	PROFESSIONAL LAW OFFICER SUPERVISORS		
Total Emp 49		Min	Fem
	Employment %	22.45	20.41
	Availability %	24.80	21.14
	Statistical Value	0.381	0.125

PRS	LAW OFFICERS SUPPORT SERVICES		
Total Emp 39		Min	Fem
	Employment %	56.41	74.36
	Availability %	0.00	14.57
	Statistical Value		

SER	SERVICE WORKER		
Total Emp 68		Min	Fem
	Employment %	52.94	11.76
	Availability %	40.70	23.18
	Statistical Value		2.231

SERa	TEMP-SERVICE WORKER		
Total Emp 82		Min	Fem
	Employment %	35.37	41.46
	Availability %	23.49	34.38
	Statistical Value		

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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

Incumbency vs. Estimated Availability

SERBU	TRANSIT OPERATOR		
Total Emp 217		Min	Fem
	Employment %	64.98	36.87
	Availability %	62.83	27.17
	Statistical Value		

SK	SKILLED CRAFT		
Total Emp 112		Min	Fem
	Employment %	26.79	1.79
	Availability %	9.44	0.43
	Statistical Value		

SKAP	SKILLED CRAFT APPRENTICE		
Total Emp 3		Min	Fem
	Employment %	0.00	0.00
	Availability %	29.82	28.95
	Statistical Value	0.346E	0.359E

SKSPV	SKILLED CRAFT SUPERVISORS		
Total Emp 6		Min	Fem
	Employment %	16.67	16.67
	Availability %	15.09	0.00
	Statistical Value		

TENG	TECHNICIAN ENGINEER		
Total Emp 8		Min	Fem
	Employment %	12.50	12.50
	Availability %	27.30	17.71
	Statistical Value	0.312E	0.572E

TGEN	TECHNICIAN GENERAL		
Total Emp 57		Min	Fem
	Employment %	10.53	29.82
	Availability %	14.83	19.35
	Statistical Value	0.914	

TGENa	TEMP-TECH GENERAL		
Total Emp 19		Min	Fem
	Employment %	36.84	21.05
	Availability %	18.35	43.90
	Statistical Value		0.069E

TSPV	TECHNICAL SUPERVISORS		
Total Emp 3		Min	Fem
	Employment %	0.00	0.00
	Availability %	10.77	27.69
	Statistical Value	0.710E	0.378E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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

Incumbency vs. Estimated Availability

Total Employment: 1482

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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

Placement Goals
41 C.F.R. 60-2.16

As required by applicable regulations, the City of Gainesville has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the City established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.

Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.

In all employment decisions, the City makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity.

Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.

Placement goals are not used to supersede merit selection principles, nor do these placement goals require the organization to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.

The placement goals established in this AAP may reflect the City's publicly announced permissible preference for American Indians living on or near an Indian reservation.

As is described in more detail in the Action-Oriented Program section of this AAP, where a placement goal is set, the City will develop action-oriented steps to increase the recruitment and training of minorities or women, or both.

Placement Goals

Job Group & Name	Min	Fem								
ASFIN - ADMIN FINANCE SUPPORT STAFF		91.93								
ASGEN - ADMIN GENERAL SUPPORT STAFF		70.99								
ASPV - ADMINISTRATIVE SUPERVISORS		79.55								
OAM - LINE/OTHER MANAGERS		36.44								
PADM - PROFESSIONAL/ADMINISTRATIVE/EXEMPT		55.27								
PENG - PROFESSIONAL ENGINEER	20.90									
PRP - PROFESSIONAL LAW OFFICERS	29.37									
PRPSP - PROFESSIONAL LAW OFFICER SUPERVISORS	24.80									
SER - SERVICE WORKER		23.18								
TENG - TECHNICIAN ENGINEER	27.30									
TGEN - TECHNICIAN GENERAL	14.83									
TGENa - TEMP-TECH GENERAL		43.90								

Identification of Problem Areas by Organizational Unit & Job Group
41 C.F.R. 60-2.17(b)

We have conducted in-depth analyses of our total employment process, including the workforce by organizational unit and job group, personnel activity, compensation, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows.

