

AFFIRMATIVE ACTION PLAN FOR MINORITIES & WOMEN

City of Gainesville

Gainesville Regional Utilities

July 1, 2012 - June 30, 2013

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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 AAP, the City has used the terminology used in E.O. 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).

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

Introduction

The City of Gainesville, including General Government and Gainesville Regional Utilities is a full service City complete with public safety as well as a five-service utility. The utilities offered include: electricity, water, wastewater, gas and telecommunications. 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 that we serve. As such, the emphasis on enacting the AAP is even more crucial. With a population in excess of 115,000, 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 on 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 Gainesville regional Utilities (GRU).

As detailed in the Job Group Analysis, this AAP covers 881 employees, including 185 minorities (21.00%) and 241 (26.56%) 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 the 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

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

1. The duties of the Affirmative Action Officer include:
 - A. 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 Officer and the managers charged with employment responsibility.
 - B. Assisting in the identification of problem areas, and developing strategies to eliminate any problems identified.
 - C. 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.
 - D. 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.
 - E. Meeting with managers, supervisors, and employees to assure that the company's EEO policies are being followed.
 - F. 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.
 - G. Serving as a liaison between the City and enforcement agencies.
 - H. 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.
 - I. Making contact with predominately female and minority high schools, colleges, and technical schools in the area as needed.
 - J. Keeping management informed of developments in the equal employment opportunity and affirmative action area.

- K. Conducting a periodic audit to ensure that the City complies in the following ways:
 - i. EEO posters are properly displayed.
 - ii. All employees are afforded the opportunity and are encouraged to participate in all City-sponsored educational, training, recreation, and social activities.
- 2. The City recognizes that the cooperation of department supervisors and line managers is required to reach the full potential of this AAP. Therefore, supervisors and managers are expected to:
 - A. Assist the Affirmative Action Officer in the identification of any problem areas and help to eliminate any barriers to equal employment opportunity.
 - B. Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs.
 - C. Work with the Affirmative Action Officer to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings.
 - D. Review the qualifications of employees to ensure that minorities and women are given full opportunity for transfers and promotions.
 - E. Provide career counseling for employees as needed.
 - F. 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.
 - G. 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 Gainesville Regional Utilities (GRU) 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 Gainesville Regional Utilities (GRU) 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

January 1, 2014 Annual Affirmative Action Plan

Gainesville Regional Utilities

Workforce Analysis

010-Administration

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
0104	\$22,230.00	Total 1	Mal	1	0	0	0	1	0	0	0
Intern	6	Tot Min 1	Fem	0	0	0	0	0	0	0	0
1153	\$47,303.05	Total 3	Mal	0	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 1	Fem	3	2	1	0	0	0	0	0
7303	\$44,819.62	Total 1	Mal	0	0	0	0	0	0	0	0
Community Relations Coordinator	2	Tot Min 1	Fem	1	0	1	0	0	0	0	0
6065	\$65,829.25	Total 1	Mal	0	0	0	0	0	0	0	0
Engineer Utility Designer 3	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
6073	\$93,467.38	Total 1	Mal	1	1	0	0	0	0	0	0
Principal Engineer	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
6075	\$97,190.35	Total 1	Mal	1	1	0	0	0	0	0	0
Superv Engineer Ut Designer	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
6041	\$106,859.39	Total 1	Mal	1	1	0	0	0	0	0	0
Project Engineer	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
1415	\$90,661.00	Total 1	Mal	1	1	0	0	0	0	0	0
Managing Utility Analyst Planning	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2306	\$92,208.62	Total 1	Mal	0	0	0	0	0	0	0	0
Community Relations Director	1	Tot Min 1	Fem	1	0	1	0	0	0	0	0
1012	\$126,053.97	Total 1	Mal	1	1	0	0	0	0	0	0
COMPLIANCE OFICER	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
1045	\$222,853.68	Total 1	Mal	1	1	0	0	0	0	0	0
General Mgr for Utilities	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 010-Administration		Total 13	Mal	7	6	0	0	1	0	0	0
		Tot Min 4	Fem	6	3	3	0	0	0	0	0

Workforce Analysis

010-Customer Support

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
0104	\$22,230.00	Total	4	Mal	1	1	0	0	0	0	0
Intern	6	Tot Min	2	Fem	3	1	2	0	0	0	0
0253	\$25,937.60	Total	1	Mal	0	0	0	0	0	0	0
Support Staff - Temp	6	Tot Min	0	Fem	1	1	0	0	0	0	0
0237	\$27,040.00	Total	1	Mal	0	0	0	0	0	0	0
Customer Service Rep - Temp	6	Tot Min	0	Fem	1	1	0	0	0	0	0
0101	\$27,040.00	Total	2	Mal	0	0	0	0	0	0	0
Clerical - Temp	6	Tot Min	2	Fem	2	0	2	0	0	0	0
0103	\$42,155.79	Total	1	Mal	0	0	0	0	0	0	0
Techs - Temp	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0105	\$65,875.72	Total	5	Mal	4	3	1	0	0	0	0
Professional - Temp	2	Tot Min	2	Fem	1	0	0	1	0	0	0
3000	\$28,452.53	Total	1	Mal	1	1	0	0	0	0	0
Clerk 1	6	Tot Min	0	Fem	0	0	0	0	0	0	0
5027	\$28,527.48	Total	2	Mal	2	1	1	0	0	0	0
Maintenance Mechanic 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0
3041	\$30,970.65	Total	8	Mal	0	0	0	0	0	0	0
Customer Accounts Rep	6	Tot Min	4	Fem	8	4	4	0	0	0	0
1145	\$30,545.98	Total	4	Mal	1	1	0	0	0	0	0
Staff Assistant	6	Tot Min	1	Fem	3	2	1	0	0	0	0
3101	\$33,892.14	Total	1	Mal	0	0	0	0	0	0	0
Buyer	6	Tot Min	1	Fem	1	0	1	0	0	0	0
1147	\$36,464.83	Total	2	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	0	Fem	2	2	0	0	0	0	0
5029	\$42,125.62	Total	1	Mal	1	1	0	0	0	0	0
Maintenance Mechanic 2	7	Tot Min	0	Fem	0	0	0	0	0	0	0
3007	\$34,559.54	Total	5	Mal	0	0	0	0	0	0	0
Account Clerk II	6	Tot Min	1	Fem	5	4	1	0	0	0	0
3054	\$36,135.08	Total	25	Mal	2	1	1	0	0	0	0
Customer Service Rep 2	6	Tot Min	20	Fem	23	4	19	0	0	0	0
4132	\$39,929.91	Total	1	Mal	0	0	0	0	0	0	0
Operations Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

010-Customer Support

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
3233	\$42,638.82	Total 9	Mal	5	5	0	0	0	0	0
Utilities Materials Specialist, Senior	6	Tot Min 1	Fem	4	3	0	0	0	0	1
3043	\$40,499.68	Total 2	Mal	0	0	0	0	0	0	0
Customer Accounts Rep Senior	6	Tot Min 0	Fem	2	2	0	0	0	0	0
3015	\$42,831.98	Total 1	Mal	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min 0	Fem	1	1	0	0	0	0	0
1111	\$49,647.10	Total 1	Mal	1	1	0	0	0	0	0
Mail Services Supervisor Utilities	6	Tot Min 0	Fem	0	0	0	0	0	0	0
2105	\$39,459.69	Total 3	Mal	2	1	1	0	0	0	0
Residential Efficiency Program	2	Tot Min 2	Fem	1	0	0	0	1	0	0
2111	\$46,976.62	Total 1	Mal	0	0	0	0	0	0	0
Marketing & Communications	2	Tot Min 0	Fem	1	1	0	0	0	0	0
3057	\$42,562.79	Total 4	Mal	1	1	0	0	0	0	0
Customer Service Rep Senior	6	Tot Min 1	Fem	3	2	1	0	0	0	0
3003	\$43,737.82	Total 1	Mal	0	0	0	0	0	0	0
New Services Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0	0
3224	\$45,794.22	Total 2	Mal	2	2	0	0	0	0	0
Supply Chain Specialist	6	Tot Min 0	Fem	0	0	0	0	0	0	0
1153	\$47,303.05	Total 1	Mal	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	Fem	1	1	0	0	0	0	0
3227	\$47,811.19	Total 2	Mal	2	2	0	0	0	0	0
Warehouse Supervisor	6	Tot Min 0	Fem	0	0	0	0	0	0	0
3004	\$49,590.32	Total 1	Mal	0	0	0	0	0	0	0
New Services Specialist Sr.	6	Tot Min 0	Fem	1	1	0	0	0	0	0
2550	\$51,968.62	Total 1	Mal	1	1	0	0	0	0	0
Technical Support Specialist III	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2107	\$49,181.74	Total 1	Mal	0	0	0	0	0	0	0
Residential Efficiency Program	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1240	\$50,563.29	Total 2	Mal	1	0	0	0	1	0	0
Analyst	2	Tot Min 2	Fem	1	0	1	0	0	0	0
6424	\$56,074.76	Total 2	Mal	1	1	0	0	0	0	0
Marketing & Communication	2	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

010-Customer Support

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
5017	\$53,620.04	Total 2	Mal	2	2	0	0	0	0	0	0
Facilities Maintenance Coordinator	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
3047	\$57,481.42	Total 1	Mal	0	0	0	0	0	0	0	0
Customer Records Supervisor	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
3045	\$57,481.42	Total 1	Mal	0	0	0	0	0	0	0	0
Customer Accounts Supervisor	6	Tot Min 1	Fem	1	0	1	0	0	0	0	0
3016	\$50,039.39	Total 1	Mal	0	0	0	0	0	0	0	0
Collections Recovery Specialist	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
3104	\$57,956.93	Total 3	Mal	1	1	0	0	0	0	0	0
Buyer, Senior.	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0
2101	\$58,484.53	Total 2	Mal	1	1	0	0	0	0	0	0
Business Efficiency Program	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
3115	\$67,424.17	Total 2	Mal	0	0	0	0	0	0	0	0
Land Rights Coordinator	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0
3058	\$52,937.66	Total 1	Mal	0	0	0	0	0	0	0	0
Customer Service	6	Tot Min 1	Fem	1	0	1	0	0	0	0	0
4064	\$55,493.34	Total 1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst 2	2	Tot Min 1	Fem	1	0	1	0	0	0	0	0
6063	\$57,605.84	Total 1	Mal	1	1	0	0	0	0	0	0
Engineer Utility Designer 2	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
1241	\$61,406.40	Total 1	Mal	1	1	0	0	0	0	0	0
Analyst Senior	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
6057	\$74,900.43	Total 1	Mal	0	0	0	0	0	0	0	0
Utility Services Supervisor	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
7401	\$85,253.00	Total 1	Mal	1	1	0	0	0	0	0	0
Utility Security Coordinator	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
3225	\$78,466.82	Total 1	Mal	1	1	0	0	0	0	0	0
Util Stores Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
4103	\$80,113.55	Total 3	Mal	2	2	0	0	0	0	0	0
Account Representative Sr.	2	Tot Min 1	Fem	1	0	1	0	0	0	0	0
4100	\$64,053.00	Total 1	Mal	0	0	0	0	0	0	0	0
Marketing Manager Utilities	1	Tot Min 1	Fem	1	0	1	0	0	0	0	0

Workforce Analysis

010-Customer Support

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
3039	\$72,810.66	Total	1	Mal	1	1	0	0	0	0	0	0
Billing & Collections Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2109	\$78,000.00	Total	1	Mal	0	0	0	0	0	0	0	0
Conservation Services Manager	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3117	\$82,798.05	Total	1	Mal	0	0	0	0	0	0	0	0
Purchasing Manager Utilities	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3051	\$86,650.46	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Service Manager	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1067	\$110,837.85	Total	1	Mal	1	1	0	0	0	0	0	0
Utilities Administrative Services	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1031	\$111,327.73	Total	1	Mal	1	1	0	0	0	0	0	0
Customer Operations Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1024	\$115,433.38	Total	1	Mal	1	1	0	0	0	0	0	0
Marketing & Business Solutions	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1005	\$149,190.24	Total	1	Mal	0	0	0	0	0	0	0	0
AGM - Customer/Administrative	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 010-Customer Support		Total	129	Mal	42	37	4	0	1	0	0	0
		Tot Min	48	Fem	87	44	40	0	2	0	0	1

010-Energy Delivery

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
0004	\$27,040.00	Total	1	Mal	1	1	0	0	0	0	0	0
Temporary Engineering Intern	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
0103	\$42,155.79	Total	6	Mal	5	5	0	0	0	0	0	0
Techs - Temp	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
0105	\$65,875.72	Total	2	Mal	0	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
6147	\$27,547.65	Total	20	Mal	20	17	2	0	1	0	0	0
Meter Reader	8	Tot Min	3	Fem	0	0	0	0	0	0	0	0
3206	\$32,852.46	Total	2	Mal	2	2	0	0	0	0	0	0
Field Services Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

