

# AFFIRMATIVE ACTION PLAN FOR MINORITIES & WOMEN

**City of Gainesville**

General Government (GG)

January 1, 2016 through December 31, 2016



Equal Opportunity Director



Gwen Delynn D. Saffo

Affirmative Action Manager & Chief Investigator

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## Preface

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

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

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

While the City of Gainesville firmly believes in wide dissemination of its affirmative action policies and equal employment opportunity practices, this AAP contains certain proprietary information relating to the City business that must be kept confidential. The detailed information provided in good faith as a part of the AAP contains specific information that, if disseminated, could be detrimental to the competitive and business interests of this organization. At a minimum, the complexity of this data is subject to misinterpretation and misuse, which again can be very harmful to business goals and objectives solely unrelated to the affirmative action and equal employment opportunity concept.

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

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

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

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

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

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

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

## Introduction

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

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

As detailed in the Job Group Analysis, this AAP covers 1389 employees including 458 (32.97%) minorities and 461 (33.19%) women. It is expected that these employees will help us to reach mutual goals of efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of City of Gainesville has a continuing commitment to the practice and implemented action of this AAP.

## **Responsibility for Implementation**

### **41 C.F.R. 60-2.17**

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

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

Developing policy statements, AAP methods, and internal and external communication techniques. Affirmative Action policies and procedures will continue to be developed to ensure an efficient yet positive interaction between the Affirmative Action Manager & Chief Investigator and the managers charged with employment responsibility.

Assisting in the identification of problem areas, and developing strategies to eliminate any problems identified.

Assisting line management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and EEO policies and procedures.

Designing and implementing monitoring and reporting methods that will:

Measure the effectiveness of the 's equal employment and AAP.

Indicate any need for remedial action.

Determine the degree to which the 's placement goals and objectives are being attained.

Provide management with a working understanding of the City's AAP placement goals and objectives.

Meeting with managers, supervisors, and employees to assure that the City's EEO policies are being followed.

Ensuring that supervisors understand that their work performance is being evaluated in part on the basis of their demonstrated commitment to equal employment opportunity, and that it is their responsibility to prevent all types of unlawful workplace harassment.

Serving as a liaison between the City and enforcement agencies.

Serving as a liaison between the City and appropriate minority and women's organizations, and community action groups concerned with employment opportunities of minorities and women.

Making contact with predominately female and minority high schools, colleges, and technical schools in the area as needed.

Keeping management informed of developments in the equal employment opportunity and affirmative action area.

Conducting a periodic audit to ensure that the City complies in the following ways:

EEO posters are properly displayed.

All employees are afforded the opportunity and are encouraged to participate in all -sponsored educational, training, recreation, and social activities.

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

Assist the Affirmative Action Manager & Chief Investigator in the identification of any problem areas and help to eliminate any barriers to equal employment opportunity.

Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs.

Work with the Affirmative Action Manager & Chief Investigator to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings.

Review the qualifications of employees to ensure that minorities and women are given full opportunity for transfers and promotions.

Provide career counseling for employees as needed.

Adhere to the City's policy of equal employment opportunity for all employees and ensure that the policy is understood, supported and adhered to by the employees they supervise.

Take action to prevent the harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of the City's affirmative action efforts.

## **Organizational Profile**

### **41 C.F.R. 60-2.11**

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

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



# City of Gainesville

January 1, 2016 Annual Affirmative Action Plan

General Government (GG)

## Workforce Analysis

### 620-Neighborhood Imp 620-Neighborhood Improvement

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2	
0103	HR	Total 1	Mal	0	0	0	0	0	0	0
Techs -Temp	3	Tot Min 1	Fem	1	0	1	0	0	0	0
0105	HR	Total 1	Mal	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min 1	Fem	1	0	1	0	0	0	0
1147	C6	Total 3	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 2	Fem	3	1	2	0	0	0	0
3007	C7	Total 1	Mal	0	0	0	0	0	0	0
Account Clerk II	6	Tot Min 1	Fem	1	0	1	0	0	0	0
7105	C9	Total 12	Mal	7	6	1	0	0	0	0
Code Enforcement Officer	3	Tot Min 1	Fem	5	5	0	0	0	0	0
7119	C11	Total 2	Mal	2	2	0	0	0	0	0
Code Enforcement Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0
9009	C11	Total 1	Mal	1	1	0	0	0	0	0
Rehabilitation Specialist 2	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2310	M7	Total 1	Mal	0	0	0	0	0	0	0
Housing & Community Development	7	Tot Min 1	Fem	1	0	1	0	0	0	0
2322	M7	Total 1	Mal	1	1	0	0	0	0	0
Neighborhood Planning Coordinator	2	Tot Min 0	Fem	0	0	0	0	0	0	0
7103	M9	Total 1	Mal	1	1	0	0	0	0	0
Code Enforcement Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0
2308	M10	Total 1	Mal	0	0	0	0	0	0	0
Housing & Community Development	1	Tot Min 1	Fem	1	0	1	0	0	0	0
<b>Total for 620-Neighborhood Imp</b>		<b>Total 25</b>	<b>Mal</b>	<b>12</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min 8</b>	<b>Fem</b>	<b>13</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

# Workforce Analysis

## 640-Economic Develop 640-Economic Development

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

## 660-Planning & Devel 660-Planning & Development Services

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
0105	HR	Total	3	Mal	1	1	0	0	0	0	0
Professional - Temp	2	Tot Min	1	Fem	2	1	1	0	0	0	0
3000	C2	Total	1	Mal	0	0	0	0	0	0	0
Clerk 1	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3048	C5	Total	1	Mal	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
1147	C6	Total	1	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	1	Fem	1	0	0	1	0	0	0
2319	C7	Total	2	Mal	2	1	0	0	1	0	0
Planning Assistant	3	Tot Min	1	Fem	0	0	0	0	0	0	0
3050	C8	Total	1	Mal	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	1	Fem	1	0	1	0	0	0	0
2311	C8	Total	1	Mal	0	0	0	0	0	0	0
Permit & Development Coordinator	6	Tot Min	0	Fem	1	1	0	0	0	0	0
7109	C9	Total	2	Mal	1	1	0	0	0	0	0
Inspector I	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2316	M4	Total	1	Mal	0	0	0	0	0	0	0
GIS Specialist - Planning	2	Tot Min	0	Fem	1	1	0	0	0	0	0
7111	C10	Total	8	Mal	8	8	0	0	0	0	0
Inspector 2	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2331	C10	Total	2	Mal	1	1	0	0	0	0	0
Plans Examiner 2	3	Tot Min	0	Fem	1	1	0	0	0	0	0
6142	M5	Total	1	Mal	0	0	0	0	0	0	0
Urban Forestry Inspector	2	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

## 660-Planning & Devel 660-Planning & Development Services

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2315	M5	Total 3	Mal	1	0	1	0	0	0	0
Planner	2	Tot Min 2	Fem	2	1	1	0	0	0	0
7113	C11	Total 1	Mal	1	1	0	0	0	0	0
Inspector 3	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2590	M6	Total 1	Mal	1	1	0	0	0	0	0
Environmental Coordinator	2	Tot Min 0	Fem	0	0	0	0	0	0	0
2317	M6	Total 1	Mal	1	1	0	0	0	0	0
Planner Senior	2	Tot Min 0	Fem	0	0	0	0	0	0	0
7011	M6	Total 2	Mal	2	2	0	0	0	0	0
Fire Protection Specialist	2	Tot Min 0	Fem	0	0	0	0	0	0	0
7114	C13	Total 1	Mal	1	1	0	0	0	0	0
Chief Inspector	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2402	C13	Total 1	Mal	1	0	0	0	1	0	0
CHIEF Plans Examiner	2	Tot Min 1	Fem	0	0	0	0	0	0	0
2403	M8	Total 2	Mal	2	1	1	0	0	0	0
Planner Lead	2	Tot Min 1	Fem	0	0	0	0	0	0	0
7101	M10	Total 1	Mal	1	1	0	0	0	0	0
Building Official	1	Tot Min 0	Fem	0	0	0	0	0	0	0
2321	M11	Total 1	Mal	1	0	1	0	0	0	0
Planning Manager	1	Tot Min 1	Fem	0	0	0	0	0	0	0
<b>Total for 660-Planning &amp; Devel</b>		<b>Total 38</b>	<b>Mal</b>	<b>25</b>	<b>20</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>
		<b>Tot Min 9</b>	<b>Fem</b>	<b>13</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

## 680-Regional Transit 680-Regional Transit System

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
0104	HR	Total 2	Mal	2	0	0	1	1	0	0
Intern	6	Tot Min 2	Fem	0	0	0	0	0	0	0
0105	HR	Total 1	Mal	1	1	0	0	0	0	0
Professional - Temp	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1144	RC2	Total 3	Mal	1	0	1	0	0	0	0
Clerk 1 RTS	6	Tot Min 2	Fem	2	1	1	0	0	0	0

# Workforce Analysis

680-Regional Transit

680-Regional Transit System

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2		
9627	RC3	Total 10	Mal	10	6	3	1	0	0	0	0
Vehicle Svc Attendant RTS	8	Tot Min 4	Fem	0	0	0	0	0	0	0	0
9501	R2	Total 183	Mal	121	50	58	1	10	0	1	1
Transit Operator	8	Tot Min 115	Fem	62	18	42	0	2	0	0	0
5037	C5	Total 4	Mal	3	1	2	0	0	0	0	0
Maintenance Worker I RTS	8	Tot Min 2	Fem	1	1	0	0	0	0	0	0
5042	C5	Total 1	Mal	1	1	0	0	0	0	0	0
Maintenance Worker III RTS	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
3211	RC5	Total 3	Mal	2	2	0	0	0	0	0	0
Parts Specialist RTS	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
3008	RC5	Total 3	Mal	0	0	0	0	0	0	0	0
Account Clerk - RTS	6	Tot Min 0	Fem	3	3	0	0	0	0	0	0
9504	RC5	Total 2	Mal	0	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min 2	Fem	2	0	2	0	0	0	0	0
7219	RC6	Total 3	Mal	1	1	0	0	0	0	0	0
Dispatcher RTS	6	Tot Min 1	Fem	2	1	1	0	0	0	0	0
1148	RC6	Total 2	Mal	0	0	0	0	0	0	0	0
Staff Specialist, RTS	6	Tot Min 1	Fem	2	1	0	0	1	0	0	0
9605	RC7	Total 5	Mal	5	4	1	0	0	0	0	0
Fleet Mechanic I RTS	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
9609	RC8	Total 9	Mal	9	7	0	0	1	1	0	0
Fleet Mech II RTS	7	Tot Min 2	Fem	0	0	0	0	0	0	0	0
9623	RC8	Total 1	Mal	1	1	0	0	0	0	0	0
Transit Vehicle Collision Repair	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
9503	M3	Total 1	Mal	1	0	0	0	1	0	0	0
Transit Marketing & Communications	2	Tot Min 1	Fem	0	0	0	0	0	0	0	0
2208	M4	Total 1	Mal	0	0	0	0	0	0	0	0
Transit Program Coordinator	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
9505	M4	Total 1	Mal	0	0	0	0	0	0	0	0
Transit Services Coordinator	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
9506	M4	Total 1	Mal	0	0	0	0	0	0	0	0
Transit Marketing and	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0

# Workforce Analysis

## 680-Regional Transit

## 680-Regional Transit System

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2	
9510	M5	Total	2	Mal	2	1	0	0	1	0	0	0
Transit Planner	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
9511	M5	Total	11	Mal	9	6	2	0	1	0	0	0
Transit Operations Supervisor	1	Tot Min	5	Fem	2	0	2	0	0	0	0	0
9513	M5	Total	3	Mal	3	2	1	0	0	0	0	0
Transit Fleet Supervisor	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
9502	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Department Marketing and	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9512	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Assistant Transit Operations	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9602	M7	Total	1	Mal	1	1	0	0	0	0	0	0
Assistant Transit Maintenance	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
4072	M8	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9509	M8	Total	1	Mal	1	1	0	0	0	0	0	0
Transit Planner Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9508	M9	Total	1	Mal	1	0	1	0	0	0	0	0
Transit Operations Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
9601	M9	Total	1	Mal	1	1	0	0	0	0	0	0
Transit Maintenance Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1065	M12	Total	1	Mal	1	0	0	0	1	0	0	0
Transit Director	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
<b>Total for 680-Regional Transit</b>		Total	260	Mal	180	89	69	3	16	1	1	1
		Tot Min	142	Fem	80	29	48	0	3	0	0	0