Composition of the Workforce by Organizational Unit

Of the 23 departments in this AAP, 21 or 91.3% include minorities, and 22 or 95.65% include females. Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

Composition of the Workforce by Job Group

Pursuant to the Office of Federal Contract Compliance Programs' (OFCCP) regulations, we have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- Our analysis of incumbency vs. estimated availability indicates that in some cases, incumbency is less than estimated availability, however, our more detailed analysis concludes that there is no significant problem concerning minority utilization.
- Our analysis indicates that, for women, incumbency is less than availability by a statistically significant amount in job groups ASFIN, and SER.
- The City has established affirmative action placement goals and programs to address underutilization, and will continue to make a good faith effort to reach the placement goals established and implement action-oriented programs, which are detailed elsewhere in this AAP.

In establishing placement goals, the following principles apply:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the City has established an annual percentage placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- In all employment decisions, the City makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity.

- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.

- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the organization to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one. A review of progress and goal attainment for the period from October 01, 2015 to September 30, 2016 reveals that there are no prior year goals for minorities and women.

Personnel Activity

The City has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

Applicant Flow

During the plan year, October 01, 2015 to September 30, 2016, the posted the majority of all open positions with the local employment agencies. The Human Resources Department accepted applications for open positions, and all persons interested in obtaining employment with the City were advised to apply according to our current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

The City believes that applicant flow is not and will not be a problem area. Our analysis reveals that the percentage of minority and female applicants compares very favorably with the general availability in the respective categories. Clearly the City's success in implementing and communicating affirmative action and outreach efforts is demonstrated by these statistics.

The following report summarizes applicant flow by job group:

Applicant Summary

For Period: 10/1/2015 to 9/30/2016

EEO Code 1 Officials & Administrators

		Total	Unk Race	Unk Gend	Min	Fem								
OAM	S	14	1	0	6	3								
LINE/OTHER MANAGERS	P	14	1	0	6	3								
OAMM	S	4	0	0	2	0								
MIDDLE MANAGERS	P	4	0	0	2	0								

EEO Code 2 Professionals

		Total	Unk Race	Unk Gend	Min	Fem								
PADM	S	18	3	0	6	9								
PROFESSIONAL/ADMINISTRATIVE/EXEMPT	P	18	3	0	6	9								
PADMa	S	21	0	0	6	11								
TEMP-PROFESSIONAL	P	21	0	0	6	11								
PANA	S	4	0	0	0	1								
PROFESSIONAL ANALYST	P	4	0	0	0	1								
PENG	S	1	0	0	0	0								
PROFESSIONAL ENGINEER	P	1	0	0	0	0								

S - Selected, P - Pool

Applicant Summary
For Period: 10/1/2015 to 9/30/2016

EEO Code 3 Technicians

		Total	Unk Race	Unk Gend	Min	Fem								
TENG	S	4	0	0	0	2								
TECHNICIAN ENGINEER	P	4	0	0	0	2								
TGEN	S	32	3	3	1	4								
TECHNICIAN GENERAL	P	32	3	3	1	4								
TGENa	S	17	0	0	8	10								
TEMP-TECH GENERAL	P	17	0	0	8	10								

EEO Code 4 Protective Service Workers

		Total	Unk Race	Unk Gend	Min	Fem								
PRF	S	336	0	0	80	0								
PROFESSIONAL FIREFIGHTERS	P	336	0	0	80	0								
PRP	S	385	15	0	156	60								
PROFESSIONAL LAW OFFICERS	P	385	15	0	156	60								
PRPa	S	6	0	0	6	3								
TEMP-PROFESSIONAL LAW OFFICER	P	6	0	0	6	3								
PRS	S	17	0	0	12	14								
LAW OFFICERS SUPPORT SERVICES	P	17	0	0	12	14								