010-Energy Delivery

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
1145	\$30,545.98	Total	2	Mal	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	1	Fem	2	1	0	0	0	0	1
6149	\$37,091.60	Total	3	Mal	3	3	0	0	0	0	0
Meter Reader Crew Leader	8	Tot Min	0	Fem	0	0	0	0	0	0	0
1147	\$36,464.83	Total	5	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	1	Fem	5	4	0	0	0	0	1
1136	\$38,822.37	Total	2	Mal	1	1	0	0	0	0	0
Dispatcher	6	Tot Min	0	Fem	1	1	0	0	0	0	0
1431	\$38,669.07	Total	2	Mal	1	1	0	0	0	0	0
Energy Delivery Facilities Specialist	7	Tot Min	0	Fem	1	1	0	0	0	0	0
6181	\$44,017.79	Total	1	Mal	1	1	0	0	0	0	0
Street Light Worker	7	Tot Min	0	Fem	0	0	0	0	0	0	0
4132	\$39,929.91	Total	8	Mal	0	0	0	0	0	0	0
Operations Assistant	6	Tot Min	2	Fem	8	6	2	0	0	0	0
2548	\$40,132.20	Total	3	Mal	2	2	0	0	0	0	0
Technical Support Specialist II	3	Tot Min	0	Fem	1	1	0	0	0	0	0
6116	\$48,593.84	Total	9	Mal	9	7	1	1	0	0	0
Line Technician	7	Tot Min	2	Fem	0	0	0	0	0	0	0
3207	\$48,992.78	Total	14	Mal	14	9	4	0	1	0	0
Field Services Technician	7	Tot Min	5	Fem	0	0	0	0	0	0	0
6405	\$49,645.19	Total	6	Mal	6	4	2	0	0	0	0
Gas Worker	7	Tot Min	2	Fem	0	0	0	0	0	0	0
4134	\$42,789.76	Total	2	Mal	0	0	0	0	0	0	0
Energy Systems Dispatcher	6	Tot Min	1	Fem	2	1	1	0	0	0	0
6017	\$46,778.16	Total	2	Mal	2	1	1	0	0	0	0
Electric Utilities Inspector	3	Tot Min	1	Fem	0	0	0	0	0	0	0
6154	\$49,647.10	Total	1	Mal	0	0	0	0	0	0	0
Meter Programmer Tester	3	Tot Min	0	Fem	1	1	0	0	0	0	0
6101	\$49,647.10	Total	5	Mal	5	4	0	0	0	0	1
Utilities Location Technician	3	Tot Min	1	Fem	0	0	0	0	0	0	0
6111	\$53,492.19	Total	2	Mal	2	2	0	0	0	0	0
Electric Line Clearance Coordinator	7	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-Energy Delivery

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
6118	\$54,115.36	Total 3	Mal	3	3	0	0	0	0	0
Line Technician, Lead	7	Tot Min 0	Fem	0	0	0	0	0	0	0
6415	\$54,115.43	Total 3	Mal	3	2	1	0	0	0	0
Gas Worker Lead	7	Tot Min 1	Fem	0	0	0	0	0	0	0
1153	\$47,303.05	Total 1	Mal	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	Fem	1	1	0	0	0	0	0
3037	\$50,457.48	Total 2	Mal	2	2	0	0	0	0	0
Current Diversion Technician	3	Tot Min 0	Fem	0	0	0	0	0	0	0
6441	\$51,508.29	Total 5	Mal	4	3	1	0	0	0	0
Gas Measurement Technician	3	Tot Min 1	Fem	1	1	0	0	0	0	0
6409	\$54,115.36	Total 1	Mal	1	1	0	0	0	0	0
Facilities Protection Technician	3	Tot Min 0	Fem	0	0	0	0	0	0	0
1432	\$57,532.08	Total 9	Mal	4	3	0	0	1	0	0
Energy Delivery Facilities Specialist	7	Tot Min 2	Fem	5	4	1	0	0	0	0
6151	\$58,532.24	Total 1	Mal	1	1	0	0	0	0	0
Meter Reader Supervisor	6	Tot Min 0	Fem	0	0	0	0	0	0	0
2550	\$51,968.62	Total 1	Mal	1	1	0	0	0	0	0
Technical Support Specialist III	3	Tot Min 0	Fem	0	0	0	0	0	0	0
6107	\$58,985.75	Total 3	Mal	3	3	0	0	0	0	0
Electric Apparatus Technician	3	Tot Min 0	Fem	0	0	0	0	0	0	0
1240	\$50,563.29	Total 2	Mal	2	1	0	0	0	0	1
Analyst	2	Tot Min 1	Fem	0	0	0	0	0	0	0
1311	\$63,282.52	Total 1	Mal	1	1	0	0	0	0	0
Utility Training Officer	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6187	\$62,712.00	Total 4	Mal	4	4	0	0	0	0	0
Substation Electrician	7	Tot Min 0	Fem	0	0	0	0	0	0	0
6119	\$63,173.55	Total 32	Mal	32	27	4	0	0	0	1
Electric Line Worker	7	Tot Min 5	Fem	0	0	0	0	0	0	0
6102	\$56,615.94	Total 1	Mal	1	1	0	0	0	0	0
Utilities Location Supervisor	3	Tot Min 0	Fem	0	0	0	0	0	0	0
6159	\$57,706.85	Total 5	Mal	5	4	1	0	0	0	0
Electric Measurement Technician	3	Tot Min 1	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-Energy Delivery

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
6167	\$58,241.66	Total	1	Mal	1	1	0	0	0	0	0
Pwr Sys Control Specialist Senior	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2552	\$62,228.76	Total	2	Mal	1	1	0	0	0	0	0
Technical Support Specialist Senior	3	Tot Min	1	Fem	1	0	0	0	1	0	0
6175	\$64,294.46	Total	3	Mal	3	2	1	0	0	0	0
Relay Technician	3	Tot Min	1	Fem	0	0	0	0	0	0	0
6423	\$63,028.18	Total	2	Mal	2	1	1	0	0	0	0
Utility Marketing Rep	2	Tot Min	1	Fem	0	0	0	0	0	0	0
1427	\$59,254.69	Total	3	Mal	3	3	0	0	0	0	0
Energy Services Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
3075	\$60,854.98	Total	1	Mal	1	1	0	0	0	0	0
Meter Services Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
1430	\$64,330.97	Total	2	Mal	2	2	0	0	0	0	0
Energy Delivery Facilities Specialist	7	Tot Min	0	Fem	0	0	0	0	0	0	0
6115	\$69,776.46	Total	19	Mal	19	19	0	0	0	0	0
Lineworker, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0
6419	\$70,081.02	Total	1	Mal	1	1	0	0	0	0	0
Gas Operations Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
6190	\$70,081.02	Total	2	Mal	2	2	0	0	0	0	0
SUBSTATION ELECTRICIAN, LEAD	7	Tot Min	0	Fem	0	0	0	0	0	0	0
6443	\$63,818.14	Total	1	Mal	1	1	0	0	0	0	0
Gas Measurement Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
6046	\$64,647.44	Total	1	Mal	1	1	0	0	0	0	0
Utility GIS Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0
6103	\$68,659.76	Total	1	Mal	1	1	0	0	0	0	0
Apparatus Repair Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
4070	\$56,056.15	Total	3	Mal	3	3	0	0	0	0	0
Technical Systems Analyst 2	2	Tot Min	0	Fem	0	0	0	0	0	0	0
6063	\$57,605.84	Total	2	Mal	2	0	0	0	2	0	0
Engineer Utility Designer 2	2	Tot Min	2	Fem	0	0	0	0	0	0	0
1241	\$61,406.40	Total	1	Mal	1	1	0	0	0	0	0
Analyst Senior	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-Energy Delivery

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
1313	\$70,301.34	Total 2	Mal	2	2	0	0	0	0	0
Utility Safety Training Coordinator	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6421	\$76,033.98	Total 1	Mal	1	1	0	0	0	0	0
Marketing Rep Senior	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6161	\$68,686.18	Total 2	Mal	2	2	0	0	0	0	0
Electric Measurement Supervisor	3	Tot Min 0	Fem	0	0	0	0	0	0	0
6113	\$79,112.91	Total 2	Mal	2	2	0	0	0	0	0
Electric Systems Operations	7	Tot Min 0	Fem	0	0	0	0	0	0	0
1213	\$72,321.67	Total 2	Mal	1	1	0	0	0	0	0
HR/OD Specialist	2	Tot Min 0	Fem	1	1	0	0	0	0	0
6141	\$76,777.74	Total 2	Mal	2	2	0	0	0	0	0
Utility Forester	2	Tot Min 0	Fem	0	0	0	0	0	0	0
4072	\$76,823.84	Total 2	Mal	2	1	1	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min 1	Fem	0	0	0	0	0	0	0
6171	\$88,310.98	Total 4	Mal	4	3	1	0	0	0	0
Systems Operator 2	7	Tot Min 1	Fem	0	0	0	0	0	0	0
6067	\$79,297.42	Total 7	Mal	5	5	0	0	0	0	0
Engineer Utility Designer 4	2	Tot Min 1	Fem	2	1	0	0	1	0	0
6044	\$79,888.98	Total 1	Mal	1	1	0	0	0	0	0
Utility GIS Coordinator	2	Tot Min 0	Fem	0	0	0	0	0	0	0
4074	\$84,164.77	Total 1	Mal	1	1	0	0	0	0	0
Technical Systems Analyst	2	Tot Min 0	Fem	0	0	0	0	0	0	0
3056	\$78,000.00	Total 1	Mal	1	1	0	0	0	0	0
Operations Manager' Utilities	1	Tot Min 0	Fem	0	0	0	0	0	0	0
6129	\$86,900.32	Total 3	Mal	3	3	0	0	0	0	0
Electric Systems Operations	1	Tot Min 0	Fem	0	0	0	0	0	0	0
6075	\$97,190.35	Total 5	Mal	5	5	0	0	0	0	0
Superv Engineer Ut Designer	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6077	\$109,007.50	Total 1	Mal	1	1	0	0	0	0	0
Utility Project /Team Leader	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6176	\$98,239.45	Total 1	Mal	1	1	0	0	0	0	0
Systems Operations Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-Energy Delivery

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
3055	\$102,683.02	Total	1	Mal	1	1	0	0	0	0	0	0
Util Field Services Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1043	\$105,688.38	Total	1	Mal	1	1	0	0	0	0	0	0
Gas T & D Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6164	\$116,398.76	Total	1	Mal	0	0	0	0	0	0	0	0
Operational Technology Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
6133	\$105,953.95	Total	1	Mal	1	1	0	0	0	0	0	0
Electric T & D Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6127	\$121,954.14	Total	1	Mal	1	1	0	0	0	0	0	0
System Control Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6013	\$124,221.54	Total	1	Mal	1	0	0	0	1	0	0	0
Electric Engineering Mgr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
6123	\$126,007.24	Total	1	Mal	1	1	0	0	0	0	0	0
Energy Measurement & Regulation	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1007	\$159,661.24	Total	1	Mal	1	1	0	0	0	0	0	0
AGM - Energy Delivery	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 010-Energy Delivery		Total	262	Mal	226	195	21	1	6	0	0	3
		Tot Min	39	Fem	36	28	4	0	1	1	0	2

010-Energy Supply

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
0004	\$27,040.00	Total	1	Mal	1	0	0	1	0	0	0	0
Temporary Engineering Intern	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
0111	\$58,988.80	Total	1	Mal	1	1	0	0	0	0	0	0
Skilled Craft Workers - Temp	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
0104	\$22,230.00	Total	2	Mal	0	0	0	0	0	0	0	0
Intern	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
0255	\$36,296.00	Total	1	Mal	0	0	0	0	0	0	0	0
Support Staff I - Temp	6	Tot Min	1	Fem	1	0	0	0	1	0	0	0
0105	\$65,875.72	Total	2	Mal	1	1	0	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