## 700-Administrative S

## 700-Administrative Services

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2	
0105	HR	Total	1	Mal	0	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0
1070	M8	Total	1	Mal	0	0	0	0	0	0	0	0
Strategic Planner, Sr.	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

## Workforce Analysis

### 700-Administrative S 700-Administrative Services

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1068	M9	Total	1	Mal	0	0	0	0	0	0	0
Strategic Planning Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1022	M14	Total	1	Mal	0	0	0	0	0	0	0
Administrative Services Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 700-Administrative S</b>		<b>Total</b>	<b>4</b>	<b>Mal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>1</b>	<b>Fem</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

### 710-City Commission 710-City Commission

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

### 720-Clerk of City Co 720-Clerk of City Commission

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

## Workforce Analysis

730-City Manager

730-City Manager

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
0105	HR	Total	2	Mal	0	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min	1	Fem	2	1	1	0	0	0	0	0
1153	C9	Total	2	Mal	0	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1400	M6	Total	1	Mal	0	0	0	0	0	0	0	0
Office Coordinator-City Manager	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3067	M8	Total	1	Mal	0	0	0	0	0	0	0	0
Intergovernmental Affairs	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1021	M14	Total	2	Mal	2	1	1	0	0	0	0	0
Assistant City Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1019		Total	1	Mal	1	1	0	0	0	0	0	0
City Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
<b>Total for 730-City Manager</b>				Total	9	Mal	3	2	1	0	0	0
				Tot Min	3	Fem	6	4	2	0	0	0

740-City Auditor

740-City Auditor

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

# Workforce Analysis

750-City Attorney

750-City Attorney

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
7513	C9	Total	5	Mal	0	0	0	0	0	0	0
Legal Assistant II	6	Tot Min	1	Fem	5	4	1	0	0	0	0
7511	C11	Total	1	Mal	0	0	0	0	0	0	0
Legal Assistant Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0
1403A	M7	Total	1	Mal	0	0	0	0	0	0	0
Office Manager, Law Office	1	Tot Min	1	Fem	1	0	0	1	0	0	0
7501	M11	Total	4	Mal	3	3	0	0	0	0	0
City Attorney 2, Assistant	2	Tot Min	0	Fem	1	1	0	0	0	0	0
7503	M13	Total	1	Mal	0	0	0	0	0	0	0
City Attorney, Senior Assistant	2	Tot Min	0	Fem	1	1	0	0	0	0	0
7505	M13	Total	1	Mal	0	0	0	0	0	0	0
City Attorney Utilities	2	Tot Min	0	Fem	1	1	0	0	0	0	0
7509	M14	Total	2	Mal	1	1	0	0	0	0	0
Litigation Attorney	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1015		Total	1	Mal	0	0	0	0	0	0	0
City Attorney	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 750-City Attorney</b>		<b>Total</b>	<b>16</b>	<b>Mal</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>2</b>	<b>Fem</b>	<b>12</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

770-Budget & Finance

770-Budget & Finance

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
0105	HR	Total	1	Mal	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	1	1	0	0	0	0	0
3000	C2	Total	2	Mal	2	2	0	0	0	0	0
Clerk 1	6	Tot Min	0	Fem	0	0	0	0	0	0	0
3041	C4	Total	1	Mal	0	0	0	0	0	0	0
Customer Accounts Rep	6	Tot Min	1	Fem	1	0	1	0	0	0	0
3013	C5	Total	1	Mal	0	0	0	0	0	0	0
Account Clerk	6	Tot Min	1	Fem	1	0	0	1	0	0	0
3071	C6	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0



# Workforce Analysis

770-Budget & Finance

770-Budget & Finance

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
3007	C7	Total	6	Mal	0	0	0	0	0	0	0
Account Clerk II	6	Tot Min	2	Fem	6	4	2	0	0	0	0
3061	C8	Total	1	Mal	1	1	0	0	0	0	0
Field Collector - Occupational	6	Tot Min	0	Fem	0	0	0	0	0	0	0
3015	C8	Total	4	Mal	1	1	0	0	0	0	0
Account Clerk Senior	6	Tot Min	0	Fem	3	3	0	0	0	0	0
3214	C10	Total	1	Mal	0	0	0	0	0	0	0
Property Control Specialist Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3030	M5	Total	1	Mal	0	0	0	0	0	0	0
Billing and Collections Supervisor	6	Tot Min	1	Fem	1	0	0	0	0	0	1
3021	M5	Total	2	Mal	1	1	0	0	0	0	0
Accountant 2	2	Tot Min	0	Fem	1	1	0	0	0	0	0
3104	M6	Total	4	Mal	1	1	0	0	0	0	0
Buyer, Senior.	2	Tot Min	1	Fem	3	2	0	0	0	0	1
3063	M6	Total	1	Mal	0	0	0	0	0	0	0
Grant Fiscal Coordinator	2	Tot Min	1	Fem	1	0	1	0	0	0	0
1241	M7	Total	4	Mal	1	1	0	0	0	0	0
Analyst Senior	2	Tot Min	1	Fem	3	2	1	0	0	0	0
3024	M8	Total	1	Mal	0	0	0	0	0	0	0
Payroll and Payables Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3073	M8	Total	2	Mal	2	2	0	0	0	0	0
Pension and Investment Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
3300	M8	Total	1	Mal	0	0	0	0	0	0	0
Budget Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0
3025	M9	Total	1	Mal	1	1	0	0	0	0	0
Accounting Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
1040	M12	Total	1	Mal	0	0	0	0	0	0	0
Assistant Finance Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1037	M13	Total	1	Mal	1	1	0	0	0	0	0
Finance Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
<b>Total for 770-Budget &amp; Finance</b>		<b>Total</b>	<b>37</b>	<b>Mal</b>	<b>11</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min</b>	<b>8</b>	<b>Fem</b>	<b>26</b>	<b>18</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>

# Workforce Analysis

## 780-Office of Equal

## 780-Office of Equal Opportunity

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
0105	HR	Total 1	Mal	0	0	0	0	0	0
Professional - Temp	2	Tot Min 1	Fem	1	0	0	1	0	0
1211	C5	Total 1	Mal	0	0	0	0	0	0
Human Resources Technician	6	Tot Min 1	Fem	1	0	1	0	0	0
1220	M6	Total 1	Mal	0	0	0	0	0	0
Equal Opportunity Office Coordinator	2	Tot Min 1	Fem	1	0	1	0	0	0
1036	M6	Total 1	Mal	0	0	0	0	0	0
Small & Minority Business	2	Tot Min 1	Fem	1	0	1	0	0	0
1205	M6	Total 1	Mal	1	1	0	0	0	0
Equal Opportunity Specialist	2	Tot Min 0	Fem	0	0	0	0	0	0
1035		Total 1	Mal	0	0	0	0	0	0
Equal Opportunity Dir	1	Tot Min 1	Fem	1	0	1	0	0	0
<b>Total for 780-Office of Equal</b>		<b>Total 6</b>	<b>Mal</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min 5</b>	<b>Fem</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>

## 790-Community Develo

## 790-Community Development

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
0105	HR	Total 1	Mal	0	0	0	0	0	0
Professional - Temp	2	Tot Min 0	Fem	1	1	0	0	0	0
2700	M3	Total 2	Mal	0	0	0	0	0	0
Community Redevelopment Agency	2	Tot Min 1	Fem	2	1	1	0	0	0
2701	M5	Total 1	Mal	0	0	0	0	0	0
Community Redevelopment Agency	2	Tot Min 0	Fem	1	1	0	0	0	0
2702	M7	Total 4	Mal	2	1	1	0	0	0
Community Redevelopment Agency	1	Tot Min 1	Fem	2	2	0	0	0	0
5005	M7	Total 1	Mal	1	1	0	0	0	0
Facilities Management Manager	1	Tot Min 0	Fem	0	0	0	0	0	0
2703	M8	Total 1	Mal	1	0	1	0	0	0
Community Redevelopment Agency	1	Tot Min 1	Fem	0	0	0	0	0	0
2304	M11	Total 1	Mal	0	0	0	0	0	0
Community Redevelopment Agency	1	Tot Min 0	Fem	1	1	0	0	0	0

# Workforce Analysis

## 790-Community Develo 790-Community Development

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2303	M14	Total	1	Mal	1	1	0	0	0	0	0
Planning & Development Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
<b>Total for 790-Community Develo</b>			Total	12	Mal	5	3	2	0	0	0
			Tot Min	3	Fem	7	6	1	0	0	0

## 800-Public Works Dep 800-Public Works Department

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
0104	HR	Total	2	Mal	0	0	0	0	0	0	0
Intern	6	Tot Min	0	Fem	2	2	0	0	0	0	0
0103	HR	Total	2	Mal	2	2	0	0	0	0	0
Techs -Temp	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0105	HR	Total	4	Mal	3	3	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	1	1	0	0	0	0	0
9741	C1	Total	2	Mal	2	0	2	0	0	0	0
Parking Operations Attendant 1	8	Tot Min	2	Fem	0	0	0	0	0	0	0
5036	C1	Total	5	Mal	5	3	2	0	0	0	0
Street Sweeper Operator	8	Tot Min	2	Fem	0	0	0	0	0	0	0
5039	RC1	Total	5	Mal	5	1	4	0	0	0	0
Maintenance Worker 2	8	Tot Min	4	Fem	0	0	0	0	0	0	0
9743	C3	Total	5	Mal	3	3	0	0	0	0	0
Parking Operations Attendant 2	8	Tot Min	0	Fem	2	2	0	0	0	0	0
5047	C3	Total	1	Mal	1	0	1	0	0	0	0
Motor Equipment Operator 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0
3215	C3	Total	1	Mal	0	0	0	0	0	0	0
Storekeeper 1	6	Tot Min	0	Fem	1	1	0	0	0	0	0
5041	C4	Total	13	Mal	13	6	6	0	1	0	0
Maintenance Worker 3	8	Tot Min	7	Fem	0	0	0	0	0	0	0
9729	C4	Total	1	Mal	1	0	1	0	0	0	0
Traffic Signs/Markings Technician 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0
2003	C4	Total	4	Mal	3	3	0	0	0	0	0
Mosquito Control Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

800-Public Works Dep 800-Public Works Department

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
5034	C5	Total	1	Mal	1	1	0	0	0	0	0	0
Inmate Crew Leader-Public Works	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5049	C5	Total	12	Mal	12	11	1	0	0	0	0	0
Motor Equipment Operator 3	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1145	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3048	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5045	RC5	Total	1	Mal	1	0	1	0	0	0	0	0
Motor Equipment Operator 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1147	C6	Total	3	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
3071	C6	Total	2	Mal	0	0	0	0	0	0	0	0
Program Assistant	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
6047	C6	Total	2	Mal	2	1	1	0	0	0	0	0
Survey Technician 2	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
5035	C7	Total	10	Mal	9	5	4	0	0	0	0	0
Maintenance Worker 1	8	Tot Min	4	Fem	1	1	0	0	0	0	0	0
5073	C7	Total	2	Mal	2	2	0	0	0	0	0	0
Tree Surgeon 2	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5033	C7	Total	1	Mal	1	1	0	0	0	0	0	0
Maintenance Mechanic Repair &	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5032	C7	Total	1	Mal	0	0	0	0	0	0	0	0
Street Sweeper Crew Leader-Public	7	Tot Min	1	Fem	1	0	1	0	0	0	0	0
9725	C7	Total	4	Mal	4	2	2	0	0	0	0	0
Traffic Signs/Markings Technician,	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
4132	C7	Total	1	Mal	0	0	0	0	0	0	0	0
Operations Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3015	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3050	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0