S - Selected, P - Pool

Applicant Summary
For Period: 10/1/2015 to 9/30/2016

EEO Code 6 Administrative Support

		Total	Unk Race	Unk Gend	Min	Fem
ASCS	S	7	1	0	3	7
ADMIN CLERICAL SUPPORT STAFF	P	7	1	0	3	7
ASFIN	S	14	0	0	4	12
ADMIN FINANCE SUPPORT STAFF	P	14	0	0	4	12
ASGEN	S	13	1	0	5	7
ADMIN GENERAL SUPPORT STAFF	P	13	1	0	5	7
ASGENa	S	11	1	0	7	3
TEMP-GEN SUPPORT STAFF	P	11	1	0	7	3

EEO Code 7 Skilled Workers

		Total	Unk Race	Unk Gend	Min	Fem
SK	S	73	1	0	27	0
SKILLED CRAFT	P	73	1	0	27	0
SKAP	S	9	3	0	0	0
SKILLED CRAFT APPRENTICE	P	9	3	0	0	0

S - Selected, P - Pool

Applicant Summary
For Period: 10/1/2015 to 9/30/2016

EEO Code 8 Service

		Total	Unk Race	Unk Gend	Min	Fem								
SER	S	45	6	0	17	1								
SERVICE WORKER	P	45	6	0	17	1								
SERa	S	1,754	31	0	591	911								
TEMP-SERVICE WORKER	P	1,754	31	0	591	911								
SERBU	S	2,282	42	0	1,800	1,022								
TRANSIT OPERATOR	P	2,282	42	0	1,800	1,022								

		Total	Unk Race	Unk Gend	Min	Fem								
Totals	S	5,067	108	3	2,737	2,080								
	%		2.13	0.06	54.02	41.05								
	P	5,067	108	3	2,737	2,080								
	%		2.13	0.06	54.02	41.05								

S - Selected, P - Pool

Hires

The Human Resources Department develops all procedures and all hiring at the City is conducted on the basis of nondiscriminatory criteria.

Specifically, the following criteria and procedures appear to have resulted in hiring decisions that are geared towards being free of discrimination:

- Job descriptions have been reviewed and revised to ensure that duties are accurately described, that the experience and education requirements are strictly job-related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity, or any other characteristic protected by applicable law.

- Application forms have been reviewed to ensure that all requested information is job-related, and that the forms comply with all applicable laws. In addition, all forms state that the City is an Equal Opportunity/Affirmative Action Employer.

- Representatives who are briefed in the law with regard to Equal Employment Opportunity/Affirmative Action conducts interviews.

- Tests have been reviewed and are administered and conducted in a non-discriminatory manner.

- All employees are encouraged to refer qualified applicants to the City for employment. In addition, the City has formal recruitment procedures to apprise minority and women's groups, educational institutions, and other referral sources of openings.

- Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicant's knowledge, skills, abilities, and any other job-related criteria.

A review of external hires for the prior plan year indicates the presence of equal employment opportunity and a strong commitment to affirmative action. There were 365 new employees hired during the period from October 01, 2015 to September 30, 2016 including 166 minorities at 45% and 147 women at 40%.

The following report summarizes hiring activity by job group:

New Hire Summary
For Period: 10/1/2015 to 9/30/2016

		Total	Min	Fem								
EO - MAYOR		1	0	0								
EOa - CITY COMMISSIONER		1	1	0								
OAEM - EXECUTIVE MANAGERS		1	1	0								
OAM - LINE/OTHER MANAGERS		7	1	1								
OAMM - MIDDLE MANAGERS		1	0	0								
OASM - SENIOR MANAGERS		1	0	1								
PADM - PROFESSIONAL/ADMINISTRATIVE/EXEMPT		9	4	4								
PADMa - TEMP-PROFESSIONAL		26	9	14								
PANA - PROFESSIONAL ANALYST		5	0	2								
PENG - PROFESSIONAL ENGINEER		1	0	0								
TENG - TECHNICIAN ENGINEER		2	0	1								
TGEN - TECHNICIAN GENERAL		16	0	2								
TGENa - TEMP-TECH GENERAL		17	6	7								
PRF - PROFESSIONAL FIREFIGHTERS		16	4	0								
PRP - PROFESSIONAL LAW OFFICERS		32	11	7								
PRPa - TEMP-PROFESSIONAL LAW OFFICER		3	2	2								
PRS - LAW OFFICERS SUPPORT SERVICES		8	5	6								
ASCS - ADMIN CLERICAL SUPPORT STAFF		7	4	7								
ASFIN - ADMIN FINANCE SUPPORT STAFF		7	3	6								
ASGEN - ADMIN GENERAL SUPPORT STAFF		8	4	6								
ASGENa - TEMP-GEN SUPPORT STAFF		8	5	3								
SK - SKILLED CRAFT		15	7	0								
SKAP - SKILLED CRAFT APPRENTICE		3	0	0								
SER - SERVICE WORKER		11	4	2								
SERa - TEMP-SERVICE WORKER		73	29	38								
SERBU - TRANSIT OPERATOR		86	66	38								
Totals	#	365	166	147								
	%		45.48	40.27								

Promotion Practices

A review of promotion data indicates that these practices represent an area of substantial employment opportunity for minority and female employees. Promotion practices do not appear to be problem areas for minorities and women in any job group. Our analysis reveals that neither minorities nor women appear to be being treated disparately in promotions because:

- The City provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within the City.
- Management-initiated promotions are based on performance and other job-related criteria without discrimination on account of race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity, or any other characteristic protected by applicable law.
- Most promotional opportunities are posted, providing all interested employees with an opportunity to apply and call their special skills to the attention of the manager.
- Our program of career development enables all employees to designate career paths and positions for which they wish to be considered.

All of these factors strongly indicate that promotions represent an area of substantial employment opportunity for minority and female employees.

A summary of promotion actions for the year is included on the following page:

Promotion Summary by Old Job
For Period: 10/1/2015 to 9/30/2016

		Total	Min	Fem								
OAEM - EXECUTIVE MANAGERS		1	0	0								
OAM - LINE/OTHER MANAGERS		5	2	1								
OAMM - MIDDLE MANAGERS		5	0	4								
PADM - PROFESSIONAL/ADMINISTRATIVE/EXEMPT		5	2	3								
PADMa - TEMP-PROFESSIONAL		1	1	1								
PANA - PROFESSIONAL ANALYST		1	0	0								
TGEN - TECHNICIAN GENERAL		8	1	0								
TGENa - TEMP-TECH GENERAL		1	0	0								
PRF - PROFESSIONAL FIREFIGHTERS		17	3	0								
PRFSP - PROFESSIONAL FF SUPERVISORS		3	2	0								
PRP - PROFESSIONAL LAW OFFICERS		16	4	4								
PRPa - TEMP-PROFESSIONAL LAW OFFICER		1	0	0								
PRPSP - PROFESSIONAL LAW OFFICER		1	0	0								
PRS - LAW OFFICERS SUPPORT SERVICES		3	0	3								
ASCS - ADMIN CLERICAL SUPPORT STAFF		6	2	6								
ASFIN - ADMIN FINANCE SUPPORT STAFF		2	1	2								
ASGEN - ADMIN GENERAL SUPPORT STAFF		4	1	3								
ASPV - ADMINISTRATIVE SUPERVISORS		1	1	0								
SK - SKILLED CRAFT		6	3	1								
SKAP - SKILLED CRAFT APPRENTICE		1	1	0								
SKSPV - SKILLED CRAFT SUPERVISORS		1	1	0								
SER - SERVICE WORKER		6	3	1								
SERa - TEMP-SERVICE WORKER		1	1	1								
SERBU - TRANSIT OPERATOR		60	45	28								
Totals	#	156	74	58								
	%		47.44	37.18								