010-Energy Supply

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
1145		\$30,545.98	Total	2	Mal	0	0	0	0	0	0	0
Staff Assistant	6		Tot Min	0	Fem	2	2	0	0	0	0	0
6302		\$34,440.02	Total	2	Mal	2	2	0	0	0	0	0
Coal/Ash Equipment Operator 1	7		Tot Min	0	Fem	0	0	0	0	0	0	0
6343		\$44,979.03	Total	6	Mal	6	5	0	0	0	0	1
Power Plant Apprentice Operator	7		Tot Min	1	Fem	0	0	0	0	0	0	0
1147		\$36,464.83	Total	2	Mal	0	0	0	0	0	0	0
Staff Specialist	6		Tot Min	0	Fem	2	2	0	0	0	0	0
6301		\$43,056.83	Total	5	Mal	5	4	1	0	0	0	0
Coal/Ash Equipment Operator 2	7		Tot Min	1	Fem	0	0	0	0	0	0	0
6357		\$45,517.89	Total	6	Mal	6	5	1	0	0	0	0
Process Plant Operator 2	7		Tot Min	1	Fem	0	0	0	0	0	0	0
3015		\$42,831.98	Total	1	Mal	0	0	0	0	0	0	0
Account Clerk Senior	6		Tot Min	1	Fem	1	0	1	0	0	0	0
1153		\$47,303.05	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant Senior	6		Tot Min	1	Fem	1	0	0	1	0	0	0
6345		\$54,261.25	Total	10	Mal	10	6	3	0	0	0	1
Power Plant Journeyman Operator	7		Tot Min	4	Fem	0	0	0	0	0	0	0
6337		\$55,517.34	Total	15	Mal	15	13	2	0	0	0	0
Pwr Plant Mech Journeyman	7		Tot Min	2	Fem	0	0	0	0	0	0	0
6327		\$54,361.77	Total	3	Mal	2	2	0	0	0	0	0
Pwr Plant Lab Technician	3		Tot Min	0	Fem	1	1	0	0	0	0	0
1240		\$50,563.29	Total	3	Mal	1	0	1	0	0	0	0
Analyst	2		Tot Min	1	Fem	2	2	0	0	0	0	0
1311		\$63,282.52	Total	1	Mal	1	1	0	0	0	0	0
Utility Training Officer	2		Tot Min	0	Fem	0	0	0	0	0	0	0
5017		\$53,620.04	Total	1	Mal	1	1	0	0	0	0	0
Facilities Maintenance Coordinator	7		Tot Min	0	Fem	0	0	0	0	0	0	0
6316		\$62,251.95	Total	27	Mal	26	24	0	0	1	0	1
Production Technician	7		Tot Min	2	Fem	1	1	0	0	0	0	0
6314		\$62,675.11	Total	12	Mal	10	8	0	0	1	0	1
Pwr Plant Instrumentation,Controls & 7			Tot Min	2	Fem	2	2	0	0	0	0	0

Workforce Analysis

010-Energy Supply

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2	
6330	\$59,300.80	Total	3	Mal	3	2	0	0	1	0	0	0
Pwr Plant Maintenance Planner	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1403B	\$66,501.78	Total	1	Mal	0	0	0	0	0	0	0	0
Office Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
6332	\$47,112.00	Total	1	Mal	1	1	0	0	0	0	0	0
Pwr Plant Materials Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6318	\$68,379.22	Total	4	Mal	4	4	0	0	0	0	0	0
Control Room Operator	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6361	\$65,427.02	Total	1	Mal	1	1	0	0	0	0	0	0
Process Plant Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6331	\$65,680.16	Total	1	Mal	1	1	0	0	0	0	0	0
Pwr Plant Maintenance Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6325	\$68,945.76	Total	2	Mal	1	0	1	0	0	0	0	0
Pwr Plant Lab Supervisor	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
1241	\$61,406.40	Total	3	Mal	1	1	0	0	0	0	0	0
Analyst Senior	2	Tot Min	2	Fem	2	0	1	0	0	0	0	1
6313	\$70,414.86	Total	1	Mal	1	1	0	0	0	0	0	0
Pwr Plant Instrumentation,Controls & 7		Tot Min	0	Fem	0	0	0	0	0	0	0	0
6065	\$65,829.25	Total	1	Mal	1	0	0	1	0	0	0	0
Engineer Utility Designer 3	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
6304	\$70,525.65	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Support	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0
6349	\$73,043.78	Total	11	Mal	11	8	2	1	0	0	0	0
Pwr Plant Shift Supervisor	7	Tot Min	3	Fem	0	0	0	0	0	0	0	0
6173	\$88,310.98	Total	5	Mal	5	4	1	0	0	0	0	0
Pwr System Coordinator 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
6067	\$79,297.42	Total	5	Mal	2	1	1	0	0	0	0	0
Engineer Utility Designer 4	2	Tot Min	1	Fem	3	3	0	0	0	0	0	0
6336	\$80,987.21	Total	1	Mal	1	1	0	0	0	0	0	0
Major Maintenance Leader	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6350	\$89,075.10	Total	2	Mal	2	2	0	0	0	0	0	0
Production Leader	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

010-Energy Supply

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
6168	\$86,000.00	Total 1	Mal	1	1	0	0	0	0	0
System Operations Traininig	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6073	\$93,467.38	Total 2	Mal	1	1	0	0	0	0	0
Principal Engineer	2	Tot Min 0	Fem	1	1	0	0	0	0	0
6344	\$70,859.14	Total 1	Mal	1	0	1	0	0	0	0
Production Manager I	1	Tot Min 1	Fem	0	0	0	0	0	0	0
6306	\$105,000.00	Total 1	Mal	1	0	1	0	0	0	0
Fuels Manager	1	Tot Min 1	Fem	0	0	0	0	0	0	0
6077	\$109,007.50	Total 1	Mal	1	1	0	0	0	0	0
Utility Project /Team Leader	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6341	\$93,092.43	Total 1	Mal	1	1	0	0	0	0	0
Production Manager II	1	Tot Min 0	Fem	0	0	0	0	0	0	0
6340	\$109,834.87	Total 1	Mal	1	1	0	0	0	0	0
Production Manager III	1	Tot Min 0	Fem	0	0	0	0	0	0	0
6174	\$105,000.00	Total 1	Mal	0	0	0	0	0	0	0
Power Systems Operations Manager 1	1	Tot Min 0	Fem	1	1	0	0	0	0	0
6305	\$123,629.60	Total 1	Mal	0	0	0	0	0	0	0
Administrative & Fuels Operations	1	Tot Min 1	Fem	1	0	1	0	0	0	0
6333	\$103,419.96	Total 1	Mal	0	0	0	0	0	0	0
Director of Production	1	Tot Min 0	Fem	1	1	0	0	0	0	0
6040	\$123,000.00	Total 1	Mal	1	1	0	0	0	0	0
Production Assurance Support	1	Tot Min 0	Fem	0	0	0	0	0	0	0
1009	\$186,103.71	Total 1	Mal	1	1	0	0	0	0	0
AGM - Energy Supply	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 010-Energy Supply		Total 160	Mal	132	107	15	3	3	0	4
		Tot Min 32	Fem	28	21	3	0	3	0	1

010-Finance

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
0104	\$22,230.00	Total 1	Mal	1	0	0	0	1	0	0
Intern	6	Tot Min 1	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-Finance

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
3007		\$34,559.54	Total	3	Mal	0	0	0	0	0	0	0
Account Clerk II	6		Tot Min	1	Fem	3	2	1	0	0	0	0
3015		\$42,831.98	Total	2	Mal	0	0	0	0	0	0	0
Account Clerk Senior	6		Tot Min	1	Fem	2	1	0	0	1	0	0
1153		\$47,303.05	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant Senior	6		Tot Min	0	Fem	1	1	0	0	0	0	0
3021		\$48,535.92	Total	2	Mal	1	1	0	0	0	0	0
Accountant 2	2		Tot Min	0	Fem	1	1	0	0	0	0	0
3031		\$61,929.50	Total	1	Mal	0	0	0	0	0	0	0
Accounts Payable Supervisor	6		Tot Min	0	Fem	1	1	0	0	0	0	0
1241		\$61,406.40	Total	6	Mal	4	3	0	0	1	0	0
Analyst Senior	2		Tot Min	1	Fem	2	2	0	0	0	0	0
3023		\$66,676.27	Total	2	Mal	1	0	0	0	1	0	0
Accountant, Senior.	2		Tot Min	2	Fem	1	0	1	0	0	0	0
4002		\$61,140.33	Total	1	Mal	1	1	0	0	0	0	0
Enterprise Architect	2		Tot Min	0	Fem	0	0	0	0	0	0	0
3073		\$72,181.51	Total	1	Mal	0	0	0	0	0	0	0
Pension and Investment Officer	2		Tot Min	1	Fem	1	0	0	1	0	0	0
1242		\$77,261.90	Total	4	Mal	4	4	0	0	0	0	0
Analyst Lead	2		Tot Min	0	Fem	0	0	0	0	0	0	0
1415		\$90,661.00	Total	1	Mal	0	0	0	0	0	0	0
Managing Utility Analyst Planning	1		Tot Min	0	Fem	1	1	0	0	0	0	0
1042		\$95,190.82	Total	1	Mal	1	1	0	0	0	0	0
Finance Director Utiities	1		Tot Min	0	Fem	0	0	0	0	0	0	0
1069		\$162,144.93	Total	1	Mal	0	0	0	0	0	0	0
Chief Financial Officer, Utilities	1		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 010-Finance			Total	27	Mal	13	10	0	0	3	0	0
			Tot Min	7	Fem	14	10	2	1	1	0	0

Workforce Analysis

010-Human Resources

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1147	\$36,464.83	Total 1	Mal	0	0	0	0	0	0
Staff Specialist	6	Tot Min 1	Fem	1	0	1	0	0	0
1209	\$58,853.78	Total 2	Mal	0	0	0	0	0	0
HR/OD Representative, Sr.	2	Tot Min 0	Fem	2	2	0	0	0	0
1213	\$72,321.67	Total 1	Mal	1	0	0	0	1	0
HR/OD Specialist	2	Tot Min 1	Fem	0	0	0	0	0	0
1217	\$81,640.00	Total 1	Mal	1	1	0	0	0	0
Labor Relations Specialist	2	Tot Min 0	Fem	0	0	0	0	0	0
1208	\$67,686.25	Total 1	Mal	0	0	0	0	0	0
Learning & Development Manager	1	Tot Min 0	Fem	1	1	0	0	0	0
1202	\$71,000.00	Total 1	Mal	0	0	0	0	0	0
Human Resources Manager	1	Tot Min 1	Fem	1	0	1	0	0	0
Total for 010-Human Resources		Total 7	Mal	2	1	0	0	1	0
		Tot Min 3	Fem	5	3	2	0	0	0

010-IT

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0104	\$22,230.00	Total 2	Mal	0	0	0	0	0	0
Intern	6	Tot Min 0	Fem	2	2	0	0	0	0
0103	\$42,155.79	Total 4	Mal	3	2	0	0	1	0
Techs - Temp	3	Tot Min 1	Fem	1	1	0	0	0	0
1147	\$36,464.83	Total 1	Mal	0	0	0	0	0	0
Staff Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0
4035	\$36,612.99	Total 1	Mal	1	1	0	0	0	0
User Support Technician 1	3	Tot Min 0	Fem	0	0	0	0	0	0
4023	\$44,523.23	Total 2	Mal	2	1	1	0	0	0
User Support Technician 2	3	Tot Min 1	Fem	0	0	0	0	0	0
4009	\$49,631.06	Total 2	Mal	0	0	0	0	0	0
IT Computer Programmer 2	2	Tot Min 1	Fem	2	1	1	0	0	0
4017	\$43,499.87	Total 1	Mal	1	1	0	0	0	0
Network Technician 2	3	Tot Min 0	Fem	0	0	0	0	0	0