# Workforce Analysis

800-Public Works Dep 800-Public Works Department

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2419	C8	Total	1	Mal	1	0	1	0	0	0	0
Bicycle/Pedestrian Coordinator	6	Tot Min	1	Fem	0	0	0	0	0	0	0
8111	M3	Total	1	Mal	0	0	0	0	0	0	0
Grants Program Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0
5024	C9	Total	5	Mal	5	1	4	0	0	0	0
Labor Crew Leader 1-Public Works	7	Tot Min	4	Fem	0	0	0	0	0	0	0
5075	C9	Total	1	Mal	1	1	0	0	0	0	0
Tree Surgeon 3	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2005	C9	Total	1	Mal	1	1	0	0	0	0	0
Stormwater Services Coordinator	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2115	C9	Total	4	Mal	3	2	1	0	0	0	0
Solid Waste Collection Inspector	6	Tot Min	1	Fem	1	1	0	0	0	0	0
9717	C9	Total	3	Mal	3	2	0	0	0	0	1
Traffic Signal Technician 2	3	Tot Min	1	Fem	0	0	0	0	0	0	0
6043	C9	Total	1	Mal	1	1	0	0	0	0	0
Survey Party Chief	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2316	M4	Total	1	Mal	1	1	0	0	0	0	0
GIS Specialist - Planning	2	Tot Min	0	Fem	0	0	0	0	0	0	0
5026	C10	Total	3	Mal	3	2	1	0	0	0	0
Labor Crew Leader 2-Public Works	7	Tot Min	1	Fem	0	0	0	0	0	0	0
2550	C10	Total	2	Mal	2	2	0	0	0	0	0
Technical Support Specialist III	3	Tot Min	0	Fem	0	0	0	0	0	0	0
9732	C10	Total	1	Mal	1	1	0	0	0	0	0
Traffic Management System Cabling	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2207	M5	Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1240	M5	Total	1	Mal	0	0	0	0	0	0	0
Analyst	2	Tot Min	1	Fem	1	0	1	0	0	0	0
5063	C11	Total	3	Mal	3	2	1	0	0	0	0
Operations Supervisor	7	Tot Min	1	Fem	0	0	0	0	0	0	0
2118	C11	Total	1	Mal	1	1	0	0	0	0	0
Solid Waste Field Operations	6	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

800-Public Works Dep 800-Public Works Department

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2552	C11	Total	1	Mal	1	1	0	0	0	0	0
Technical Support Specialist, Sr.	3	Tot Min	0	Fem	0	0	0	0	0	0	0
9723	C11	Total	2	Mal	2	2	0	0	0	0	0
Traffic Signal Technician, Lead	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2318	M6	Total	2	Mal	2	1	0	1	0	0	0
GIS Supervisor	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2317	M6	Total	1	Mal	1	1	0	0	0	0	0
Planner Senior	2	Tot Min	0	Fem	0	0	0	0	0	0	0
3115	M6	Total	1	Mal	0	0	0	0	0	0	0
Land Rights Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0
9745	M6	Total	2	Mal	1	1	0	0	0	0	0
Parking Operations Supervisor	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1402	M6	Total	1	Mal	0	0	0	0	0	0	0
Office Manager	1	Tot Min	1	Fem	1	0	1	0	0	0	0
9730	C12	Total	1	Mal	1	1	0	0	0	0	0
Traffic Management System	3	Tot Min	0	Fem	0	0	0	0	0	0	0
9731	C12	Total	1	Mal	1	1	0	0	0	0	0
Traffic Operations Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2001	M7	Total	1	Mal	1	0	0	1	0	0	0
Entomologist	2	Tot Min	1	Fem	0	0	0	0	0	0	0
6049	M7	Total	1	Mal	1	1	0	0	0	0	0
Surveyor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
6065	M8	Total	1	Mal	1	1	0	0	0	0	0
Engineer III/Utility Designer III	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2117	M8	Total	1	Mal	1	1	0	0	0	0	0
Solid Waste Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6067	M9	Total	3	Mal	2	2	0	0	0	0	0
Engineer Utility Designer 4	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1064	M9	Total	1	Mal	0	0	0	0	0	0	0
Planning Manager-PUBLIC WORKS	1	Tot Min	0	Fem	1	1	0	0	0	0	0
5061	M9	Total	1	Mal	1	1	0	0	0	0	0
Operations Division Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

### 800-Public Works Dep 800-Public Works Department

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
6071	M11	Total	1	Mal	1	1	0	0	0	0	0
Superv Engineer/Project Team	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1063	M12	Total	1	Mal	1	0	0	1	0	0	0
Traffic Operations Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0
1054	M12	Total	1	Mal	1	1	0	0	0	0	0
Assistant Public Works Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
1055	M14	Total	1	Mal	0	0	0	0	0	0	0
Public Works Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0
<b>Total for 800-Public Works Dep</b>		Total	144	Mal	115	77	33	3	1	0	1
		Tot Min	43	Fem	29	24	5	0	0	0	0

### 810-Gainesville Poli 810-Gainesville Police Department

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
7341	HR	Total	26	Mal	5	1	4	0	0	0	0
School Crossing Guard	4	Tot Min	15	Fem	21	10	11	0	0	0	0
0107	HR	Total	2	Mal	1	1	0	0	0	0	0
Temporary Police Cadet -1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0108	HR	Total	2	Mal	1	1	0	0	0	0	0
Temporary Police Cadet -2	4	Tot Min	1	Fem	1	0	1	0	0	0	0
0103	HR	Total	1	Mal	1	1	0	0	0	0	0
Techs -Temp	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0105	HR	Total	6	Mal	1	1	0	0	0	0	0
Professional - Temp	2	Tot Min	2	Fem	5	3	2	0	0	0	0
3215	C3	Total	1	Mal	1	1	0	0	0	0	0
Storekeeper 1	6	Tot Min	0	Fem	0	0	0	0	0	0	0
7205	C3	Total	1	Mal	1	1	0	0	0	0	0
Tel Serve Operator	6	Tot Min	0	Fem	0	0	0	0	0	0	0
1123	C4	Total	10	Mal	0	0	0	0	0	0	0
Records Technician	6	Tot Min	5	Fem	10	5	5	0	0	0	0
1315	C5	Total	1	Mal	1	0	1	0	0	0	0
Community Program Coordinator	6	Tot Min	1	Fem	0	0	0	0	0	0	0

# Workforce Analysis

810-Gainesville Poli

810-Gainesville Police Department

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
7335	C5	Total	8	Mal	3	2	1	0	0	0	0
Police Services Technician 1	4	Tot Min	3	Fem	5	3	1	0	0	0	1
7307	C5	Total	1	Mal	1	1	0	0	0	0	0
Photographic Lab Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0
1212	C6	Total	2	Mal	0	0	0	0	0	0	0
Police Personnel Clerk	6	Tot Min	0	Fem	2	2	0	0	0	0	0
1147	C6	Total	6	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	2	Fem	6	4	2	0	0	0	0
3071	C6	Total	2	Mal	0	0	0	0	0	0	0
Program Assistant	6	Tot Min	0	Fem	2	2	0	0	0	0	0
7301	C7	Total	1	Mal	0	0	0	0	0	0	0
Court Liaison Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
7327	C7	Total	1	Mal	0	0	0	0	0	0	0
Police Property Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
7337	C7	Total	5	Mal	1	0	1	0	0	0	0
Police Services Technician 2	4	Tot Min	3	Fem	4	2	2	0	0	0	0
7304	C7	Total	1	Mal	0	0	0	0	0	0	0
Forensic Crime Technician	3	Tot Min	0	Fem	1	1	0	0	0	0	0
1121	C8	Total	1	Mal	1	0	1	0	0	0	0
Police Records Supervisor	6	Tot Min	1	Fem	0	0	0	0	0	0	0
7329	C8	Total	1	Mal	0	0	0	0	0	0	0
Police Property/Evidence Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3015	C8	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
7315	C8	Total	3	Mal	0	0	0	0	0	0	0
Police Crime Analyst	3	Tot Min	2	Fem	3	1	1	0	0	0	1
8109	C8	Total	1	Mal	0	0	0	0	0	0	0
Special Events & Assignments	2	Tot Min	0	Fem	1	1	0	0	0	0	0
7323	P1	Total	1	Mal	1	0	1	0	0	0	0
Police Officer (Non-certified)	4	Tot Min	1	Fem	0	0	0	0	0	0	0
7339	C9	Total	1	Mal	1	1	0	0	0	0	0
Police Services Technician 3	4	Tot Min	0	Fem	0	0	0	0	0	0	0



# Workforce Analysis

810-Gainesville Poli

810-Gainesville Police Department

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1119	C10	Total	1	Mal	0	0	0	0	0	0	0
Police Records Coordinator	6	Tot Min	0	Fem	1	1	0	0	0	0	0
1103	C10	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant to	6	Tot Min	0	Fem	1	1	0	0	0	0	0
7305	C10	Total	1	Mal	0	0	0	0	0	0	0
Latent Fingerprint Examiner	3	Tot Min	0	Fem	1	1	0	0	0	0	0
7321	P2	Total	207	Mal	168	126	29	2	11	0	0
Police Officer	4	Tot Min	52	Fem	39	29	6	0	4	0	0
7325	P2	Total	1	Mal	1	1	0	0	0	0	0
Police Officer-Administrative	4	Tot Min	0	Fem	0	0	0	0	0	0	0
7321A	P2	Total	1	Mal	1	1	0	0	0	0	0
Police Officer Helicopter Pilot	4	Tot Min	0	Fem	0	0	0	0	0	0	0
4068	M5	Total	1	Mal	1	1	0	0	0	0	0
Technical Systems Analyst 1	2	Tot Min	0	Fem	0	0	0	0	0	0	0
7313	P3	Total	29	Mal	20	18	1	0	1	0	0
Police Corporal	4	Tot Min	4	Fem	9	7	2	0	0	0	0
7351	M6	Total	3	Mal	3	0	3	0	0	0	0
Reichert House Youth Program	1	Tot Min	3	Fem	0	0	0	0	0	0	0
7331	P4	Total	35	Mal	29	23	4	0	2	0	0
Police Sergeant	4	Tot Min	8	Fem	6	4	2	0	0	0	0
4070	M7	Total	1	Mal	1	1	0	0	0	0	0
Technical Systems Analyst 2	2	Tot Min	0	Fem	0	0	0	0	0	0	0
7349	M7	Total	1	Mal	1	0	1	0	0	0	0
Reichert House Youth Program Asst. 1	1	Tot Min	1	Fem	0	0	0	0	0	0	0
4072	M8	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
7347	M8	Total	1	Mal	1	0	1	0	0	0	0
Reichert House Youth Program	1	Tot Min	1	Fem	0	0	0	0	0	0	0
7317	P5	Total	14	Mal	10	10	0	0	0	0	0
Police Lieutenant	4	Tot Min	2	Fem	4	2	1	0	1	0	0
4074	M9	Total	1	Mal	1	1	0	0	0	0	0
Technical Systems Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

810-Gainesville Poli

810-Gainesville Police Department

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2	
7309	M11	Total	3	Mal	3	2	0	0	1	0	0	0
Police Captain	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
5204	M12	Total	1	Mal	1	1	0	0	0	0	0	0
Police Major	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1053	M14	Total	1	Mal	1	0	1	0	0	0	0	0
Police Chief	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
<b>Total for 810-Gainesville Poli</b>			<b>Total</b>	<b>390</b>	<b>Mal</b>	<b>263</b>	<b>197</b>	<b>49</b>	<b>2</b>	<b>15</b>	<b>0</b>	<b>0</b>
			<b>Tot Min</b>	<b>109</b>	<b>Fem</b>	<b>127</b>	<b>84</b>	<b>36</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>