Compensation Systems

As part of its affirmative action obligations, the City has conducted a compensation analysis to determine whether there are pay disparities on the basis of gender, race, or ethnicity. According to our analysis, we have not identified any significant problem areas. If the City discovers significant salary differences between men and women or non-minorities and minorities, it will determine whether they are the result of legitimate, nondiscriminatory factors such as tenure, time in job, time in grade, performance, education, previous experience, etc. Where appropriate, the City will take all reasonable and immediate steps to make any necessary adjustments.

Terminations

The City has evaluated its termination practices to determine whether there are disparities on the basis of gender, race or ethnicity. When terminations or reductions in force are necessary, the City makes its decisions without regard to race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity, or any other characteristic protected by applicable law.

A report summarizing terminations by job group follows:

Termination Summary
For Period: 10/1/2015 to 9/30/2016

		Total	Min	Fem								
OAM - LINE/OTHER MANAGERS		7	0	1								
OAMM - MIDDLE MANAGERS		3	0	0								
OASM - SENIOR MANAGERS		1	0	1								
PADM - PROFESSIONAL/ADMINISTRATIVE/EXEMPT		9	4	5								
PADMa - TEMP-PROFESSIONAL		15	4	8								
PANA - PROFESSIONAL ANALYST		7	1	3								
TENG - TECHNICIAN ENGINEER		1	0	0								
TGEN - TECHNICIAN GENERAL		10	1	3								
TGENa - TEMP-TECH GENERAL		7	3	4								
TSPV - TECHNICAL SUPERVISORS		2	1	0								
PRF - PROFESSIONAL FIREFIGHTERS		7	1	1								
PRFSP - PROFESSIONAL FF SUPERVISORS		2	1	0								
PRP - PROFESSIONAL LAW OFFICERS		24	6	4								
PRPa - TEMP-PROFESSIONAL LAW OFFICER		1	0	1								
PRPSP - PROFESSIONAL LAW OFFICER		1	0	0								
PRS - LAW OFFICERS SUPPORT SERVICES		8	4	7								
ASCS - ADMIN CLERICAL SUPPORT STAFF		4	0	4								
ASFIN - ADMIN FINANCE SUPPORT STAFF		4	0	4								
ASGEN - ADMIN GENERAL SUPPORT STAFF		10	2	8								
ASGENa - TEMP-GEN SUPPORT STAFF		7	4	3								
ASPV - ADMINISTRATIVE SUPERVISORS		2	0	1								
SK - SKILLED CRAFT		6	3	0								
SKa - TEMP-SKILLED CRAFT		3	0	0								
SER - SERVICE WORKER		7	5	1								
SERa - TEMP-SERVICE WORKER		62	28	43								
SERBU - TRANSIT OPERATOR		52	40	21								
Totals	#	262	108	123								
	%		41.22	46.95								

Technical Phases of Compliance

Our analysis of the technical phases of compliance reveals that the City will continue to comply with all the technical phases of its affirmative action obligations:

- Equal Employment Opportunity posters are prominently displayed in each location.
- The City notifies all contractors and subcontractors via purchase orders and subcontracts that they may be subject to federal affirmative action obligations.
- The City requires that all of their qualified contractors and subcontractors develop and maintain a written AAP.
- The City's employment application has a statement concerning Equal Employment Opportunity.
- All recruitment agencies and area schools and colleges will continue to be notified of the City's commitment to the goals of affirmative action.
- All recruitment advertising includes the solicitation "An Equal Opportunity Employer" or its abbreviation.
- All other required affirmative action notices and policy statements are posted on bulletin boards and are updated annually.
- All personnel and employment records made or kept by the City are retained for the required period as mandated by OFCCP regulations.
- The City files the EEO-4, and other required reports with the appropriate agencies.