Workforce Analysis

010-IT

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
4025	\$55,566.68	Total 2	Mal	1	1	0	0	0	0	0
User Support Specialist	3	Tot Min 0	Fem	1	1	0	0	0	0	0
4034	\$60,141.29	Total 2	Mal	2	2	0	0	0	0	0
Application Security Analyst	3	Tot Min 0	Fem	0	0	0	0	0	0	0
4019	\$51,342.17	Total 3	Mal	1	0	0	0	0	0	1
Network Specialist	3	Tot Min 1	Fem	2	2	0	0	0	0	0
4027	\$54,390.47	Total 3	Mal	2	2	0	0	0	0	0
User Support Analyst	3	Tot Min 0	Fem	1	1	0	0	0	0	0
4063	\$49,562.82	Total 1	Mal	1	1	0	0	0	0	0
Business Systems Analyst 1	2	Tot Min 0	Fem	0	0	0	0	0	0	0
4021	\$61,974.64	Total 1	Mal	1	1	0	0	0	0	0
Network Analyst	3	Tot Min 0	Fem	0	0	0	0	0	0	0
4064	\$55,493.34	Total 5	Mal	1	0	1	0	0	0	0
Business Systems Analyst 2	2	Tot Min 1	Fem	4	4	0	0	0	0	0
4028	\$76,772.64	Total 1	Mal	1	1	0	0	0	0	0
IT User Support Supervisor	2	Tot Min 0	Fem	0	0	0	0	0	0	0
4065	\$69,836.05	Total 6	Mal	1	1	0	0	0	0	0
Business Systems Analyst Sr	2	Tot Min 0	Fem	5	5	0	0	0	0	0
4022	\$69,919.67	Total 2	Mal	2	2	0	0	0	0	0
IT WEB Applications Developer Sr.	2	Tot Min 0	Fem	0	0	0	0	0	0	0
4059	\$70,929.37	Total 11	Mal	9	9	0	0	0	0	0
IT Infrastructure Designer and	2	Tot Min 1	Fem	2	1	1	0	0	0	0
4013	\$74,855.10	Total 7	Mal	5	5	0	0	0	0	0
Computer Systems Analyst	2	Tot Min 1	Fem	2	1	1	0	0	0	0
4040	\$78,505.03	Total 2	Mal	0	0	0	0	0	0	0
IT Supervisor	2	Tot Min 0	Fem	2	2	0	0	0	0	0
4060	\$82,500.40	Total 5	Mal	5	5	0	0	0	0	0
IT Infrastructure Designer and	2	Tot Min 0	Fem	0	0	0	0	0	0	0
4011	\$89,615.17	Total 1	Mal	0	0	0	0	0	0	0
Computer Project Leader	2	Tot Min 0	Fem	1	1	0	0	0	0	0
4039	\$95,082.31	Total 1	Mal	0	0	0	0	0	0	0
Business Operations Support	1	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

010-IT

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
4062	\$95,741.98	Total 1	1	0	0	0	0	0	0
IT Applications Development	1	Tot Min 0	0	0	0	0	0	0	0
4030	\$105,936.64	Total 1	1	0	0	0	0	0	0
IT Infrastructure and Administration	1	Tot Min 0	0	0	0	0	0	0	0
Total for 010-IT		Total 68	41	37	2	0	1	0	1
		Tot Min 7	27	24	3	0	0	0	0

010-Telecomm

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0103	\$42,155.79	Total 1	1	0	0	0	0	0	0
Techs - Temp	3	Tot Min 0	0	0	0	0	0	0	0
1145	\$30,545.98	Total 1	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min 0	1	1	0	0	0	0	0
3048	\$31,235.31	Total 8	6	5	1	0	0	0	0
Customer Service Support Specialist	6	Tot Min 3	2	0	2	0	0	0	0
2546	\$38,269.92	Total 1	1	1	0	0	0	0	0
Technical Support Specialist I	3	Tot Min 0	0	0	0	0	0	0	0
4053	\$37,138.92	Total 2	2	1	0	0	1	0	0
Network Cabling Specialist 1	7	Tot Min 1	0	0	0	0	0	0	0
2548	\$40,132.20	Total 1	0	0	0	0	0	0	0
Technical Support Specialist II	3	Tot Min 0	1	1	0	0	0	0	0
3015	\$42,831.98	Total 1	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min 0	1	1	0	0	0	0	0
3057	\$42,562.79	Total 1	0	0	0	0	0	0	0
Customer Service Rep Senior	6	Tot Min 1	1	0	1	0	0	0	0
4020	\$43,508.51	Total 1	0	0	0	0	0	0	0
GRUCOM Work Management	2	Tot Min 0	1	1	0	0	0	0	0
4055	\$48,531.74	Total 3	3	2	1	0	0	0	0
Network Cabling Specialist 2	7	Tot Min 1	0	0	0	0	0	0	0
2550	\$51,968.62	Total 1	0	0	0	0	0	0	0
Technical Support Specialist III	3	Tot Min 1	1	0	1	0	0	0	0

Workforce Analysis

010-Telecomm

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
4045	\$59,247.76	Total	5	Mal	5	4	1	0	0	0	0	0
Telecomm Specialist 2	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
4057	\$66,875.54	Total	1	Mal	1	1	0	0	0	0	0	0
Network Cabling Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3059	\$64,815.50	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Service Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
4046	\$65,028.08	Total	1	Mal	1	1	0	0	0	0	0	0
Lead Telecomm Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
4058	\$60,507.69	Total	1	Mal	1	1	0	0	0	0	0	0
IT Infrastructure Designer and	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
4102	\$61,283.62	Total	2	Mal	1	0	0	0	1	0	0	0
Account Representative	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
1241	\$61,406.40	Total	2	Mal	1	1	0	0	0	0	0	0
Analyst Senior	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
4047	\$68,971.76	Total	2	Mal	2	1	0	0	1	0	0	0
Network & Telecommunications	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
4059	\$70,929.37	Total	2	Mal	1	1	0	0	0	0	0	0
IT Infrastructure Designer and	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
4060	\$82,500.40	Total	1	Mal	1	1	0	0	0	0	0	0
IT Infrastructure Designer and	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6073	\$93,467.38	Total	2	Mal	2	2	0	0	0	0	0	0
Principal Engineer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1415	\$90,661.00	Total	1	Mal	1	1	0	0	0	0	0	0
Managing Utility Analyst Planning	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
4031	\$114,255.06	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Services Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1046	\$118,557.30	Total	1	Mal	1	1	0	0	0	0	0	0
Director Of Sales and New Services	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 010-Telecomm		Total	44	Mal	32	26	3	0	3	0	0	0
		Tot Min	11	Fem	12	7	4	1	0	0	0	0

Workforce Analysis

010-Water/ Wastewater

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2	
0104	\$22,230.00	Total	6	Mal	3	1	1	0	1	0	0	0
Intern	6	Tot Min	3	Fem	3	2	0	0	1	0	0	0
0103	\$42,155.79	Total	1	Mal	0	0	0	0	0	0	0	0
Techs - Temp	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
0212	\$41,600.00	Total	1	Mal	1	1	0	0	0	0	0	0
Temporary Instructor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
0105	\$65,875.72	Total	3	Mal	2	2	0	0	0	0	0	0
Professional - Temp	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2517	\$24,302.30	Total	2	Mal	2	2	0	0	0	0	0	0
Wstwtr Plant Trainee	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2504	\$26,066.14	Total	5	Mal	5	3	1	0	1	0	0	0
Wastewater Mechanic Trainee	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
5027	\$28,527.48	Total	1	Mal	1	1	0	0	0	0	0	0
Maintenance Mechanic 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2579	\$29,062.35	Total	6	Mal	6	6	0	0	0	0	0	0
Services Operator Trainee	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2571	\$33,042.88	Total	2	Mal	2	2	0	0	0	0	0	0
Services Operator Apprentice	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1223	\$38,336.69	Total	1	Mal	0	0	0	0	0	0	0	0
Training Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2511	\$35,355.63	Total	3	Mal	3	2	1	0	0	0	0	0
Wstwtr Plant Operator 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1147	\$36,464.83	Total	4	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	1	Fem	4	3	1	0	0	0	0	0
2546	\$38,269.92	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Support Specialist I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
4132	\$39,929.91	Total	1	Mal	0	0	0	0	0	0	0	0
Operations Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2555	\$41,561.94	Total	1	Mal	1	0	0	0	0	0	0	1
Wtr/Wstwtr Instrument Technician	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2513	\$38,486.57	Total	5	Mal	5	4	1	0	0	0	0	0
Wstwtr Plant Operator 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

010-Water/ Wastewater

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
2506	\$46,433.50	Total 2	Mal	2	1	1	0	0	0	0
Wastewater Mechanic	7	Tot Min 1	Fem	0	0	0	0	0	0	0
5031	\$46,873.14	Total 3	Mal	3	1	2	0	0	0	0
Maintenance Mechanic 3	7	Tot Min 2	Fem	0	0	0	0	0	0	0
2573	\$48,400.87	Total 38	Mal	38	27	10	0	1	0	0
Services Operator	7	Tot Min 11	Fem	0	0	0	0	0	0	0
2582	\$50,526.95	Total 2	Mal	2	2	0	0	0	0	0
Wtr/Wstwtr Grease Trap Inspector	7	Tot Min 0	Fem	0	0	0	0	0	0	0
2543	\$53,957.75	Total 16	Mal	16	13	3	0	0	0	0
Wtr/Wstwtr Crew Leader	7	Tot Min 3	Fem	0	0	0	0	0	0	0
1153	\$47,303.05	Total 1	Mal	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	Fem	1	1	0	0	0	0	0
2515	\$45,897.96	Total 4	Mal	4	3	0	1	0	0	0
Wstwtr Plant Operator 3	7	Tot Min 1	Fem	0	0	0	0	0	0	0
2568	\$54,411.83	Total 3	Mal	2	2	0	0	0	0	0
Water Reclamation Laboratory	7	Tot Min 0	Fem	1	1	0	0	0	0	0
2537	\$55,745.04	Total 1	Mal	0	0	0	0	0	0	0
Water Plant Operator 3	7	Tot Min 0	Fem	1	1	0	0	0	0	0
2538	\$57,161.11	Total 8	Mal	8	6	2	0	0	0	0
Water Plant Operator/Mechanic	7	Tot Min 2	Fem	0	0	0	0	0	0	0
2550	\$51,968.62	Total 6	Mal	5	5	0	0	0	0	0
Technical Support Specialist III	3	Tot Min 1	Fem	1	0	1	0	0	0	0
2567	\$58,934.51	Total 1	Mal	1	1	0	0	0	0	0
Wtr/Wstwtr Laboratory Technician	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2581	\$58,437.92	Total 9	Mal	9	8	1	0	0	0	0
Wtr/Wstwtr Supervisor	7	Tot Min 1	Fem	0	0	0	0	0	0	0
2559	\$60,391.94	Total 7	Mal	7	7	0	0	0	0	0
Wtr/Wstwtr Instrument Technician	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2552	\$62,228.76	Total 2	Mal	2	1	1	0	0	0	0
Technical Support Specialist Senior	3	Tot Min 1	Fem	0	0	0	0	0	0	0
2591	\$70,458.00	Total 1	Mal	1	1	0	0	0	0	0
Environmental Programs	2	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-Water/ Wastewater

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
6046	\$64,647.44	Total	1	Mal	1	1	0	0	0	0	0
Utility GIS Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2561	\$67,062.53	Total	1	Mal	0	0	0	0	0	0	0
Wtr/Wstwtr Laboratory Supervisor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
1313	\$70,301.34	Total	1	Mal	0	0	0	0	0	0	0
Utility Safety Training Coordinator	2	Tot Min	1	Fem	1	0	0	0	1	0	0
2509	\$74,290.31	Total	4	Mal	4	4	0	0	0	0	0
Wtr/Wstwtr Facilities Operations &	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6065	\$65,829.25	Total	3	Mal	3	3	0	0	0	0	0
Engineer Utility Designer 3	2	Tot Min	0	Fem	0	0	0	0	0	0	0
4072	\$76,823.84	Total	1	Mal	1	1	0	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2531	\$85,253.17	Total	1	Mal	1	1	0	0	0	0	0
Water Plant Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6067	\$79,297.42	Total	5	Mal	4	4	0	0	0	0	0
Engineer Utility Designer 4	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2503	\$125,214.96	Total	1	Mal	1	1	0	0	0	0	0
Wstwtr Plant Facilities Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6075	\$97,190.35	Total	3	Mal	3	3	0	0	0	0	0
Superv Engineer Ut Designer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1071	\$89,647.57	Total	1	Mal	0	0	0	0	0	0	0
Wtr/Wstwtr Engineering Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0
2527	\$114,632.25	Total	1	Mal	1	1	0	0	0	0	0
Water Distribution & Wastewater	1	Tot Min	0	Fem	0	0	0	0	0	0	0
1011	\$145,367.81	Total	1	Mal	1	1	0	0	0	0	0
AGM - Water/Waste Water Systems	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 010-Water/ Wastewater		Total	171	Mal	152	123	24	1	3	0	1
		Tot Min	34	Fem	19	14	2	0	3	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 estimate of the 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

6

EEO Code: 6

Job Code & Title		Min	Fem							
1153 - Executive Assistant Senior	#	2	8							
8 Employees	%	25.00	100.00							
4134 - Energy Systems Dispatcher	#	1	2							
2 Employees	%	50.00	100.00							
4132 - Operations Assistant	#	2	10							
10 Employees	%	20.00	100.00							
1136 - Dispatcher	#	0	1							
2 Employees	%	0.00	50.00							
1147 - Staff Specialist	#	3	15							
15 Employees	%	20.00	100.00							
1145 - Staff Assistant	#	2	8							
9 Employees	%	22.22	88.89							
46 Employees										
	Totals	#	10	44						
		%	21.74	95.65						