820-Gainesville Fire

820-Gainesville Fire & Rescue

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2	
3221	C5	Total	1	Mal	1	1	0	0	0	0	0	0
Supply & Equipment Control	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1145	C5	Total	1	Mal	0	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1147	C6	Total	2	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
7211	C6	Total	1	Mal	1	1	0	0	0	0	0	0
Communication Equipment	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3015	C8	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1153	C9	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7021	F1	Total	67	Mal	65	51	6	0	6	1	0	1
Firefighter (52 hours)	4	Tot Min	14	Fem	2	2	0	0	0	0	0	0
7013	M4	Total	1	Mal	0	0	0	0	0	0	0	0
Fire Public Education Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7005	F2	Total	39	Mal	33	23	5	1	4	0	0	0
Fire Driver-Operator	4	Tot Min	10	Fem	6	6	0	0	0	0	0	0
7027	F3	Total	3	Mal	3	1	2	0	0	0	0	0
Fire Inspector	4	Tot Min	2	Fem	0	0	0	0	0	0	0	0

# Workforce Analysis

820-Gainesville Fire

820-Gainesville Fire & Rescue

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2		
7009	F3	Total 33	Mal	31	21	7	0	2	0	0	1
Fire Lieutenant	4	Tot Min 10	Fem	2	2	0	0	0	0	0	0
7018	F4	Total 1	Mal	1	1	0	0	0	0	0	0
Fire Training Captain-Hazmat	4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
7007	F4	Total 1	Mal	0	0	0	0	0	0	0	0
Fire Investigative Svcs Off	4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
7017	F4	Total 1	Mal	1	1	0	0	0	0	0	0
Fire Training Captain	4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
4072	M8	Total 1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
7003	F5	Total 6	Mal	6	5	1	0	0	0	0	0
Fire District Chief	1	Tot Min 1	Fem	0	0	0	0	0	0	0	0
7015	M10	Total 1	Mal	1	1	0	0	0	0	0	0
Fire Assistant Chief	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
7001	M11	Total 1	Mal	0	0	0	0	0	0	0	0
Fire Chief Deputy	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0
1039	M13	Total 1	Mal	1	1	0	0	0	0	0	0
Fire Chief	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
<b>Total for 820-Gainesville Fire</b>		<b>Total 163</b>	<b>Mal</b>	<b>145</b>	<b>108</b>	<b>21</b>	<b>1</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>2</b>
		<b>Tot Min 37</b>	<b>Fem</b>	<b>18</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

840-General Services

840-General Services

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2		
0103	HR	Total 1	Mal	1	1	0	0	0	0	0	0
Techs -Temp	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
3013	C5	Total 1	Mal	0	0	0	0	0	0	0	0
Account Clerk	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
3209	C5	Total 3	Mal	3	3	0	0	0	0	0	0
General Services Support Specialist	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0
9603	C7	Total 2	Mal	2	2	0	0	0	0	0	0
Fleet Mechanic 1	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0

# Workforce Analysis

840-General Services

840-General Services

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
9607	C8	Total 13	13	12	0	0	0	1	0
Fleet Mechanic 2	7	Tot Min 1	0	0	0	0	0	0	0
3015	C8	Total 1	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min 0	1	1	0	0	0	0	0
3212	M6	Total 1	0	0	0	0	0	0	0
General Services Support	2	Tot Min 0	1	1	0	0	0	0	0
9615	M7	Total 2	2	2	0	0	0	0	0
Fleet Operations Manager	1	Tot Min 0	0	0	0	0	0	0	0
<b>Total for 840-General Services</b>		Total 24	21	20	0	0	0	1	0
		Tot Min 1	3	3	0	0	0	0	0

850-Parks, Recreatio

850-Parks, Recreation & Cultural Affairs

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
0234	HR	Total 2	0	0	0	0	0	0	0
Server	8	Tot Min 0	2	2	0	0	0	0	0
0109	HR	Total 2	2	2	0	0	0	0	0
Svc/Maintenance - Temp	8	Tot Min 0	0	0	0	0	0	0	0
0201	HR	Total 32	20	20	0	0	0	0	0
Lifeguard - Temp	8	Tot Min 0	12	12	0	0	0	0	0
0218	HR	Total 20	11	6	5	0	0	0	0
Rec Center Monitor - Temp	8	Tot Min 11	9	3	5	1	0	0	0
0230	HR	Total 29	7	3	4	0	0	0	0
Temporary Recreation Assistant	8	Tot Min 19	22	7	15	0	0	0	0
0255	HR	Total 1	0	0	0	0	0	0	0
Support Staff I - Temp	6	Tot Min 1	1	0	1	0	0	0	0
0103	HR	Total 8	5	3	2	0	0	0	0
Techs -Temp	3	Tot Min 3	3	2	1	0	0	0	0
0202	HR	Total 6	3	3	0	0	0	0	0
Swim Instructor Temp	2	Tot Min 1	3	2	1	0	0	0	0
0228	HR	Total 1	1	1	0	0	0	0	0
Temporary Equipment Maintenance	2	Tot Min 0	0	0	0	0	0	0	0

# Workforce Analysis

850-Parks, Recreatio

850-Parks, Recreation & Cultural Affairs

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2		
0226	HR	Total 10	Mal	4	3	0	0	1	0	0	0
Temporary PRCA Supervisor	2	Tot Min 1	Fem	6	6	0	0	0	0	0	0
8009	C1	Total 2	Mal	1	0	1	0	0	0	0	0
Recreation Aide 1	8	Tot Min 2	Fem	1	0	1	0	0	0	0	0
8005	C1	Total 1	Mal	0	0	0	0	0	0	0	0
Golf Course Attendant	8	Tot Min 0	Fem	1	1	0	0	0	0	0	0
5078	C1	Total 1	Mal	1	1	0	0	0	0	0	0
Parks Maintenance Worker 1	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0
8105	C1	Total 4	Mal	4	1	3	0	0	0	0	0
Cultural/Nature Bldg Attend	8	Tot Min 3	Fem	0	0	0	0	0	0	0	0
2203	C3	Total 3	Mal	3	3	0	0	0	0	0	0
Nature Assistant	8	Tot Min 0	Fem	0	0	0	0	0	0	0	0
5079	C3	Total 5	Mal	5	2	3	0	0	0	0	0
Parks Maintenance Worker 2	8	Tot Min 3	Fem	0	0	0	0	0	0	0	0
8011	C4	Total 4	Mal	2	0	2	0	0	0	0	0
Recreation Aide 2	8	Tot Min 3	Fem	2	1	1	0	0	0	0	0
5080	C4	Total 7	Mal	7	5	2	0	0	0	0	0
Parks Maintenance Worker 3	7	Tot Min 2	Fem	0	0	0	0	0	0	0	0
5021	C5	Total 1	Mal	1	1	0	0	0	0	0	0
Irrigation Mech	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
5081	C5	Total 2	Mal	2	2	0	0	0	0	0	0
Parks Maintenance Worker 4	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
5055	C5	Total 1	Mal	1	1	0	0	0	0	0	0
Park Operations Manager	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
3013	C5	Total 1	Mal	0	0	0	0	0	0	0	0
Account Clerk	6	Tot Min 0	Fem	1	1	0	0	0	0	0	0
8012	C5	Total 4	Mal	2	1	1	0	0	0	0	0
Recreation Leader	6	Tot Min 2	Fem	2	1	1	0	0	0	0	0
1145	C5	Total 2	Mal	0	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min 0	Fem	2	2	0	0	0	0	0	0
1147	C6	Total 1	Mal	0	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 1	Fem	1	0	1	0	0	0	0	0

# Workforce Analysis

850-Parks, Recreatio

850-Parks, Recreation & Cultural Affairs

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
3071		C6	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant		6	Tot Min	0	Fem	1	1	0	0	0	0	0
5023		C7	Total	3	Mal	3	0	3	0	0	0	0
Labor Crew Leader 1		7	Tot Min	3	Fem	0	0	0	0	0	0	0
5029		C7	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
4107		C8	Total	3	Mal	1	0	0	1	0	0	0
Marketing Technician		3	Tot Min	1	Fem	2	2	0	0	0	0	0
2201		C8	Total	2	Mal	1	1	0	0	0	0	0
Habitat Naturalist		3	Tot Min	0	Fem	1	1	0	0	0	0	0
8111		M3	Total	1	Mal	0	0	0	0	0	0	0
Grants Program Specialist		2	Tot Min	1	Fem	1	0	1	0	0	0	0
8108		M3	Total	2	Mal	1	1	0	0	0	0	0
Events Coordinator		2	Tot Min	0	Fem	1	1	0	0	0	0	0
5025		C9	Total	2	Mal	2	2	0	0	0	0	0
Labor Crew Leader 2		7	Tot Min	0	Fem	0	0	0	0	0	0	0
5007		C9	Total	1	Mal	1	1	0	0	0	0	0
Cemetery Coordinator		6	Tot Min	0	Fem	0	0	0	0	0	0	0
1153		C9	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
8103		C9	Total	1	Mal	0	0	0	0	0	0	0
Facilities Coordinator		6	Tot Min	0	Fem	1	1	0	0	0	0	0
2210		M4	Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator - PRCA		2	Tot Min	0	Fem	1	1	0	0	0	0	0
2207		M5	Total	5	Mal	2	1	0	0	1	0	0
Program Coordinator		2	Tot Min	2	Fem	3	2	1	0	0	0	0
8015		M5	Total	3	Mal	3	2	1	0	0	0	0
Recreation Supervisor		2	Tot Min	1	Fem	0	0	0	0	0	0	0
5003		M6	Total	1	Mal	1	1	0	0	0	0	0
CITY ARBORIST		2	Tot Min	0	Fem	0	0	0	0	0	0	0
8007		M7	Total	1	Mal	1	1	0	0	0	0	0
Golf Course Manager		1	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

850-Parks, Recreatio

850-Parks, Recreation & Cultural Affairs

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
2205	M7	Total 1	0	0	0	0	0	0	0
Nature Operations Manager	1	Tot Min 0	1	1	0	0	0	0	0
8101	M7	Total 1	1	1	0	0	0	0	0
Cultural Affairs Manager	1	Tot Min 0	0	0	0	0	0	0	0
8013	M7	Total 1	0	0	0	0	0	0	0
Recreation Manager	1	Tot Min 0	1	1	0	0	0	0	0
1058	M10	Total 1	0	0	0	0	0	0	0
Assistant Parks, Recreation and	1	Tot Min 0	1	1	0	0	0	0	0
1057	M12	Total 1	1	1	0	0	0	0	0
Director of Parks, Recreation and	1	Tot Min 0	0	0	0	0	0	0	0
<b>Total for 850-Parks, Recreatio</b>		<b>Total 184</b>	<b>101</b>	<b>71</b>	<b>27</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
		<b>Tot Min 60</b>	<b>83</b>	<b>53</b>	<b>29</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

900-Human Resources

900-Human Resources

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
3048	C5	Total 1	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min 0	1	1	0	0	0	0	0
1223	C5	Total 1	0	0	0	0	0	0	0
Training Technician	6	Tot Min 0	1	1	0	0	0	0	0
1147	C6	Total 2	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 0	2	2	0	0	0	0	0
1209	M2	Total 1	0	0	0	0	0	0	0
HR/OD Representative I	2	Tot Min 1	1	0	1	0	0	0	0
1214	C8	Total 1	1	1	0	0	0	0	0
Compensation Assistant	6	Tot Min 0	0	0	0	0	0	0	0
1153	C9	Total 1	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	1	1	0	0	0	0	0
1224	M4	Total 1	0	0	0	0	0	0	0
HR/OD Representative 2	2	Tot Min 0	1	1	0	0	0	0	0
1219	M5	Total 2	1	1	0	0	0	0	0
Learning & Development Specialist	2	Tot Min 0	1	1	0	0	0	0	0