Development and Implementation of Acton Oriented Programs

41 C.F.R. 60-2.17

The City has developed and executed action-oriented programs designed to correct any problem areas that may exist. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

- The City has analyzed and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions. Due to the use of a position description format, they are and will continue to be consistent for the same position from one organizational unit to another.

- Job descriptions have been and will continue to be reviewed to determine the knowledge, skills, abilities, and other requirements necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity, or other characteristic protected by law.

- Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees, applicants, and recruiting sources as appropriate.

- The City has carefully evaluated the total selection process and it appears to be free from discrimination.

    - We have instructed all supervisory personnel to ensure elimination of discrimination in all personnel actions in which they are involved.

    - The tests administered by the City are job-related and given to all applicants for applicable position.

    - Application forms do not contain questions with potential discriminatory effects.

    - The City does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women.

- The City has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:

    - Minority and women, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.

    - The City relies on local employment agencies as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations.

        - The City provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.

        - Local organizations will continue to be contacted for referrals of potential minority and female employees.

- The City utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.

Furthermore, we plan to take the following additional steps to ensure adequate representation of all minorities and women:

- Where placement goals exist as defined by the OFCCP, we will continue to contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students. We will advise these institutions of our desire to fill job openings in these classifications with minority and female employees. When possible, we will continue to participate in job fair and career day activities and we will consider relevant work experience programs.

- We will continue to contact our normal sources of recruitment (e.g., State Employment) and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the period from October 01, 2015 to September 30, 2016, targeted recruitment activities were conducted.

- The City has implemented the following programs and procedures to ensure that minority and female employees are given equal opportunities for promotion:

    - On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher-level jobs. In addition, a tuition reimbursement benefit is also available to all qualified employees.

- The City utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.

- Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.

- Seniority practices are not a problem since the City has no formal seniority system. Promotions are based on merit selection principles.

- We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.

Special internal training programs are provided as necessary to ensure the achievement of our placement goals. Programs are offered to eligible employees without regard to race, color, religion, sex, age, disability, veteran status, national origin or any other characteristic protected by applicable law.

We will continue to participate in targeted external training programs.

Internal Audit and Reporting System
41 C.F.R. 60-2.17

The City has developed and implemented an auditing system that periodically measures the effectiveness of its total AAP. The City views the activities that are listed below as critical to the success of the AAP.

- The Affirmative Action Manager & Chief Investigator will continue to monitor records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to ensure that the City's non-discriminatory policy is carried out. Procedures are reviewed and revised as problems are identified.

- Top management is and will continue to be informed of any problems that arise in their respective areas so that immediate and appropriate steps can be taken to resolve any issues.

- The City recognizes its responsibility to affirmative action and is committed to fulfilling this responsibility by complying with all government regulations and laws pertaining to equal employment opportunity. As part of this commitment, management will be kept abreast of developments in the affirmative action area. The primary vehicle for communication with management will be periodic affirmative action briefings.

- The Affirmative Action Manager & Chief Investigator will generate reports on a regular basis to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained.

- The City will review and share results with all levels of management as to the degree to which their affirmative action goals and compliance are being attained, and will design and implement corrective actions, including adjustments in programs, as needed.

- Progress on the City's AAP will be discussed at supervisors meetings, and relevant information will be communicated to employees during regular departmental meetings as appropriate.

- The Affirmative Action Manager & Chief Investigator will periodically report to the Equal Opportunity Director and other appropriate City management on the effectiveness of the program and will submit recommendations for improvement.

Conclusion

The AAP Year, January 1, 2017 through December 31, 2018, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

Through its Affirmative Action Manager & Chief Investigator, the City will continue to communicate its policies, both within the organization and to the community in which we work. The Equal Opportunity Director affords the Affirmative Action Manager & Chief Investigator full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.

At the close of City of Gainesville's most recent Plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by department to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed two areas in which the difference between incumbency versus estimated availability was statistically significant, showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruiting population.

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

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

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