Job Group Analysis

ASCSa

6

EEO Code: 6

Job Code & Title		Min	Fem							
0101 - Clerical - Temp	#	2	2							
2 Employees	%	100.00	100.00							
2 Employees	#	2	2							
Totals	%	100.00	100.00							

Job Group Analysis

ASFIN

6

EEO Code: 6

Job Code & Title		Min	Fem							
3224 - Supply Chain Specialist	#	0	0							
2 Employees	%	0.00	0.00							
3015 - Account Clerk Senior	#	2	5							
5 Employees	%	40.00	100.00							
3043 - Customer Accounts Rep Senior	#	0	2							
2 Employees	%	0.00	100.00							
3007 - Account Clerk II	#	2	8							
8 Employees	%	25.00	100.00							
3101 - Buyer	#	1	1							
1 Employee	%	100.00	100.00							
3041 - Customer Accounts Rep	#	4	8							
8 Employees	%	50.00	100.00							
3000 - Clerk 1	#	0	0							
1 Employee	%	0.00	0.00							
27 Employees	Totals #	9	24							
	Totals %	33.33	88.89							

Job Group Analysis

ASGEN

6

EEO Code: 6

Job Code & Title		Min	Fem							
3004 - New Services Specialist Sr.	#	0	1							
1 Employee	%	0.00	100.00							
3003 - New Services Specialist	#	0	1							
1 Employee	%	0.00	100.00							
3057 - Customer Service Rep Senior	#	2	4							
5 Employees	%	40.00	80.00							
3233 - Utilities Materials Specialist, Senior	#	1	4							
9 Employees	%	11.11	44.44							
3054 - Customer Service Rep 2	#	20	23							
25 Employees	%	80.00	92.00							
1223 - Training Technician	#	0	1							
1 Employee	%	0.00	100.00							
3048 - Customer Service Support Specialist 1	#	3	2							
8 Employees	%	37.50	25.00							
50 Employees	Totals #	26	36							
	Totals %	52.00	72.00							

Job Group Analysis

ASGENa

6

EEO Code: 6

Job Code & Title		Min	Fem							
0255 - Support Staff I - Temp	#	1	1							
1 Employee	%	100.00	100.00							
0237 - Customer Service Rep - Temp	#	0	1							
1 Employee	%	0.00	100.00							
0253 - Support Staff - Temp	#	0	1							
1 Employee	%	0.00	100.00							
0104 - Intern	#	7	10							
16 Employees	%	43.75	62.50							
19 Employees	#	8	13							
	%	42.11	68.42							

Job Group Analysis

ASPV

6

EEO Code: 6

Job Code & Title		Min	Fem							
3059 - Customer Service Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
3058 - Customer Service Supervisor-Utilities	#	1	1							
1 Employee	%	100.00	100.00							
3031 - Accounts Payable Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
3045 - Customer Accounts Supervisor	#	1	1							
1 Employee	%	100.00	100.00							
3047 - Customer Records Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
6151 - Meter Reader Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
3227 - Warehouse Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
1111 - Mail Services Supervisor Utilities	#	0	0							
1 Employee	%	0.00	0.00							
9 Employees	Totals #	2	5							
	%	22.22	55.56							

Job Group Analysis

OAEM

1

EEO Code: 1

Job Code & Title		Min	Fem							
1045 - General Mgr for Utilities	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals		#	0	0					
	%	0.00	0.00							

Job Group Analysis

OAM

1

EEO Code: 1

Job Code & Title		Min	Fem							
4031 - Technical Services Manager	#	0	0							
1 Employee	%	0.00	0.00							
4030 - IT Infrastructure and Administration Manager	#	0	0							
1 Employee	%	0.00	0.00							
4062 - IT Applications Development Manager	#	0	0							
1 Employee	%	0.00	0.00							
4039 - Business Operations Support Manager	#	0	1							
1 Employee	%	0.00	100.00							
1071 - Wtr/Wstwrtr Engineering Director	#	0	1							
1 Employee	%	0.00	100.00							
6341 - Production Manager II	#	0	0							
1 Employee	%	0.00	0.00							
1415 - Managing Utility Analyst Planning	#	0	1							
3 Employees	%	0.00	33.33							
6306 - Fuels Manager	#	1	0							
1 Employee	%	100.00	0.00							
6344 - Production Manager I	#	1	0							
1 Employee	%	100.00	0.00							
6350 - Production Leader	#	0	0							
2 Employees	%	0.00	0.00							
3051 - Customer Service Manager	#	1	1							
1 Employee	%	100.00	100.00							
3117 - Purchasing Manager Utilities	#	0	1							
1 Employee	%	0.00	100.00							
6336 - Major Maintenance Leader	#	0	0							
1 Employee	%	0.00	0.00							
3056 - Operations Manager' Utilities	#	0	0							
1 Employee	%	0.00	0.00							
3039 - Billing & Collections Manager	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

OAM

1

EEO Code: 1

Job Code & Title		Min	Fem							
3225 - Util Stores Manager	#	0	0							
1 Employee	%	0.00	0.00							
1208 - Learning & Development Manager	#	0	1							
1 Employee	%	0.00	100.00							
2509 - Wtr/Wstwtr Facilities Operations & Maintenance Man	#	0	0							
4 Employees	%	0.00	0.00							
1403B - Office Manager	#	0	1							
1 Employee	%	0.00	100.00							
25 Employees	Totals #	3	7							
	%	12.00	28.00							

Job Group Analysis

OAMM

1

EEO Code: 1

Job Code & Title		Min	Fem							
6123 - Energy Measurement & Regulation Manager	#	0	0							
1 Employee	%	0.00	0.00							
6013 - Electric Engineering Mgr	#	1	0							
1 Employee	%	100.00	0.00							
6040 - Production Assurance Support Director	#	0	0							
1 Employee	%	0.00	0.00							
6127 - System Control Manager	#	0	0							
1 Employee	%	0.00	0.00							
6133 - Electric T & D Manager	#	0	0							
1 Employee	%	0.00	0.00							
6333 - Director of Production	#	0	1							
1 Employee	%	0.00	100.00							
1042 - Finance Director Utiities	#	0	0							
1 Employee	%	0.00	0.00							
6305 - Administrative & Fuels Operations Director	#	1	1							
1 Employee	%	100.00	100.00							
1046 - Director Of Sales and New Services	#	0	0							
1 Employee	%	0.00	0.00							
6164 - Operational Technology Manager	#	0	1							
1 Employee	%	0.00	100.00							
1024 - Marketing & Business Solutions Director	#	0	0							
1 Employee	%	0.00	0.00							
2527 - Water Distribution & Wastewater Collection System	#	0	0							
1 Employee	%	0.00	0.00							
1031 - Customer Operations Director	#	0	0							
1 Employee	%	0.00	0.00							
1067 - Utilities Administrative Services Director	#	0	0							
1 Employee	%	0.00	0.00							
1043 - Gas T & D Manager	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

OAMM

1

EEO Code: 1

Job Code & Title		Min	Fem							
6174 - Power Systems Operations Manager	#	0	1							
1 Employee	%	0.00	100.00							
6340 - Production Manager III	#	0	0							
1 Employee	%	0.00	0.00							
3055 - Util Field Services Manager	#	0	0							
1 Employee	%	0.00	0.00							
6176 - Systems Operations Manager	#	0	0							
1 Employee	%	0.00	0.00							
6129 - Electric Systems Operations Manager	#	0	0							
3 Employees	%	0.00	0.00							
2503 - Wstwr Plant Facilities Director	#	0	0							
1 Employee	%	0.00	0.00							
2109 - Conservation Services Manager	#	1	1							
1 Employee	%	100.00	100.00							
1202 - Human Resources Manager	#	1	1							
1 Employee	%	100.00	100.00							
4100 - Marketing Manager Utilities	#	1	1							
1 Employee	%	100.00	100.00							
2531 - Water Plant Manager	#	0	0							
1 Employee	%	0.00	0.00							
27 Employees	Totals #	5	7							
	%	18.52	25.93							

Job Group Analysis

OASM

1

EEO Code: 1

Job Code & Title		Min	Fem							
1009 - AGM - Energy Supply	#	0	0							
1 Employee	%	0.00	0.00							
1069 - Chief Financial Officer, Utilities	#	0	1							
1 Employee	%	0.00	100.00							
1007 - AGM - Energy Delivery	#	0	0							
1 Employee	%	0.00	0.00							
1005 - AGM - Customer/Administrative Services	#	0	1							
1 Employee	%	0.00	100.00							
1011 - AGM - Water/Waste Water Systems	#	0	0							
1 Employee	%	0.00	0.00							
2306 - Community Relations Director	#	1	1							
1 Employee	%	100.00	100.00							
6 Employees	Totals #	1	3							
	%	16.67	50.00							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
6168 - System Operations Training Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
4011 - Computer Project Leader	#	0	1							
1 Employee	%	0.00	100.00							
4074 - Technical Systems Analyst Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
4060 - IT Infrastructure Designer and Administrator,Lead.	#	0	0							
6 Employees	%	0.00	0.00							
4103 - Account Representative Sr.	#	1	1							
3 Employees	%	33.33	33.33							
6044 - Utility GIS Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
4040 - IT Supervisor	#	0	2							
2 Employees	%	0.00	100.00							
7401 - Utility Security Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
1217 - Labor Relations Specialist	#	0	0							
1 Employee	%	0.00	0.00							
4072 - Technical Systems Analyst, Sr.	#	1	0							
3 Employees	%	33.33	0.00							
6141 - Utility Forester	#	0	0							
2 Employees	%	0.00	0.00							
4013 - Computer Systems Analyst	#	1	2							
7 Employees	%	14.29	28.57							
4059 - IT Infrastructure Designer and Administrator,Sr.	#	2	3							
13 Employees	%	15.38	23.08							
6304 - Business Services Support Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
4022 - IT WEB Applications Developer Sr.	#	0	0							
2 Employees	%	0.00	0.00							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
4028 - IT User Support Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
6421 - Marketing Rep Senior	#	0	0							
1 Employee	%	0.00	0.00							
6057 - Utility Services Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
1313 - Utility Safety Training Coordinator	#	1	1							
3 Employees	%	33.33	33.33							
4058 - IT Infrastructure Designer and Administrator	#	0	0							
1 Employee	%	0.00	0.00							
4070 - Technical Systems Analyst 2	#	0	0							
3 Employees	%	0.00	0.00							
3115 - Land Rights Coordinator	#	0	2							
2 Employees	%	0.00	100.00							
6423 - Utility Marketing Rep	#	1	0							
2 Employees	%	50.00	0.00							
1209 - HR/OD Representative, Sr.	#	0	2							
2 Employees	%	0.00	100.00							
2101 - Business Efficiency Program Coordinator	#	0	1							
2 Employees	%	0.00	50.00							
3016 - Collections Recovery Specialist	#	0	1							
1 Employee	%	0.00	100.00							
1311 - Utility Training Officer	#	0	0							
2 Employees	%	0.00	0.00							
6424 - Marketing & Communication Specialist, Senior	#	0	1							
2 Employees	%	0.00	50.00							
2107 - Residential Efficiency Program Coordinator 3	#	0	1							
1 Employee	%	0.00	100.00							
7303 - Community Relations Coordinator	#	1	1							
1 Employee	%	100.00	100.00							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
4009 - IT Computer Programmer 2	#	1	2							
2 Employees	%	50.00	100.00							
4020 - GRUCOM Work Management Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2111 - Marketing & Communications Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2105 - Residential Efficiency Program Coordinator 2	#	2	1							
3 Employees	%	66.67	33.33							
77 Employees	Totals #	12	26							
	%	15.58	33.77							

Job Group Analysis

PADMa

2

EEO Code: 2

Job Code & Title		Min	Fem							
0105 - Professional - Temp	#	3	5							
12 Employees	%	25.00	41.67							
0212 - Temporary Instructor	#	0	0							
1 Employee	%	0.00	0.00							
13 Employees	Totals #	3	5							
	%	23.08	38.46							