# Workforce Analysis

## 900-Human Resources 900-Human Resources

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
1225	M6	Total	1	Mal	0	0	0	0	0	0	0
HR/OD Representative, Senior-GPD	2	Tot Min	1	Fem	1	0	1	0	0	0	0
1226	M8	Total	1	Mal	1	0	1	0	0	0	0
Diversity Recruiter	2	Tot Min	1	Fem	0	0	0	0	0	0	0
1218	M8	Total	1	Mal	0	0	0	0	0	0	0
Compensation Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1202	M9	Total	1	Mal	0	0	0	0	0	0	0
Human Resources Manager	1	Tot Min	1	Fem	1	0	1	0	0	0	0
<b>Total for 900-Human Resources</b>		Total	14	Mal	3	2	1	0	0	0	0
		Tot Min	4	Fem	11	8	3	0	0	0	0

## 910-Facilities Manag 910-Facilities Management

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
0105	HR	Total	1	Mal	1	1	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	0	0	0	0	0	0	0
5013	C1	Total	9	Mal	7	2	5	0	0	0	0
Custodial Worker	8	Tot Min	7	Fem	2	0	2	0	0	0	0
5027	C3	Total	1	Mal	1	1	0	0	0	0	0
Maintenance Mechanic 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0
3013	C5	Total	1	Mal	0	0	0	0	0	0	0
Account Clerk	6	Tot Min	0	Fem	1	1	0	0	0	0	0
5029	C7	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
5009	C7	Total	3	Mal	3	3	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
5053	C8	Total	1	Mal	1	1	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
5015	C9	Total	1	Mal	1	1	0	0	0	0	0
Electrician	7	Tot Min	0	Fem	0	0	0	0	0	0	0
5001	C9	Total	2	Mal	2	2	0	0	0	0	0
A/C and Heating Mech	7	Tot Min	0	Fem	0	0	0	0	0	0	0



## Workforce Analysis

### 910-Facilities Manag 910-Facilities Management

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
1153	C9	Total 1	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 1	1	0	1	0	0	0	0
5005	M7	Total 1	1	1	0	0	0	0	0
Facilities Management Manager	1	Tot Min 0	0	0	0	0	0	0	0
<b>Total for 910-Facilities Manag</b>		<b>Total 22</b>	<b>18</b>	<b>13</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Tot Min 8</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### 920-Risk Management 920-Risk Management

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
3002	C3	Total 1	0	0	0	0	0	0	0
Clerk 2	6	Tot Min 0	1	1	0	0	0	0	0
1306	C5	Total 1	0	0	0	0	0	0	0
Medical Assistant	3	Tot Min 1	1	0	1	0	0	0	0
1147	C6	Total 1	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 0	1	1	0	0	0	0	0
3071	C6	Total 1	1	1	0	0	0	0	0
Program Assistant	6	Tot Min 0	0	0	0	0	0	0	0
1302	M3	Total 1	0	0	0	0	0	0	0
Health Services Coordinator	2	Tot Min 0	1	1	0	0	0	0	0
2207	M5	Total 2	1	0	1	0	0	0	0
Program Coordinator	2	Tot Min 2	1	0	1	0	0	0	0
1240	M5	Total 1	0	0	0	0	0	0	0
Analyst	2	Tot Min 0	1	1	0	0	0	0	0
1317	M5	Total 1	1	1	0	0	0	0	0
Injury Care and Prevention	2	Tot Min 0	0	0	0	0	0	0	0
1305	M5	Total 2	0	0	0	0	0	0	0
Occupational Health Nurse	2	Tot Min 2	2	0	2	0	0	0	0
1309	M6	Total 2	2	1	0	0	1	0	0
Safety Specialist	2	Tot Min 1	0	0	0	0	0	0	0
1307	M8	Total 1	1	1	0	0	0	0	0
Workers' Compensation & Loss	2	Tot Min 0	0	0	0	0	0	0	0

## Workforce Analysis

### 920-Risk Management 920-Risk Management

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1303	M8	Total	1	Mal	0	0	0	0	0	0	0
Benefits Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1304	M9	Total	1	Mal	0	0	0	0	0	0	0
Nurse Practitioner	2	Tot Min	1	Fem	1	0	1	0	0	0	0
1059	M11	Total	1	Mal	1	1	0	0	0	0	0
Risk Management Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
<b>Total for 920-Risk Management</b>			<b>Total</b>	<b>Mal</b>	<b>7</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
			<b>Tot Min</b>	<b>Fem</b>	<b>10</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### 960-Communications a 960-Communications and Marketing

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1234	C8	Total	2	Mal	2	1	0	0	1	0	0
Broadcast Digital Media Assistant	3	Tot Min	1	Fem	0	0	0	0	0	0	0
1239	C10	Total	1	Mal	1	1	0	0	0	0	0
Broadcast Technical Services	3	Tot Min	0	Fem	0	0	0	0	0	0	0
6424	M5	Total	1	Mal	0	0	0	0	0	0	0
Marketing & Communication	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1066	M10	Total	1	Mal	1	0	1	0	0	0	0
Communications & Marketing	1	Tot Min	1	Fem	0	0	0	0	0	0	0
<b>Total for 960-Communications a</b>			<b>Total</b>	<b>Mal</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
			<b>Tot Min</b>	<b>Fem</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## **Job Group Analysis**

### **41 C.F.R. 60-2.12**

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

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

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

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

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

# City of Gainesville

January 1, 2016 Annual Affirmative Action Plan

General Government (GG)

## Job Group Analysis

ASCS

ASCS

EEO Code: 6

Job Code & Title		Min	Fem							
7511 - Legal Assistant Senior	#	0	1							
1 Employee	%	0.00	100.00							
1103 - Executive Assistant to	#	3	6							
6 Employees	%	50.00	100.00							
1153 - Executive Assistant Senior	#	1	6							
6 Employees	%	16.67	100.00							
7513 - Legal Assistant II	#	1	5							
5 Employees	%	20.00	100.00							
4132 - Operations Assistant	#	1	1							
1 Employee	%	100.00	100.00							
1148 - Staff Specialist, RTS	#	1	2							
2 Employees	%	50.00	100.00							
3071 - Program Assistant	#	0	6							
7 Employees	%	0.00	85.71							
1147 - Staff Specialist	#	6	19							
19 Employees	%	31.58	100.00							
1145 - Staff Assistant	#	1	4							
4 Employees	%	25.00	100.00							
1144 - Clerk 1 RTS	#	2	2							
3 Employees	%	66.67	66.67							
54 Employees	#	16	52							
	%	29.63	96.30							

# Job Group Analysis

ASFIN

ASFIN

EEO Code: 6

Job Code & Title		Min	Fem							
3214 - Property Control Specialist Senior	#	0	1							
1 Employee	%	0.00	100.00							
3015 - Account Clerk Senior	#	0	7							
8 Employees	%	0.00	87.50							
3061 - Field Collector - Occupational License	#	0	0							
1 Employee	%	0.00	0.00							
1214 - Compensation Assistant	#	0	0							
1 Employee	%	0.00	0.00							
3007 - Account Clerk II	#	3	7							
7 Employees	%	42.86	100.00							
3008 - Account Clerk - RTS	#	0	3							
3 Employees	%	0.00	100.00							
3013 - Account Clerk	#	1	4							
4 Employees	%	25.00	100.00							
3041 - Customer Accounts Rep	#	1	1							
1 Employee	%	100.00	100.00							
3002 - Clerk 2	#	0	1							
1 Employee	%	0.00	100.00							
3000 - Clerk 1	#	0	1							
3 Employees	%	0.00	33.33							
30 Employees	Totals #	5	25							
	Totals %	16.67	83.33							

# Job Group Analysis

ASGEN

ASGEN

EEO Code: 6

Job Code & Title		Min	Fem							
2115 - Solid Waste Collection Inspector	#	1	1							
4 Employees	%	25.00	25.00							
2419 - Bicycle/Pedestrian Coordinator	#	1	0							
1 Employee	%	100.00	0.00							
2311 - Permit & Development Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
3050 - Customer Service Support Specialist 2	#	1	2							
2 Employees	%	50.00	100.00							
7329 - Police Property/Evidence Specialist	#	0	1							
1 Employee	%	0.00	100.00							
7327 - Police Property Specialist	#	0	1							
1 Employee	%	0.00	100.00							
7301 - Court Liaison Specialist	#	0	1							
1 Employee	%	0.00	100.00							
7219 - Dispatcher RTS	#	1	2							
3 Employees	%	33.33	66.67							
1212 - Police Personnel Clerk	#	0	2							
2 Employees	%	0.00	100.00							
9504 - Customer Service Support Specialist 1 - RTS	#	2	2							
2 Employees	%	100.00	100.00							
3211 - Parts Specialist RTS	#	0	1							
3 Employees	%	0.00	33.33							
1315 - Community Program Coordinator	#	1	0							
1 Employee	%	100.00	0.00							
1223 - Training Technician	#	0	1							
1 Employee	%	0.00	100.00							
1211 - Human Resources Technician	#	1	1							
1 Employee	%	100.00	100.00							
3048 - Customer Service Support Specialist 1	#	0	3							
3 Employees	%	0.00	100.00							

# Job Group Analysis

ASGEN

ASGEN

EEO Code: 6

Job Code & Title		Min	Fem							
3209 - General Services Support Specialist	#	0	0							
3 Employees	%	0.00	0.00							
8012 - Recreation Leader	#	2	2							
4 Employees	%	50.00	50.00							
3221 - Supply & Equipment Control Specialist	#	0	0							
1 Employee	%	0.00	0.00							
1123 - Records Technician	#	5	10							
10 Employees	%	50.00	100.00							
7205 - Tel Serve Operator	#	0	0							
1 Employee	%	0.00	0.00							
3215 - Storekeeper 1	#	0	1							
2 Employees	%	0.00	50.00							
48 Employees	Totals #	15	32							
	%	31.25	66.67							

# Job Group Analysis

ASGENa

ASGENa

EEO Code: 6

Job Code & Title		Min	Fem							
0104 - Intern	#	2	2							
4 Employees	%	50.00	50.00							
0255 - Support Staff I - Temp	#	1	1							
1 Employee	%	100.00	100.00							
5 Employees	Totals #	3	3							
	%	60.00	60.00							



# Job Group Analysis

ASPV

ASPV

EEO Code: 6

Job Code & Title		Min	Fem							
3024 - Payroll and Payables Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
2118 - Solid Waste Field Operations Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
3030 - Billing and Collections Supervisor	#	1	1							
1 Employee	%	100.00	100.00							
1119 - Police Records Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
8103 - Facilities Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
5007 - Cemetery Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
1121 - Police Records Supervisor	#	1	0							
1 Employee	%	100.00	0.00							
7 Employees	Totals #	2	4							
	Totals %	28.57	57.14							

# Job Group Analysis

EO

EO

EEO Code: 1

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

# Job Group Analysis

EOa

EOa

EEO Code: 1

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

# Job Group Analysis

OAEM

OAEM

EEO Code: 1

Job Code & Title		Min	Fem							
1019 - City Manager	#	0	0							
1 Employee	%	0.00	0.00							
1015 - City Attorney	#	0	1							
1 Employee	%	0.00	100.00							
1017 - City Auditor	#	0	0							
1 Employee	%	0.00	0.00							
1023 - Clerk of the Commission	#	0	0							
1 Employee	%	0.00	0.00							
1035 - Equal Opportunity Dir	#	1	1							
1 Employee	%	100.00	100.00							
5 Employees	Totals #	1	2							
	%	20.00	40.00							

# Job Group Analysis

OAM

OAM

EEO Code: 1

Job Code & Title		Min	Fem							
1054 - Assistant Public Works Director	#	0	0							
1 Employee	%	0.00	0.00							
1058 - Assistant Parks, Recreation and Cultural Affairs D	#	0	1							
1 Employee	%	0.00	100.00							
7101 - Building Official	#	0	0							
1 Employee	%	0.00	0.00							
7003 - Fire District Chief	#	1	0							
6 Employees	%	16.67	0.00							
9601 - Transit Maintenance Manager	#	0	0							
1 Employee	%	0.00	0.00							
3025 - Accounting Manager	#	0	0							
1 Employee	%	0.00	0.00							
9508 - Transit Operations Manager	#	1	0							
1 Employee	%	100.00	0.00							
1064 - Planning Manager-PUBLIC WORKS	#	0	1							
1 Employee	%	0.00	100.00							
1218 - Compensation Manager	#	0	1							
1 Employee	%	0.00	100.00							
1303 - Benefits Manager	#	0	1							
1 Employee	%	0.00	100.00							
2703 - Community Redevelopment Agency (CRA) Project	#	1	0							
1 Employee	%	100.00	0.00							
9509 - Transit Planner Chief	#	0	0							
1 Employee	%	0.00	0.00							
8013 - Recreation Manager	#	0	1							
1 Employee	%	0.00	100.00							
1403A - Office Manager, Law Office	#	1	1							
1 Employee	%	100.00	100.00							
9615 - Fleet Operations Manager	#	0	0							
2 Employees	%	0.00	0.00							

# Job Group Analysis

OAM

OAM

EEO Code: 1

Job Code & Title		Min	Fem							
8101 - Cultural Affairs Manager	#	0	0							
1 Employee	%	0.00	0.00							
9602 - Assistant Transit Maintenance Manager	#	0	0							
1 Employee	%	0.00	0.00							
5005 - Facilities Management Manager	#	0	0							
2 Employees	%	0.00	0.00							
2702 - Community Redevelopment Agency (CRA) Project	#	1	2							
4 Employees	%	25.00	50.00							
9512 - Assistant Transit Operations Manager	#	0	0							
1 Employee	%	0.00	0.00							
9502 - Department Marketing and Communications Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2205 - Nature Operations Manager	#	0	1							
1 Employee	%	0.00	100.00							
8007 - Golf Course Manager	#	0	0							
1 Employee	%	0.00	0.00							
7349 - Reichert House Youth Program Asst. Director	#	1	0							
1 Employee	%	100.00	0.00							
7351 - Reichert House Youth Program Manager	#	3	0							
3 Employees	%	100.00	0.00							
1402 - Office Manager	#	1	1							
1 Employee	%	100.00	100.00							
9745 - Parking Operations Supervisor	#	0	1							
2 Employees	%	0.00	50.00							
9513 - Transit Fleet Supervisor	#	1	0							
3 Employees	%	33.33	0.00							
9511 - Transit Operations Supervisor	#	5	2							
11 Employees	%	45.45	18.18							

# Job Group Analysis

OAM

OAM

EEO Code: 1

Job Code & Title		Min	Fem							
54 Employees	Totals	#	16	13						
		%	29.63	24.07						

# Job Group Analysis

OAMM

OAMM

EEO Code: 1

Job Code & Title		Min	Fem							
1037 - Finance Director	#	0	0							
1 Employee	%	0.00	0.00							
5204 - Police Major	#	0	0							
1 Employee	%	0.00	0.00							
1065 - Transit Director	#	1	0							
1 Employee	%	100.00	0.00							
1040 - Assistant Finance Director	#	0	1							
1 Employee	%	0.00	100.00							
1063 - Traffic Operations Manager	#	1	0							
1 Employee	%	100.00	0.00							
1057 - Director of Parks, Recreation and Cultural Affairs	#	0	0							
1 Employee	%	0.00	0.00							
1059 - Risk Management Director	#	0	0							
1 Employee	%	0.00	0.00							
2321 - Planning Manager	#	1	0							
1 Employee	%	100.00	0.00							
7001 - Fire Chief Deputy	#	0	1							
1 Employee	%	0.00	100.00							
7309 - Police Captain	#	1	0							
3 Employees	%	33.33	0.00							
2304 - Community Redevelopment Agency Director	#	0	1							
1 Employee	%	0.00	100.00							
2308 - Housing & Community Development Manager	#	1	1							
1 Employee	%	100.00	100.00							
7015 - Fire Assistant Chief	#	0	0							
1 Employee	%	0.00	0.00							
1068 - Strategic Planning Manager	#	0	1							
1 Employee	%	0.00	100.00							
7103 - Code Enforcement Manager	#	0	0							
1 Employee	%	0.00	0.00							



# Job Group Analysis

OAMM

OAMM

EEO Code: 1

Job Code & Title		Min	Fem							
1202 - Human Resources Manager	#	1	1							
1 Employee	%	100.00	100.00							
5061 - Operations Division Manager	#	0	0							
1 Employee	%	0.00	0.00							
3300 - Budget Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2117 - Solid Waste Manager	#	0	0							
1 Employee	%	0.00	0.00							
7347 - Reichert House Youth Program Director	#	1	0							
1 Employee	%	100.00	0.00							
22 Employees	Totals #	7	7							
	%	31.82	31.82							

# Job Group Analysis

OASM

OASM

EEO Code: 1

Job Code & Title		Min	Fem							
1055 - Public Works Director	#	0	1							
1 Employee	%	0.00	100.00							
1022 - Administrative Services Director	#	0	1							
1 Employee	%	0.00	100.00							
1021 - Assistant City Manager	#	1	0							
2 Employees	%	50.00	0.00							
1053 - Police Chief	#	1	0							
1 Employee	%	100.00	0.00							
2303 - Planning & Development Director	#	0	0							
1 Employee	%	0.00	0.00							
1039 - Fire Chief	#	0	0							
1 Employee	%	0.00	0.00							
2300 - Economic Development and Innovation Director	#	0	0							
1 Employee	%	0.00	0.00							
1066 - Communications & Marketing Manager	#	1	0							
1 Employee	%	100.00	0.00							
9 Employees	Totals #	3	2							
	%	33.33	22.22							

# Job Group Analysis

PADM

PADM

EEO Code: 2

Job Code & Title		Min	Fem							
7509 - Litigation Attorney	#	0	1							
2 Employees	%	0.00	50.00							
7505 - City Attorney Utilities	#	0	1							
1 Employee	%	0.00	100.00							
7503 - City Attorney, Senior Assistant	#	0	1							
1 Employee	%	0.00	100.00							
7501 - City Attorney 2, Assistant	#	0	1							
4 Employees	%	0.00	25.00							
1304 - Nurse Practitioner	#	1	1							
1 Employee	%	100.00	100.00							
4074 - Technical Systems Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2403 - Planner Lead	#	1	0							
2 Employees	%	50.00	0.00							
1307 - Workers' Compensation & Loss Control Manager	#	0	0							
1 Employee	%	0.00	0.00							
4072 - Technical Systems Analyst, Sr.	#	0	0							
3 Employees	%	0.00	0.00							
1226 - Diversity Recruiter	#	1	0							
1 Employee	%	100.00	0.00							
2402 - CHIEF Plans Examiner	#	1	0							
1 Employee	%	100.00	0.00							
6049 - Surveyor	#	0	0							
1 Employee	%	0.00	0.00							
2322 - Neighborhood Planning Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2001 - Entomologist	#	1	0							
1 Employee	%	100.00	0.00							
4070 - Technical Systems Analyst 2	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

PADM

PADM

EEO Code: 2

Job Code & Title		Min	Fem							
7011 - Fire Protection Specialist	#	0	0							
2 Employees	%	0.00	0.00							
1225 - HR/OD Representative, Senior-GPD	#	1	1							
1 Employee	%	100.00	100.00							
3115 - Land Rights Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
1400 - Office Coordinator-City Manager	#	1	1							
1 Employee	%	100.00	100.00							
2317 - Planner Senior	#	0	0							
2 Employees	%	0.00	0.00							
1309 - Safety Specialist	#	1	0							
2 Employees	%	50.00	0.00							
5003 - CITY ARBORIST	#	0	0							
1 Employee	%	0.00	0.00							
1205 - Equal Opportunity Specialist	#	0	0							
1 Employee	%	0.00	0.00							
1220 - Equal Opportunity Office Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
1219 - Learning & Development Specialist	#	0	1							
2 Employees	%	0.00	50.00							
2315 - Planner	#	2	2							
3 Employees	%	66.67	66.67							
1305 - Occupational Health Nurse	#	2	2							
2 Employees	%	100.00	100.00							
6142 - Urban Forestry Inspector	#	0	1							
1 Employee	%	0.00	100.00							
1317 - Injury Care and Prevention Specialist	#	0	0							
1 Employee	%	0.00	0.00							
8015 - Recreation Supervisor	#	1	0							
3 Employees	%	33.33	0.00							

# Job Group Analysis

PADM

PADM

EEO Code: 2

Job Code & Title		Min	Fem							
6424 - Marketing & Communication Specialist, Senior	#	0	1							
1 Employee	%	0.00	100.00							
2701 - Community Redevelopment Agency (CRA) Project	#	0	1							
1 Employee	%	0.00	100.00							
9510 - Transit Planner	#	1	0							
2 Employees	%	50.00	0.00							
4068 - Technical Systems Analyst 1	#	0	0							
1 Employee	%	0.00	0.00							
2207 - Program Coordinator	#	4	5							
8 Employees	%	50.00	62.50							
9506 - Transit Marketing and Communications Specialist	#	0	1							
1 Employee	%	0.00	100.00							
9505 - Transit Services Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
7013 - Fire Public Education Specialist	#	0	1							
1 Employee	%	0.00	100.00							
1224 - HR/OD Representative 2	#	0	1							
1 Employee	%	0.00	100.00							
2210 - Program Coordinator - PRCA	#	0	1							
1 Employee	%	0.00	100.00							
2208 - Transit Program Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
8108 - Events Coordinator	#	0	1							
2 Employees	%	0.00	50.00							
2700 - Community Redevelopment Agency (CRA) Project	#	1	2							
2 Employees	%	50.00	100.00							
1302 - Health Services Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
9503 - Transit Marketing & Communications Assistant	#	1	0							
1 Employee	%	100.00	0.00							

# Job Group Analysis

PADM

PADM

EEO Code: 2

Job Code & Title		Min	Fem							
8109 - Special Events & Assignments Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
1209 - HR/OD Representative I	#	1	1							
1 Employee	%	100.00	100.00							
73 Employees	Totals #	22	34							
	%	30.14	46.58							

# Job Group Analysis

PADMa

PADMa

EEO Code: 2

Job Code & Title		Min	Fem							
0105 - Professional - Temp	#	7	16							
23 Employees	%	30.43	69.57							
0226 - Temporary PRCA Supervisor	#	1	6							
10 Employees	%	10.00	60.00							
0228 - Temporary Equipment Maintenance	#	0	0							
1 Employee	%	0.00	0.00							
0202 - Swim Instructor Temp	#	1	3							
6 Employees	%	16.67	50.00							
40 Employees	Totals #	9	25							
	%	22.50	62.50							

# Job Group Analysis

PANA

PANA

EEO Code: 2

Job Code & Title		Min	Fem							
3035 - City Auditor, Assistant	#	0	1							
1 Employee	%	0.00	100.00							
3073 - Pension and Investment Officer	#	0	0							
2 Employees	%	0.00	0.00							
3034 - Auditor, Information Technology	#	1	0							
1 Employee	%	100.00	0.00							
3067 - Intergovernmental Affairs Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
9927 - Auditor, Senior	#	1	1							
1 Employee	%	100.00	100.00							
1070 - Strategic Planner, Sr.	#	0	1							
1 Employee	%	0.00	100.00							
1241 - Analyst Senior	#	1	3							
4 Employees	%	25.00	75.00							
3063 - Grant Fiscal Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
3104 - Buyer, Senior.	#	1	3							
4 Employees	%	25.00	75.00							
2590 - Environmental Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
3212 - General Services Support Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
1036 - Small & Minority Business Procurement Program Coor	#	1	1							
1 Employee	%	100.00	100.00							
1240 - Analyst	#	1	2							
2 Employees	%	50.00	100.00							
3021 - Accountant 2	#	0	1							
2 Employees	%	0.00	50.00							
2316 - GIS Specialist - Planning	#	0	1							
2 Employees	%	0.00	50.00							



# Job Group Analysis

PANA

PANA

EEO Code: 2

Job Code & Title		Min	Fem							
8111 - Grants Program Specialist	#	1	2							
2 Employees	%	50.00	100.00							
27 Employees	Totals #	8	19							
	%	29.63	70.37							