Job Group Analysis

PANA

2

EEO Code: 2

Job Code & Title		Min	Fem							
1012 - COMPLIANCE OFFICER	#	0	0							
1 Employee	%	0.00	0.00							
1242 - Analyst Lead	#	0	0							
4 Employees	%	0.00	0.00							
1213 - HR/OD Specialist	#	1	1							
3 Employees	%	33.33	33.33							
3073 - Pension and Investment Officer	#	1	1							
1 Employee	%	100.00	100.00							
4065 - Business Systems Analyst Sr	#	0	5							
6 Employees	%	0.00	83.33							
4002 - Enterprise Architect	#	0	0							
1 Employee	%	0.00	0.00							
3023 - Accountant, Senior.	#	2	1							
2 Employees	%	100.00	50.00							
1241 - Analyst Senior	#	3	5							
13 Employees	%	23.08	38.46							
4102 - Account Representative	#	1	1							
2 Employees	%	50.00	50.00							
4064 - Business Systems Analyst 2	#	2	5							
6 Employees	%	33.33	83.33							
2591 - Environmental Programs Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
3104 - Buyer, Senior.	#	0	2							
3 Employees	%	0.00	66.67							
4063 - Business Systems Analyst 1	#	0	0							
1 Employee	%	0.00	0.00							
1240 - Analyst	#	4	3							
7 Employees	%	57.14	42.86							
3021 - Accountant 2	#	0	1							
2 Employees	%	0.00	50.00							

Job Group Analysis

PANA

2

EEO Code: 2

Job Code & Title

53 Employees

		Min	Fem							
Totals	#	14	25							
	%	26.42	47.17							

Job Group Analysis

PENG

2

EEO Code: 2

Job Code & Title		Min	Fem							
6077 - Utility Project /Team Leader	#	0	0							
2 Employees	%	0.00	0.00							
6041 - Project Engineer	#	0	0							
1 Employee	%	0.00	0.00							
6075 - Superv Engineer Ut Designer	#	0	0							
9 Employees	%	0.00	0.00							
6073 - Principal Engineer	#	0	1							
5 Employees	%	0.00	20.00							
6067 - Engineer Utility Designer 4	#	2	6							
17 Employees	%	11.76	35.29							
6065 - Engineer Utility Designer 3	#	1	1							
5 Employees	%	20.00	20.00							
6063 - Engineer Utility Designer 2	#	2	0							
3 Employees	%	66.67	0.00							
42 Employees	Totals #	5	8							
	Totals %	11.90	19.05							

Job Group Analysis

PENGa

8

EEO Code: 8

Job Code & Title		Min	Fem							
0004 - Temporary Engineering Intern	#	1	0							
2 Employees	%	50.00	0.00							
2 Employees	Totals		#	1	0					
	%	50.00	0.00							

Job Group Analysis

SER

8

EEO Code: 8

Job Code & Title		Min	Fem							
6149 - Meter Reader Crew Leader	#	0	0							
3 Employees	%	0.00	0.00							
6147 - Meter Reader	#	3	0							
20 Employees	%	15.00	0.00							
23 Employees	Totals #	3	0							
	%	13.04	0.00							

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
6171 - Systems Operator 2	#	1	0							
4 Employees	%	25.00	0.00							
6173 - Pwr System Coordinator 2	#	1	0							
5 Employees	%	20.00	0.00							
6190 - SUBSTATION ELECTRICIAN, LEAD	#	0	0							
2 Employees	%	0.00	0.00							
6115 - Lineworker, Lead	#	0	0							
19 Employees	%	0.00	0.00							
6318 - Control Room Operator	#	0	0							
4 Employees	%	0.00	0.00							
4057 - Network Cabling Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
1430 - Energy Delivery Facilities Specialist Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
6119 - Electric Line Worker	#	5	0							
32 Employees	%	15.63	0.00							
6187 - Substation Electrician	#	0	0							
4 Employees	%	0.00	0.00							
6314 - Pwr Plant Instrumentation,Controls & Electrical Te	#	2	2							
12 Employees	%	16.67	16.67							
6316 - Production Technician	#	2	1							
27 Employees	%	7.41	3.70							
1432 - Energy Delivery Facilities Specialist 2	#	2	5							
9 Employees	%	22.22	55.56							
2538 - Water Plant Operator/Mechanic	#	2	0							
8 Employees	%	25.00	0.00							
2537 - Water Plant Operator 3	#	0	1							
1 Employee	%	0.00	100.00							
6337 - Pwr Plant Mech Journeyman	#	2	0							
15 Employees	%	13.33	0.00							

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
2568 - Water Reclamation Laboratory Technician	#	0	1							
3 Employees	%	0.00	33.33							
6345 - Power Plant Journeyman Operator	#	4	0							
10 Employees	%	40.00	0.00							
4055 - Network Cabling Specialist 2	#	1	0							
3 Employees	%	33.33	0.00							
2515 - Wstwtr Plant Operator 3	#	1	0							
4 Employees	%	25.00	0.00							
6415 - Gas Worker Lead	#	1	0							
3 Employees	%	33.33	0.00							
6118 - Line Technician, Lead	#	0	0							
3 Employees	%	0.00	0.00							
2543 - Wtr/Wstwtr Crew Leader	#	3	0							
16 Employees	%	18.75	0.00							
6111 - Electric Line Clearance Coordinator	#	0	0							
2 Employees	%	0.00	0.00							
2582 - Wtr/Wstwtr Grease Trap Inspector	#	0	0							
2 Employees	%	0.00	0.00							
6405 - Gas Worker	#	2	0							
6 Employees	%	33.33	0.00							
3207 - Field Services Technician	#	5	0							
14 Employees	%	35.71	0.00							
2573 - Services Operator	#	11	0							
38 Employees	%	28.95	0.00							
5031 - Maintenance Mechanic 3	#	2	0							
3 Employees	%	66.67	0.00							
2506 - Wastewater Mechanic	#	1	0							
2 Employees	%	50.00	0.00							
6357 - Process Plant Operator 2	#	1	0							
6 Employees	%	16.67	0.00							

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
6301 - Coal/Ash Equipment Operator 2	#	1	0							
5 Employees	%	20.00	0.00							
2513 - Wstwrtr Plant Operator 2	#	1	0							
5 Employees	%	20.00	0.00							
6181 - Street Light Worker	#	0	0							
1 Employee	%	0.00	0.00							
5029 - Maintenance Mechanic 2	#	0	0							
1 Employee	%	0.00	0.00							
1431 - Energy Delivery Facilities Specialist 1	#	0	1							
2 Employees	%	0.00	50.00							
6302 - Coal/Ash Equipment Operator 1	#	0	0							
2 Employees	%	0.00	0.00							
5027 - Maintenance Mechanic 1	#	1	0							
3 Employees	%	33.33	0.00							
279 Employees	Totals #	52	11							
	Totals %	18.64	3.94							

Job Group Analysis

SKa

7

EEO Code: 7

Job Code & Title		Min	Fem							
0111 - Skilled Craft Workers - Temp	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

SKAP

7

EEO Code: 7

Job Code & Title		Min	Fem							
6116 - Line Technician	#	2	0							
9 Employees	%	22.22	0.00							
4053 - Network Cabling Specialist 1	#	1	0							
2 Employees	%	50.00	0.00							
6343 - Power Plant Apprentice Operator	#	1	0							
6 Employees	%	16.67	0.00							
2511 - Wstwr Plant Operator 1	#	1	0							
3 Employees	%	33.33	0.00							
3206 - Field Services Technician Apprentice	#	0	0							
2 Employees	%	0.00	0.00							
2571 - Services Operator Apprentice	#	0	0							
2 Employees	%	0.00	0.00							
24 Employees	Totals #	5	0							
	%	20.83	0.00							

Job Group Analysis

SKSPV

7

EEO Code: 7

Job Code & Title		Min	Fem							
6349 - Pwr Plant Shift Supervisor	#	3	0							
11 Employees	%	27.27	0.00							
6113 - Electric Systems Operations Coordinator	#	0	0							
2 Employees	%	0.00	0.00							
6313 - Pwr Plant Instrumentation,Controls & Electrical Su	#	0	0							
1 Employee	%	0.00	0.00							
6419 - Gas Operations Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
3075 - Meter Services Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
1427 - Energy Services Supervisor	#	0	0							
3 Employees	%	0.00	0.00							
6332 - Pwr Plant Materials Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2581 - Wtr/Wstwr Supervisor	#	1	0							
9 Employees	%	11.11	0.00							
5017 - Facilities Maintenance Coordinator	#	0	0							
3 Employees	%	0.00	0.00							
32 Employees	Totals #	4	0							
	%	12.50	0.00							

Job Group Analysis

SKT

7

EEO Code: 7

Job Code & Title		Min	Fem							
2579 - Services Operator Trainee	#	0	0							
6 Employees	%	0.00	0.00							
2504 - Wastewater Mechanic Trainee	#	2	0							
5 Employees	%	40.00	0.00							
2517 - Wstwtr Plant Trainee	#	0	0							
2 Employees	%	0.00	0.00							
13 Employees	Totals #	2	0							
	Totals %	15.38	0.00							

Job Group Analysis

TENG

3

EEO Code: 3

Job Code & Title		Min	Fem							
6046 - Utility GIS Technician	#	0	0							
2 Employees	%	0.00	0.00							
2552 - Technical Support Specialist Senior	#	2	1							
4 Employees	%	50.00	25.00							
2550 - Technical Support Specialist III	#	2	2							
9 Employees	%	22.22	22.22							
2548 - Technical Support Specialist II	#	0	2							
4 Employees	%	0.00	50.00							
2546 - Technical Support Specialist I	#	0	0							
2 Employees	%	0.00	0.00							
21 Employees	Totals #	4	5							
	%	19.05	23.81							

Job Group Analysis

TGEN

3

EEO Code: 3

Job Code & Title		Min	Fem							
4047 - Network & Telecommunications Supervisor	#	1	0							
2 Employees	%	50.00	0.00							
4046 - Lead Telecomm Specialist	#	0	0							
1 Employee	%	0.00	0.00							
4021 - Network Analyst	#	0	0							
1 Employee	%	0.00	0.00							
6175 - Relay Technician	#	1	0							
3 Employees	%	33.33	0.00							
2559 - Wtr/Wstwrtr Instrument Technician	#	0	0							
7 Employees	%	0.00	0.00							
6330 - Pwr Plant Maintenance Planner	#	1	0							
3 Employees	%	33.33	0.00							
4045 - Telecomm Specialist 2	#	1	0							
5 Employees	%	20.00	0.00							
6167 - Pwr Sys Control Specialist Senior	#	0	0							
1 Employee	%	0.00	0.00							
6159 - Electric Measurement Technician	#	1	0							
5 Employees	%	20.00	0.00							
4027 - User Support Analyst	#	0	1							
3 Employees	%	0.00	33.33							
4019 - Network Specialist	#	1	2							
3 Employees	%	33.33	66.67							
4034 - Application Security Analyst	#	0	0							
2 Employees	%	0.00	0.00							
6107 - Electric Apparatus Technician	#	0	0							
3 Employees	%	0.00	0.00							
2567 - Wtr/Wstwrtr Laboratory Technician Senior	#	0	0							
1 Employee	%	0.00	0.00							
4025 - User Support Specialist	#	0	1							
2 Employees	%	0.00	50.00							

Job Group Analysis

TGEN

3

EEO Code: 3

Job Code & Title		Min	Fem							
6327 - Pwr Plant Lab Technician	#	0	1							
3 Employees	%	0.00	33.33							
4017 - Network Technician 2	#	0	0							
1 Employee	%	0.00	0.00							
6409 - Facilities Protection Technician	#	0	0							
1 Employee	%	0.00	0.00							
6441 - Gas Measurement Technician	#	1	1							
5 Employees	%	20.00	20.00							
3037 - Current Diversion Technician	#	0	0							
2 Employees	%	0.00	0.00							
6101 - Utilities Location Technician	#	1	0							
5 Employees	%	20.00	0.00							
6154 - Meter Programmer Tester	#	0	1							
1 Employee	%	0.00	100.00							
6017 - Electric Utilities Inspector	#	1	0							
2 Employees	%	50.00	0.00							
4023 - User Support Technician 2	#	1	0							
2 Employees	%	50.00	0.00							
2555 - Wtr/Wstwtr Instrument Technician Apprentice	#	1	0							
1 Employee	%	100.00	0.00							
4035 - User Support Technician 1	#	0	0							
1 Employee	%	0.00	0.00							
66 Employees	Totals #	11	7							
	Totals %	16.67	10.61							

Job Group Analysis

TGENa

3

EEO Code: 3

Job Code & Title		Min	Fem							
0103 - Techs - Temp	#	2	4							
13 Employees	%	15.38	30.77							
13 Employees	Totals	#	2	4						
		%	15.38	30.77						

Job Group Analysis

TSPV

3

EEO Code: 3

Job Code & Title		Min	Fem							
6161 - Electric Measurement Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
6325 - Pwr Plant Lab Supervisor	#	1	1							
2 Employees	%	50.00	50.00							
6103 - Apparatus Repair Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2561 - Wtr/Wstwr Laboratory Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
6331 - Pwr Plant Maintenance Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
6361 - Process Plant Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
6443 - Gas Measurement Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
6102 - Utilities Location Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
10 Employees	Totals #	1	2							
	%	10.00	20.00							

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 - 6

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group ASCS - 6. 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, ASCSa, ASGEN, ASGENa* - This pool of feeder positions for job group ASCS - 6 was chosen based on reasonable paths of progression within the 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.