# Job Group Analysis

PENG

PENG

EEO Code: 2

Job Code & Title		Min	Fem							
6071 - Superv Engineer/Project Team Leader	#	0	0							
1 Employee	%	0.00	0.00							
6067 - Engineer Utility Designer 4	#	0	1							
3 Employees	%	0.00	33.33							
6065 - Engineer III/Utility Designer III	#	0	0							
1 Employee	%	0.00	0.00							
5 Employees	Totals #	0	1							
	Totals %	0.00	20.00							

# Job Group Analysis

PRF

PRF

EEO Code: 4

Job Code & Title		Min	Fem							
7017 - Fire Training Captain	#	0	0							
1 Employee	%	0.00	0.00							
7007 - Fire Investigative Svcs Off	#	0	1							
1 Employee	%	0.00	100.00							
7018 - Fire Training Captain-Hazmat	#	0	0							
1 Employee	%	0.00	0.00							
7027 - Fire Inspector	#	2	0							
3 Employees	%	66.67	0.00							
7005 - Fire Driver-Operator	#	10	6							
39 Employees	%	25.64	15.38							
7021 - Firefighter (52 hours)	#	14	2							
67 Employees	%	20.90	2.99							
112 Employees	#	26	9							
	Totals	%	23.21	8.04						

# Job Group Analysis

PRFSP

PRFSP

EEO Code: 4

Job Code & Title		Min	Fem							
7009 - Fire Lieutenant	#	10	2							
33 Employees	%	30.30	6.06							
33 Employees	Totals		#	10	2					
		%	30.30	6.06						

# Job Group Analysis

PRP

PRP

EEO Code: 4

Job Code & Title		Min	Fem							
7313 - Police Corporal	#	4	9							
29 Employees	%	13.79	31.03							
7321A - Police Officer Helicopter Pilot	#	0	0							
1 Employee	%	0.00	0.00							
7325 - Police Officer-Administrative	#	0	0							
1 Employee	%	0.00	0.00							
7321 - Police Officer	#	52	39							
207 Employees	%	25.12	18.84							
7323 - Police Officer (Non-certified)	#	1	0							
1 Employee	%	100.00	0.00							
239 Employees	Totals #	57	48							
	%	23.85	20.08							

# Job Group Analysis

PRPa

PRPa

EEO Code: 4

Job Code & Title		Min	Fem							
0108 - Temporary Police Cadet -2	#	1	1							
2 Employees	%	50.00	50.00							
0107 - Temporary Police Cadet -1	#	0	1							
2 Employees	%	0.00	50.00							
4 Employees										
	Totals									
	#	1	2							
	%	25.00	50.00							

# Job Group Analysis

PRPSP

PRPSP

EEO Code: 4

Job Code & Title		Min	Fem							
7317 - Police Lieutenant	#	2	4							
14 Employees	%	14.29	28.57							
7331 - Police Sergeant	#	8	6							
35 Employees	%	22.86	17.14							
49 Employees	Totals #	10	10							
	%	20.41	20.41							

# Job Group Analysis

PRS

PRS

EEO Code: 4

Job Code & Title		Min	Fem							
7339 - Police Services Technician 3	#	0	0							
1 Employee	%	0.00	0.00							
7337 - Police Services Technician 2	#	3	4							
5 Employees	%	60.00	80.00							
7335 - Police Services Technician 1	#	3	5							
8 Employees	%	37.50	62.50							
7341 - School Crossing Guard	#	15	21							
26 Employees	%	57.69	80.77							
40 Employees	Totals #	21	30							
	%	52.50	75.00							



# Job Group Analysis

SER

SER

EEO Code: 8

Job Code & Title		Min	Fem							
5035 - Maintenance Worker 1	#	4	1							
10 Employees	%	40.00	10.00							
5037 - Maintenance Worker I RTS	#	2	1							
4 Employees	%	50.00	25.00							
5041 - Maintenance Worker 3	#	7	0							
13 Employees	%	53.85	0.00							
8011 - Recreation Aide 2	#	3	2							
4 Employees	%	75.00	50.00							
9627 - Vehicle Svc Attendant RTS	#	4	0							
10 Employees	%	40.00	0.00							
5079 - Parks Maintenance Worker 2	#	3	0							
5 Employees	%	60.00	0.00							
9743 - Parking Operations Attendant 2	#	0	2							
5 Employees	%	0.00	40.00							
2203 - Nature Assistant	#	0	0							
3 Employees	%	0.00	0.00							
5039 - Maintenance Worker 2	#	4	0							
5 Employees	%	80.00	0.00							
5036 - Street Sweeper Operator	#	2	0							
5 Employees	%	40.00	0.00							
5013 - Custodial Worker	#	7	2							
9 Employees	%	77.78	22.22							
8105 - Cultural/Nature Bldg Attend	#	3	0							
4 Employees	%	75.00	0.00							
5078 - Parks Maintenance Worker 1	#	0	0							
1 Employee	%	0.00	0.00							
8005 - Golf Course Attendant	#	0	1							
1 Employee	%	0.00	100.00							
8009 - Recreation Aide 1	#	2	1							
2 Employees	%	100.00	50.00							

# Job Group Analysis

SER

SER

EEO Code: 8

Job Code & Title		Min	Fem							
9741 - Parking Operations Attendant 1	#	2	0							
2 Employees	%	100.00	0.00							
83 Employees	Totals		#	43	10					
	%	51.81	12.05							

# Job Group Analysis

SERa

SERa

EEO Code: 8

Job Code & Title		Min	Fem							
0230 - Temporary Recreation Assistant	#	19	22							
29 Employees	%	65.52	75.86							
0218 - Rec Center Monitor - Temp	#	11	9							
20 Employees	%	55.00	45.00							
0201 - Lifeguard - Temp	#	0	12							
32 Employees	%	0.00	37.50							
0109 - Svc/Maintenance - Temp	#	0	0							
2 Employees	%	0.00	0.00							
0234 - Server	#	0	2							
2 Employees	%	0.00	100.00							
85 Employees										
	Totals									
	#	30	45							
	%	35.29	52.94							

# Job Group Analysis

SERBU

SERBU

EEO Code: 8

Job Code & Title		Min	Fem							
9501 - Transit Operator	#	115	62							
183 Employees	%	62.84	33.88							
183 Employees	Totals		#	115	62					
		%	62.84	33.88						

# Job Group Analysis

SK

SK

EEO Code: 7

Job Code & Title		Min	Fem							
5026 - Labor Crew Leader 2-Public Works	#	1	0							
3 Employees	%	33.33	0.00							
5001 - A/C and Heating Mech	#	0	0							
2 Employees	%	0.00	0.00							
2005 - Stormwater Services Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
5075 - Tree Surgeon 3	#	0	0							
1 Employee	%	0.00	0.00							
5015 - Electrician	#	0	0							
1 Employee	%	0.00	0.00							
5025 - Labor Crew Leader 2	#	0	0							
2 Employees	%	0.00	0.00							
5024 - Labor Crew Leader 1-Public Works	#	4	0							
5 Employees	%	80.00	0.00							
9609 - Fleet Mech II RTS	#	2	0							
9 Employees	%	22.22	0.00							
9607 - Fleet Mechanic 2	#	1	0							
13 Employees	%	7.69	0.00							
5053 - Painter	#	0	0							
1 Employee	%	0.00	0.00							
9605 - Fleet Mechanic I RTS	#	1	0							
5 Employees	%	20.00	0.00							
5009 - Carpenter	#	0	0							
3 Employees	%	0.00	0.00							
9725 - Traffic Signs/Markings Technician, Lead	#	2	0							
4 Employees	%	50.00	0.00							
9603 - Fleet Mechanic 1	#	0	0							
2 Employees	%	0.00	0.00							
5029 - Maintenance Mechanic 2	#	0	0							
2 Employees	%	0.00	0.00							

# Job Group Analysis

SK

SK

EEO Code: 7

Job Code & Title		Min	Fem							
5023 - Labor Crew Leader 1	#	3	0							
3 Employees	%	100.00	0.00							
5032 - Street Sweeper Crew Leader-Public Works	#	1	1							
1 Employee	%	100.00	100.00							
5033 - Maintenance Mechanic Repair & Fabrication Small Eq	#	0	0							
1 Employee	%	0.00	0.00							
5073 - Tree Surgeon 2	#	0	0							
2 Employees	%	0.00	0.00							
5045 - Motor Equipment Operator 1	#	1	0							
1 Employee	%	100.00	0.00							
5055 - Park Operations Manager	#	0	0							
1 Employee	%	0.00	0.00							
5049 - Motor Equipment Operator 3	#	1	0							
12 Employees	%	8.33	0.00							
5042 - Maintenance Worker III RTS	#	0	0							
1 Employee	%	0.00	0.00							
5081 - Parks Maintenance Worker 4	#	0	0							
2 Employees	%	0.00	0.00							
5021 - Irrigation Mech	#	0	0							
1 Employee	%	0.00	0.00							
5034 - Inmate Crew Leader-Public Works	#	0	0							
1 Employee	%	0.00	0.00							
5080 - Parks Maintenance Worker 3	#	2	0							
7 Employees	%	28.57	0.00							
5047 - Motor Equipment Operator 2	#	1	0							
1 Employee	%	100.00	0.00							
5027 - Maintenance Mechanic 1	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

SK

SK

EEO Code: 7

Job Code & Title

89 Employees

Totals

	Min	Fem								
#	20	1								
%	22.47	1.12								

# Job Group Analysis

SKAP

SKAP

EEO Code: 7

Job Code & Title		Min	Fem							
9729 - Traffic Signs/Markings Technician 1	#	1	0							
1 Employee	%	100.00	0.00							
1 Employee	Totals	#	1	0						
		%	100.00	0.00						



# Job Group Analysis

SKSPV

SKSPV

EEO Code: 7

Job Code & Title		Min	Fem							
2310 - Housing & Community Development Supervisor	#	1	1							
1 Employee	%	100.00	100.00							
5063 - Operations Supervisor	#	1	0							
3 Employees	%	33.33	0.00							
7119 - Code Enforcement Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
6 Employees	#	2	1							
	%	33.33	16.67							

# Job Group Analysis

TENG

TENG

EEO Code: 3

Job Code & Title		Min	Fem							
2552 - Technical Support Specialist, Sr.	#	0	0							
1 Employee	%	0.00	0.00							
2550 - Technical Support Specialist III	#	0	0							
2 Employees	%	0.00	0.00							
6043 - Survey Party Chief	#	0	0							
1 Employee	%	0.00	0.00							
6047 - Survey Technician 2	#	1	0							
2 Employees	%	50.00	0.00							
6 Employees										
	Totals	#	1	0						
		%	16.67	0.00						

# Job Group Analysis

TGEN

TGEN

EEO Code: 3

Job Code & Title		Min	Fem							
7113 - Inspector 3	#	0	0							
1 Employee	%	0.00	0.00							
9723 - Traffic Signal Technician, Lead	#	0	0							
2 Employees	%	0.00	0.00							
9009 - Rehabilitation Specialist 2	#	0	0							
1 Employee	%	0.00	0.00							
9732 - Traffic Management System Cabling Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2331 - Plans Examiner 2	#	0	1							
2 Employees	%	0.00	50.00							
1239 - Broadcast Technical Services Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
7111 - Inspector 2	#	0	0							
8 Employees	%	0.00	0.00							
7305 - Latent Fingerprint Examiner	#	0	1							
1 Employee	%	0.00	100.00							
7105 - Code Enforcement Officer	#	1	5							
12 Employees	%	8.33	41.67							
7109 - Inspector I	#	0	1							
2 Employees	%	0.00	50.00							
9717 - Traffic Signal Technician 2	#	1	0							
3 Employees	%	33.33	0.00							
9623 - Transit Vehicle Collision Repair Technician	#	0	0							
1 Employee	%	0.00	0.00							
7315 - Police Crime Analyst	#	2	3							
3 Employees	%	66.67	100.00							
2201 - Habitat Naturalist	#	0	1							
2 Employees	%	0.00	50.00							
4107 - Marketing Technician	#	1	2							
3 Employees	%	33.33	66.67							