ASCSa - 6

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group ASCSa - 6. 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.

ASFIN - 6

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group ASFIN - 6. 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 - 6 was chosen based on reasonable paths of progression within the 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 - 6

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group ASGEN - 6. 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 ASCSa, ASGENa* - This pool of feeder positions for job group ASGEN - 6 was chosen based on reasonable paths of progression within the 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 - 6

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or

reasonably would seek workers to fill positions in job group ASGENa - 6. 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 - 6

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group ASPV - 6. 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, ASGEN* - This pool of feeder positions for job group ASPV - 6 was chosen based on reasonable paths of progression within the 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.

OAEM - 1

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group OAEM - 1. 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 - 1 was chosen based on reasonable paths of progression within the 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 - 1

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group OAM - 1. 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 - 1 was chosen based on reasonable paths of progression within the 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 - 1

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group OAMM - 1. 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 - 1 was chosen based on reasonable paths of progression within the 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 - 1

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group OASM - 1. 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 - 1 was chosen based on reasonable paths of progression within the 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 - 2

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PADM - 2. 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* - This pool of feeder positions for job group PADM - 2 was chosen based on reasonable paths of progression within the 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 - 2

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PADMa - 2. 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 - 2

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PANA - 2. 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 PANA* - This pool of feeder positions for job group PANA - 2 was chosen based on reasonable paths of progression within the 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 - 2

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PENG - 2. 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, PENGa, TENG* - This pool of feeder positions for job group PENG - 2 was chosen based on reasonable paths of progression within the 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.

PENGa - 8

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PENGa - 8. 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 - 8

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group SER - 8. 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 - 7

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group SK - 7. 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 SKa, SKAP* - This pool of feeder positions for job group SK - 7 was chosen based on reasonable paths of progression within the 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.

SKa - 7

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group SKa - 7. 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.

SKAP - 7

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group SKAP - 7. 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 SKa, SKT* - This pool of feeder positions for job group SKAP - 7 was chosen based on reasonable paths of progression within the 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.

SKSPV - 7

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group SKSPV - 7. 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 - 7 was chosen based on reasonable paths of progression within the 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.

SKT - 7

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group SKT - 7. 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.

TENG - 3

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group TENG - 3. 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 - 3 was chosen based on reasonable paths of progression within the 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 - 3

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group TGEN - 3. 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 - 3 was chosen based on reasonable paths of progression within the 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 - 3

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group TGENa - 3. 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 - 3

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group TSPV - 3. 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 - 3 was chosen based on reasonable paths of progression within the 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 - 6

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	21.14	74.25								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	15.37	53.98								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	27.30	Raw Statistics	39.32	81.20								Feeder Job Computations
		Weighted Factor	10.73	22.17								
		Availability	26.10	76.15								

Availability Factor Computation Form

ASCSa - 6

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	24.92	69.16									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	24.92	69.16									
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	24.92	69.16									

Availability Factor Computation Form

ASFIN - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	40.00	Raw Statistics	17.26	88.47								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	6.90	35.39								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	60.00	Raw Statistics	33.33	88.89								Feeder Job Computations
		Weighted Factor	20.00	53.33								
		Availability	26.90	88.72								

Availability Factor Computation Form

ASGEN - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	83.30	Raw Statistics	38.15	63.73								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	31.78	53.09								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	16.70	Raw Statistics	47.62	71.43								Feeder Job Computations
		Weighted Factor	7.95	11.93								
		Availability	39.73	65.02								

Availability Factor Computation Form

ASGENa - 6

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	25.14	69.11									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	25.14	69.11									
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	25.14	69.11									

Availability Factor Computation Form

ASPV - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	60.00	Raw Statistics	33.64	65.00								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	20.18	39.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.00	Raw Statistics	45.45	77.92								Feeder Job Computations
		Weighted Factor	18.18	31.17								
		Availability	38.36	70.17								

Availability Factor Computation Form

OAEM - 1

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	13.60	22.19								United States
		Weighted Factor	12.24	19.97								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	16.67	50.00								Feeder Job Computations
		Weighted Factor	1.67	5.00								
		Availability	13.91	24.97								

Availability Factor Computation Form

OAM - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	21.49	32.73									United States
		Weighted Factor	17.19	26.18									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	14.71	32.35									Feeder Job Computations
		Weighted Factor	2.94	6.47									
		Availability	20.13	32.65									

Availability Factor Computation Form

OAMM - 1

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	33.30	Raw Statistics	21.35	35.76								United States
		Weighted Factor	7.11	11.91								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	66.70	Raw Statistics	12.00	28.00								Feeder Job Computations
		Weighted Factor	8.00	18.68								
		Availability	15.11	30.59								

Availability Factor Computation Form

OASM - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	21.15	39.77									United States
		Weighted Factor	15.86	29.83									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	18.52	25.93									Feeder Job Computations
		Weighted Factor	4.63	6.48									
		Availability	20.49	36.31									

Availability Factor Computation Form

PADM - 2

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	60.00	Raw Statistics	25.43	48.14									United States
		Weighted Factor	15.26	28.88									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.00	Raw Statistics	16.67	34.44									Feeder Job Computations
		Weighted Factor	6.67	13.78									
		Availability	21.93	42.66									

Availability Factor Computation Form

PADMa - 2

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	21.81	46.05									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	21.81	46.05									
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	21.81	46.05									

Availability Factor Computation Form

PANA - 2

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	57.10	Raw Statistics	25.62	44.31								United States
		Weighted Factor	14.63	25.30								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	42.90	Raw Statistics	26.42	47.17								Feeder Job Computations
		Weighted Factor	11.33	20.24								
		Availability	25.96	45.54								

Availability Factor Computation Form

PENG - 2

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	34.72	16.29									United States
		Weighted Factor	17.36	8.14									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	15.38	20.00									Feeder Job Computations
		Weighted Factor	7.69	10.00									
		Availability	25.05	18.15									

Availability Factor Computation Form

PENGa - 8

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	50.00	13.64									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	50.00	13.64									
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	50.00	13.64									

Availability Factor Computation Form

SER - 8

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	91.37	8.45									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	91.37	8.45									
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	91.37	8.45									

Availability Factor Computation Form

SK - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	23.50	Raw Statistics	9.47	1.84									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	2.23	0.43									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	76.50	Raw Statistics	20.00	0.00									Feeder Job Computations
		Weighted Factor	15.30	0.00									
		Availability	17.53	0.43									

Availability Factor Computation Form

SKa - 7

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	56.12	27.34									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	56.12	27.34									
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	56.12	27.34									

Availability Factor Computation Form

SKAP - 7

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	7.08	10.62									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	3.54	5.31									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	14.29	0.00									Feeder Job Computations
		Weighted Factor	7.14	0.00									
		Availability	10.69	5.31									

Availability Factor Computation Form

SKSPV - 7

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	12.82	21.55									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	18.64	3.94									Feeder Job Computations
		Weighted Factor	18.64	3.94									
		Availability	18.64	3.94									

Availability Factor Computation Form

SKT - 7

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	19.52	7.26									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	19.52	7.26									
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	19.52	7.26									

Availability Factor Computation Form

TENG - 3

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	19.67	28.57									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	19.05	23.81									Feeder Job Computations
		Weighted Factor	19.05	23.81									
		Availability	19.05	23.81									

Availability Factor Computation Form

TGEN - 3

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	71.40	Raw Statistics	21.17	23.17									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	15.12	16.54									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	28.60	Raw Statistics	16.46	13.92									Feeder Job Computations
		Weighted Factor	4.71	3.98									
		Availability	19.83	20.52									

Availability Factor Computation Form

TGENa - 3

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 - 3

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	18.35	43.90									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	16.52	39.51									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	17.24	13.79									Feeder Job Computations
		Weighted Factor	1.72	1.38									
		Availability	18.24	40.89									

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 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 applied that methodology. Where the use of the two standard deviation test was not appropriate, the used the exact binomial methodology. The comparison of availability with actual representation follows:

Incumbency vs. Estimated Availability

ASCS		6	
Total Emp 46	Employment %	Min	Fem
	Availability %	21.74	95.65
	Statistical Value	26.10	76.15
		0.673	
ASCSa		6	
Total Emp 2	Employment %	Min	Fem
	Availability %	100.00	100.00
	Statistical Value	24.92	69.16
ASFIN		6	
Total Emp 27	Employment %	Min	Fem
	Availability %	33.33	88.89
	Statistical Value	26.90	88.72
ASGEN		6	
Total Emp 50	Employment %	Min	Fem
	Availability %	52.00	72.00
	Statistical Value	39.73	65.02
ASGENa		6	
Total Emp 19	Employment %	Min	Fem
	Availability %	42.11	68.42
	Statistical Value	25.14	69.11
			0.560E
ASPV		6	
Total Emp 9	Employment %	Min	Fem
	Availability %	22.22	55.56
	Statistical Value	38.36	70.17
		0.264E	0.266E
OAEM		1	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	13.91	24.97
		0.861E	0.750E

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

OAM		1	
Total Emp 25	Employment %	12.00	28.00
	Availability %	20.13	32.65
	Statistical Value	0.229E	0.398E
OAMM		1	
Total Emp 27	Employment %	18.52	25.93
	Availability %	15.11	30.59
	Statistical Value		0.385E
OASM		1	
Total Emp 6	Employment %	16.67	50.00
	Availability %	20.49	36.31
	Statistical Value	0.643E	
PADM		2	
Total Emp 77	Employment %	15.58	33.77
	Availability %	21.93	42.66
	Statistical Value	1.346	1.578
PADMa		2	
Total Emp 13	Employment %	23.08	38.46
	Availability %	21.81	46.05
	Statistical Value		0.397E
PANA		2	
Total Emp 53	Employment %	26.42	47.17
	Availability %	25.96	45.54
	Statistical Value		
PENG		2	
Total Emp 42	Employment %	11.90	19.05
	Availability %	25.05	18.15
	Statistical Value	1.966	
PENGa		8	
Total Emp 2	Employment %	50.00	0.00
	Availability %	50.00	13.64
	Statistical Value	0.750E	0.746E

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

SER		8	
Total Emp 23		Min	Fem
	Employment %	13.04	0.00
	Availability %	91.37	8.45
	Statistical Value	0.000E	0.131E
SK		7	
Total Emp 279		Min	Fem
	Employment %	18.64	3.94
	Availability %	17.53	0.43
	Statistical Value		
SKa		7	
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	56.12	27.34
	Statistical Value	0.439E	0.727E
SKAP		7	
Total Emp 24		Min	Fem
	Employment %	20.83	0.00
	Availability %	10.69	5.31
	Statistical Value		0.270E
SKSPV		7	
Total Emp 32		Min	Fem
	Employment %	12.50	0.00
	Availability %	18.64	3.94
	Statistical Value	0.892	1.146
SKT		7	
Total Emp 13		Min	Fem
	Employment %	15.38	0.00
	Availability %	19.52	7.26
	Statistical Value	0.519E	0.375E
TENG		3	
Total Emp 21		Min	Fem
	Employment %	19.05	23.81
	Availability %	19.05	23.81
	Statistical Value	0.629E	0.617E
TGEN		3	
Total Emp 66		Min	Fem
	Employment %	16.67	10.61
	Availability %	19.83	20.52
	Statistical Value	0.645	1.994

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

TGENa		3	
Total Emp 13		Min	Fem
	Employment %	15.38	30.77
	Availability %	18.35	43.90
	Statistical Value	0.564E	0.253E

TSPV		3	
Total Emp 10		Min	Fem
	Employment %	10.00	20.00
	Availability %	18.24	40.89
	Statistical Value	0.431E	0.153E

Total Employment: 881

C - Eighty Percent / Whole Person Rule

A placement goal is set when employment falls short of 80% of availability by one whole person or more.

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:

1. 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.
2. 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.
3. 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, religion, sex, age, disability, veteran status, or national origin.
4. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results
5. Placement goals are not used to supersede merit selection principles, nor do these placement goals require the City 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.
6. 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								
OAM - 1	20.13									
PADM - 2	21.93									
PENG - 2	25.05									
SER - 8	91.37	8.45								
SKAP - 7		5.31								
SKSPV - 7		3.94								
TGEN - 3		20.52								
TSPV - 3		40.89								

Identification of Problem Areas by Organizational Unit and 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.

1. Composition of the Workforce by Organizational Unit

Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. Minorities are employed at a rate of 21.00% and are represented in 100% of the City's 10 departments. Women are employed at a rate of 26.51% and are represented in 100% of the City's 10 departments. 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.

2. 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:

- A. Our analysis indicates that, for minorities, incumbency is less than availability by a statistically significant amount in job group SER.
- B. 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 female utilization.
- C. 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.

3. Analysis of Progress Towards Prior Year Goals

In establishing placement goals, the following principles apply:

- A. 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.
- B. 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.
- C. 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, religion, sex, age, disability, veteran status, or national origin.
- D. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.

- E. Placement goals are not used to supersede merit selection principles, nor do these placement goals require the City 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 by job group for the period from July 01, 2012 to June 30, 2013 reveals the following:

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Goal Attainment

OAM		1												
	Total	Min	Fem											
Goal		20.25												
New Hire	0	0	N/A											
Promotion	2	0	0.00											
Total Opps	2	0	0.00											
Achieved? *		LIMITED												

OASM		1												
	Total	Min	Fem											
Goal		21.13												
New Hire	0	0	N/A											
Promotion	0	0	N/A											
Total Opps	0	0	N/A											
Achieved? *		NO OPPS												

PADMa		2												
	Total	Min	Fem											
Goal			45.12											
New Hire	2		1	50.00										
Promotion	0		0	N/A										
Total Opps	2		1	50.00										
Achieved? *			YES											

Goal Attainment

PENG		2													
	Total	Min	Fem												
Goal		26.53													
New Hire	5	2	40.00												
Promotion	0	0	N/A												
Total Opps	5	2	40.00												
Achieved? *		YES													

SER		8													
	Total	Min	Fem												
Goal		92.04													
New Hire	6	2	33.33												
Promotion	0	0	N/A												
Total Opps	6	2	33.33												
Achieved? *		NO													

SKSPV		7													
	Total	Min	Fem												
Goal			22.40												
New Hire	0		0 N/A												
Promotion	1		0 0.00												
Total Opps	1		0 0.00												
Achieved? *		LIMITED													

TGEN		3													
	Total	Min	Fem												
Goal		18.47													
New Hire	5	1	20.00												
Promotion	0	0	N/A												
Total Opps	5	1	20.00												
Achieved? *		YES													

Goal Attainment

TGENa		3																	
	Total	Min			Fem														
Goal		18.35			43.90														
New Hire	7	2	28.57		3	42.86													
Promotion	0	0	N/A		0	N/A													
Total Opps	7	2	28.57		3	42.86													
Achieved? *		YES			YES														

Note - no goal was required for categories not listed above.

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person.

4. 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.

A. Applicant Flow

During the plan year, July 01, 2012 to June 30, 2013, the City posted the majority of all open positions with the State Employment Service through Florida Works and among several other sources. The Human Resources Department accepted applications for open positions, and all persons interested in obtaining employment with the City were advised to apply online 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. 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. Please note that applicants with an identified gender but no race will be included in the Applicant Detail by Gender and applicants with an identified race but no gender will be included in the Applicant Detail by Race.

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Applicant Summary

For Period: 7/1/2012 to 6/30/2013

EEO Code 1 Officials & Administrators

		Total	Unk Race	Unk Gend	Min	Fem								
OAMM	S	1	0	0	0	1								
1	P	1	0	0	0	1								

EEO Code 2 Professionals

		Total	Unk Race	Unk Gend	Min	Fem								
PADM	S	2	0	0	0	1								
2	P	2	0	0	0	1								
PADMa	S	10	0	0	3	7								
2	P	10	0	0	3	7								
PANA	S	7	1	0	2	4								
2	P	7	1	0	2	4								
PENG	S	3	0	0	1	1								
2	P	3	0	0	1	1								

EEO Code 3 Technicians

		Total	Unk Race	Unk Gend	Min	Fem								
TGEN	S	17	0	0	3	0								
3	P	17	0	0	3	0								
TGENa	S	12	1	0	3	4								
3	P	12	1	0	3	4								

S - Selected, P - Pool

Applicant Summary

For Period: 7/1/2012 to 6/30/2013

EEO Code 6

Administrative Support

		Total	Unk Race	Unk Gend	Min	Fem							
ASCS	S	7	0	0	2	7							
6	P	7	0	0	2	7							
ASFIN	S	4	0	0	4	4							
6	P	4	0	0	4	4							
ASGEN	S	34	2	0	25	31							
6	P	34	2	0	25	31							
ASGENa	S	18	0	0	8	12							
6	P	18	0	0	8	12							

EEO Code 7

Skilled Workers

		Total	Unk Race	Unk Gend	Min	Fem							
SK	S	20	0	0	2	0							
7	P	20	0	0	2	0							
SKa	S	1	0	0	0	0							
7	P	1	0	0	0	0							
SKAP	S	7	0	0	1	0							
7	P	7	0	0	1	0							
SKT	S	34	0	0	5	0							
7	P	34	0	0	5	0							

S - Selected, P - Pool

Applicant Summary

For Period: 7/1/2012 to 6/30/2013

EEO Code 8

Service

		Total	Unk Race	Unk Gend	Min	Fem							
PENGa 8	S	2	0	0	1	0							
	P	2	0	0	1	0							
SER 8	S	100	0	0	25	10							
	P	100	0	0	25	10							

		Total	Unk Race	Unk Gend	Min	Fem							
Totals	S	279	4	0	85	82							
	%		1.43	0.00	30.47	29.39							
	P	279	4	0	85	82							
	%		1.43	0.00	30.47	29.39							

B. 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 have resulted in hiring decisions that are free of discrimination:

- i. 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, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.
- ii. 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.
- iii. A City of Gainesville representative who is briefed in the law with regard to Equal Employment Opportunity/Affirmative Action conducts interviews.
- iv. Tests have been reviewed and are administered and conducted in a non-discriminatory manner.
- v. All employees are encouraged to refer qualified applicants to the City for employment. In addition, the has formal recruitment procedures to apprise minority and women's groups, educational institutions, and other referral sources of openings.
- vi. 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 79 new employees hired during the period from July 01, 2012 to June 30, 2013 including 25 minorities at 31.65% and 30 women at 37.97%. The following report summarizes hiring activity by job group:

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New Hire Summary For Period: 7/1/2012 to 6/30/2013

	Total	Min	Fem								
OAMM - 1	1	0	1								
PADM - 2	3	0	1								
PADMa - 2	2	0	1								
PANA - 2	4	2	1								
PENG - 2	5	2	1								
TGEN - 3	5	1	0								
TGENa - 3	7	2	3								
ASCS - 6	8	2	7								
ASFIN - 6	2	1	2								
ASGEN - 6	5	4	4								
ASGENa - 6	13	6	9								
SK - 7	4	0	0								
SKa - 7	1	0	0								
SKAP - 7	4	0	0								
SKT - 7	7	2	0								
PENGa - 8	2	1	0								
SER - 8	6	2	0								
Totals	# 79	25	30								
	%	31.65	37.97								

C. 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 are not problem areas for minorities and women in any job group. Our analysis reveals that neither minorities nor women are being treated disparately in promotions because:

- i. The City provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- ii. 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.
- iii. Management-initiated promotions are based on performance and other job-related criteria without discrimination on account of race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.
- iv. 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.

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:

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Promotion Summary by Old Job For Period: 7/1/2012 to 6/30/2013

	Total	Min	Fem								
OAMM - 1	1	0	0								
PADM - 2	1	1	1								
PANA - 2	1	0	0								
PENG - 2	5	2	2								
TGEN - 3	2	0	0								
ASCS - 6	2	0	2								
ASFIN - 6	1	0	1								
ASGEN - 6	2	0	1								
SK - 7	6	0	0								
SKAP - 7	5	0	0								
SKSPV - 7	2	0	0								
SKT - 7	4	0	0								
SER - 8	2	0	1								
Totals	# 34	3	8								
	%	8.82	23.53								

D. 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, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

A report summarizing terminations by job group follows:

Termination Summary
For Period: 7/1/2012 to 6/30/2013

	Total	Min	Fem								
OAMM - 1	4	1	3								
PADMa - 2	2	0	2								
PANA - 2	4	0	3								
PENG - 2	1	0	1								
TGEN - 3	7	0	0								
TGENa - 3	1	0	0								
ASCS - 6	5	0	5								
ASCSa - 6	1	1	1								
ASFIN - 6	4	1	4								
ASGEN - 6	4	3	3								
ASGENa - 6	10	3	3								
ASPV - 6	2	1	1								
SK - 7	6	1	1								
SKAP - 7	2	1	0								
SKSPV - 7	1	0	0								
PENGa - 8	2	2	0								
SER - 8	3	0	2								
Totals	# 59	14	29								
	%	23.73	49.15								

5. Technical Phases of Compliance

Our analysis of the technical phases of compliance reveals that the City fully complies with all the technical phases of its affirmative action obligations:

- A. Equal Employment Opportunity posters are prominently displayed in each City location.
- B. The City notifies all contractors and subcontractors via purchase orders and subcontracts that they may be subject to federal affirmative action obligations.
- C. The City requires that all of their qualified contractors and subcontractors develop and maintain a written AAP.
- D. The City's employment application has a statement concerning Equal Employment Opportunity.
- E. All recruitment agencies and area schools and colleges will continue to be notified of the City's commitment to the goals of affirmative action.
- F. All recruitment advertising includes the solicitation "An Equal Opportunity Employer" or its abbreviation.
- G. All other required affirmative action notices and policy statements are posted on City bulletin boards and are updated annually.
- H. All personnel and employment records made or kept by the City are retained for the required period as mandated by OFCCP regulations.
- I. The City files annual EEO-1, VETS-100, and VETS-100A reports with the appropriate agencies.

Development and Implementation of Action 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.

1. 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.
2. 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, religion, sex, age, disability, veteran status, national origin, or other characteristic protected by law.
3. 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.
4. The City has carefully evaluated the total selection process and found it to be free from discrimination.
 - A. We have instructed all supervisory personnel to ensure elimination of discrimination in all personnel actions in which they are involved.
 - B. The tests administered by the City are job-related and given to all applicants for applicable position.
 - C. Application forms do not contain questions with potential discriminatory effects.
 - D. The City does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women.
5. The City has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:
 - A. Minority and women, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.
 - B. The City relies on the State Department of Employment as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations.
 - C. The City provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, City rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.
 - D. Local organizations will continue to be contacted for referrals of potential minority and female employees.
 - E. The City utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.
 - F. Furthermore, we plan to take the following additional steps to ensure adequate representation of all minorities and women:
 - i. 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.

- G. 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 July 01, 2012 to June 30, 2013, targeted recruitment activities were conducted.
6. The City has implemented the following programs and procedures to ensure that minority and female employees are given equal opportunities for promotion:
- A. 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.
 - B. 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.
 - C. 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.
 - D. Seniority practices are not a problem since the City has no formal seniority system. Promotions are based on merit selection principles.
 - E. 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.
 - F. 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.
 - G. 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 views the activities that are listed below as critical to the success of the AAP.

1. The Affirmative Action Officer 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 's non-discriminatory policy is carried out. Procedures are reviewed and revised as problems are identified.
2. 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.
3. 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.
4. The Affirmative Action Officer will generate internal reports on a regular basis to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained.
5. The City will review report 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.
6. 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.
7. The Affirmative Action Officer will periodically report to the Equal Opportunity Director of the City and other appropriate top management on the effectiveness of the program and will submit recommendations for improvement.

Conclusion

The AAP Year, January 1, 2013 through December 31, 2013, 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 Officer, the City will continue to communicate its policies, both within the organization and to the community in which we work. The affords the Affirmative Action Officer 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 the 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 one area 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, religion, sex, age, disability, veteran status, national origin, 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.

List of Exhibits

Exhibit A - Policy of Affirmative Action Letter

Exhibit A

Policy of Affirmative Action Letter

Dear Outreach and Placement Professional:

This letter is to inform you that City of Gainesville is committed to the principles of equal employment opportunity. Moreover, as a government contractor bound by Executive Order 11246, City of Gainesville takes its affirmative action obligations very seriously. City of Gainesville states as its Policy of Affirmative Action the following:

1. It will be the policy of City of Gainesville to recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.
2. All employment decisions shall be consistent with the principle of equal employment opportunity, and only job-related qualifications will be required.
3. All personnel actions, such as compensation, benefits, transfers, tuition assistance, social and recreational programs, etc. will be administered without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

To assure compliance with the City's AAP, the Affirmative Action Officer, has been designated to administer and monitor the Plan and make reports to Senior Management. Members of our Human Resources Department will contact you when positions are available. We request that you refer to us all qualified candidates, including women and individuals of color.