# Job Group Analysis

TGEN

TGEN

EEO Code: 3

Job Code & Title		Min	Fem							
1234 - Broadcast Digital Media Assistant Producer	#	1	0							
2 Employees	%	50.00	0.00							
2319 - Planning Assistant	#	1	0							
2 Employees	%	50.00	0.00							
7304 - Forensic Crime Technician	#	0	1							
1 Employee	%	0.00	100.00							
7211 - Communication Equipment Technician	#	0	0							
1 Employee	%	0.00	0.00							
7307 - Photographic Lab Technician	#	0	0							
1 Employee	%	0.00	0.00							
1306 - Medical Assistant	#	1	1							
1 Employee	%	100.00	100.00							
2003 - Mosquito Control Services Technician	#	0	1							
4 Employees	%	0.00	25.00							
55 Employees	Totals #	8	17							
	%	14.55	30.91							

# Job Group Analysis

TGENa

TGENa

EEO Code: 3

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

# Job Group Analysis

TSPV

TSPV

EEO Code: 3

Job Code & Title		Min	Fem							
7114 - Chief Inspector	#	0	0							
1 Employee	%	0.00	0.00							
9731 - Traffic Operations Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
9730 - Traffic Management System Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2318 - GIS Supervisor	#	1	0							
2 Employees	%	50.00	0.00							
5 Employees										
	Totals	#	1	0						
		%	20.00	0.00						

## Availability Analysis

### 41 C.F.R. 60-2.14

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

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the EEO Tabulation 2006-2010 American Community Survey data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

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

#### **ASCS - ASCS**

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

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

#### **ASFIN - ASFIN**

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

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

Factor 2: *Feeder Job Computations ASGENa*- This pool of feeder positions for job group ASGEN - ASGEN 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 - ASGENa**

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

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

Factor 2: *Feeder Job Computations ASCS, ASGEN*- This pool of feeder positions for job group ASPV - ASPV 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.

#### **EO - EO**

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

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

#### **EOa - EOa**

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

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

#### **OAEM - OAEM**

Factor 1: *United States*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group OAEM - OAEM. 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 - OAEM 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 - OAM**

Factor 1: *United States*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group OAM - OAM. 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 - OAM 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 - OAMM**

Factor 1: *United States*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group OAMM - OAMM. 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 - OAMM 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 - OASM**

Factor 1: *United States*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group OASM - OASM. 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 - OASM 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 - PADM**

Factor 1: *United States*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group PADM - PADM. 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 - PADM 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 - PADMa**

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

Factor 1: *United States*- This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group PANA - PANA. 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 - PANA 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 - PENG**

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

Factor 2: *Feeder Job Computations PENG, TENG*- This pool of feeder positions for job group PENG - PENG 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.

### **PRF - PRF**

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

Factor 2: *Feeder Job Computations PRF*- This pool of feeder positions for job group PRF - PRF 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.

### **PRFSP - PRFSP**

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

Factor 2: *Feeder Job Computations PRF*- This pool of feeder positions for job group PRFSP - PRFSP 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.

### **PRP - PRP**

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

### **PRPa - PRPa**

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

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

### **PRPSP - PRPSP**

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

Factor 2: *Feeder Job Computations PRP*- This pool of feeder positions for job group PRPSP -

PRPSP 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.

### **PRS - PRS**

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

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

Factor 2: *Feeder Job Computations SERa*- This pool of feeder positions for job group SER - SER 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.

### **SERa - SERa**

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

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

### **SERBU - SERBU**

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

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

Factor 2: *Feeder Job Computations SKAP*- This pool of feeder positions for job group SK - SK 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.

### **SKAP - SKAP**

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

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

### **SKSPV - SKSPV**

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

### **TENG - TENG**

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

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

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

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

# City of Gainesville

January 1, 2016 Annual Affirmative Action Plan

General Government (GG)

## Availability Factor Computation Form

### ASCS - ASCS

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	20.81	79.09								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	10.40	39.54								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	31.78	81.31								Feeder Job Computations
		Weighted Factor	15.89	40.66								
		Availability	26.30	80.21								

# Availability Factor Computation Form

## ASFIN - ASFIN

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	15.94	92.68									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	11.96	69.51									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	16.67	83.33									Feeder Job Computations
		Weighted Factor	4.17	20.83									
		Availability	16.13	90.34									

# Availability Factor Computation Form

## ASGEN - ASGEN

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	35.03	67.26									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	17.52	33.63									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	60.00	60.00									Feeder Job Computations
		Weighted Factor	30.00	30.00									
		Availability	47.52	63.63									

# Availability Factor Computation Form

## ASGENa - ASGENa

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.76	69.71									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	23.76	69.71									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	23.76	69.71									



# Availability Factor Computation Form

## ASPV - ASPV

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	26.13	41.62									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	30.39	82.35									Feeder Job Computations
		Weighted Factor	30.39	82.35									
		Availability	30.39	82.35									

# Availability Factor Computation Form

## EO - EO

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

# Availability Factor Computation Form

## EOa - EOa

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

# Availability Factor Computation Form

## OAEM - OAEM

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	21.15	39.77									United States
		Weighted Factor	21.15	39.77									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	33.33	22.22									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	21.15	39.77									

# Availability Factor Computation Form

## OAM - OAM

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	30.00	Raw Statistics	21.97	35.52								United States
		Weighted Factor	6.59	10.66								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	70.00	Raw Statistics	29.92	37.01								Feeder Job Computations
		Weighted Factor	20.94	25.91								
		Availability	27.53	36.57								

# Availability Factor Computation Form

## OAMM - OAMM

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	16.70	Raw Statistics	21.75	33.37								United States
		Weighted Factor	3.63	5.57								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	83.30	Raw Statistics	29.63	24.07								Feeder Job Computations
		Weighted Factor	24.68	20.05								
		Availability	28.31	25.62								

# Availability Factor Computation Form

## OASM - OASM

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	20.29	40.77									United States
		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	31.82	31.82									Feeder Job Computations
		Weighted Factor	31.82	31.82									
		Availability	31.82	31.82									

# Availability Factor Computation Form

## PADM - PADM

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	24.11	51.59									United States
		Weighted Factor	12.06	25.80									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	27.43	52.21									Feeder Job Computations
		Weighted Factor	13.72	26.10									
		Availability	25.78	51.91									



# Availability Factor Computation Form

## PADMa - PADMa

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	18.44	40.15									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	18.44	40.15									
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	18.44	40.15									

# Availability Factor Computation Form

## PANA - PANA

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	24.58	51.44									United States
		Weighted Factor	16.39	34.31									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	29.63	70.37									Feeder Job Computations
		Weighted Factor	9.87	23.43									
		Availability	26.26	57.74									

# Availability Factor Computation Form

## PENG - PENG

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	24.97	12.17									United States
		Weighted Factor	16.65	8.12									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	9.09	9.09									Feeder Job Computations
		Weighted Factor	3.03	3.03									
		Availability	19.68	11.15									

# Availability Factor Computation Form

## PRF - PRF

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	25.40	6.12									Florida
		Weighted Factor	14.50	3.49									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	42.90	Raw Statistics	23.21	8.04									Feeder Job Computations
		Weighted Factor	9.96	3.45									
		Availability	24.46	6.94									

# Availability Factor Computation Form

## PRFSP - PRFSP

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	14.27	4.89									Florida
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	23.21	8.04									Feeder Job Computations
		Weighted Factor	23.21	8.04									
		Availability	23.21	8.04									

# Availability Factor Computation Form

## PRP - PRP

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	43.90	Raw Statistics	33.50	18.63									Florida
		Weighted Factor	14.71	8.18									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	56.10	Raw Statistics	50.00	72.73									Feeder Job Computations
		Weighted Factor	28.05	40.80									
		Availability	42.76	48.98									

# Availability Factor Computation Form

## PRPa - PRPa

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

# Availability Factor Computation Form

## PRPSP - PRPSP

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.41	23.02									Florida
		Weighted Factor	23.41	23.02									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	23.85	20.08									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	23.41	23.02									



# Availability Factor Computation Form

## PRS - PRS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	14.77									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.00	14.77									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	0.00	14.77									

# Availability Factor Computation Form

## SER - SER

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	76.50	Raw Statistics	41.65	15.28									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	31.86	11.69									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	23.50	Raw Statistics	35.29	52.94									Feeder Job Computations
		Weighted Factor	8.29	12.44									
		Availability	40.15	24.13									

# Availability Factor Computation Form

## SERa - SERa

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	26.97	31.24									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	26.97	31.24									
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	26.97	31.24									

# Availability Factor Computation Form

## SERBU - SERBU

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	69.81	30.19									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	69.81	30.19									
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	69.81	30.19									

# Availability Factor Computation Form

SK - SK

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	6.70	Raw Statistics	13.04	0.58									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.87	0.04									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	93.30	Raw Statistics	100.00	0.00									Feeder Job Computations
		Weighted Factor	93.30	0.00									
		Availability	94.17	0.04									

# Availability Factor Computation Form

## SKAP - SKAP

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

# Availability Factor Computation Form

## SKSPV - SKSPV

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	15.09	0.00								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	7.54	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	22.47	1.12								Feeder Job Computations
		Weighted Factor	11.24	0.56								
		Availability	18.79	0.56								

# Availability Factor Computation Form

## TENG - TENG

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	30.84	14.17									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	30.84	14.17									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	16.67	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	30.84	14.17									



# Availability Factor Computation Form

## TGEN - TGEN

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	81.80	Raw Statistics	16.30	9.11									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	13.33	7.45									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	18.20	Raw Statistics	14.75	27.87									Feeder Job Computations
		Weighted Factor	2.68	5.07									
		Availability	16.01	12.52									

# Availability Factor Computation Form

## TGENa - TGENa

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 - TSPV

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	15.94	3.16									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	14.75	27.87									Feeder Job Computations
		Weighted Factor	14.75	27.87									
		Availability	14.75	27.87									

## **Comparison of Incumbency vs Estimated Availability**

### **41 C.F.R. 60-2.15**

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

Incumbency vs. Estimated Availability

ASCS		ASCS	
Total Emp 54	Employment %	Min	Fem
	Availability %	29.63	96.30
	Statistical Value	26.30	80.21
ASFIN		ASFIN	
Total Emp 30	Employment %	Min	Fem
	Availability %	16.67	83.33
	Statistical Value	16.13	90.34
			1.299
ASGEN		ASGEN	
Total Emp 48	Employment %	Min	Fem
	Availability %	31.25	66.67
	Statistical Value	47.52	63.63
		2.257	
ASGENa		ASGENa	
Total Emp 5	Employment %	Min	Fem
	Availability %	60.00	60.00
	Statistical Value	23.76	69.71
			0.478E
ASPV		ASPV	
Total Emp 7	Employment %	Min	Fem
	Availability %	28.57	57.14
	Statistical Value	30.39	82.35
		0.638E	0.110E
EO		EO	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	16.10	17.80
		0.839E	0.822E
EOa		EOa	
Total Emp 6	Employment %	Min	Fem
	Availability %	16.67	16.67
	Statistical Value	16.10	17.80
			0.709E

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

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

## Incumbency vs. Estimated Availability

OAEM		OAEM	
Total Emp 5		Min	Fem
	Employment %	20.00	40.00
	Availability %	21.15	39.77
	Statistical Value	0.714E	
OAM		OAM	
Total Emp 54		Min	Fem
	Employment %	29.63	24.07
	Availability %	27.53	36.57
	Statistical Value		1.907
OAMM		OAMM	
Total Emp 22		Min	Fem
	Employment %	31.82	31.82
	Availability %	28.31	25.62
	Statistical Value		
OASM		OASM	
Total Emp 9		Min	Fem
	Employment %	33.33	22.22
	Availability %	31.82	31.82
	Statistical Value		0.415E
PADM		PADM	
Total Emp 73		Min	Fem
	Employment %	30.14	46.58
	Availability %	25.78	51.91
	Statistical Value		0.912
PADMa		PADMa	
Total Emp 40		Min	Fem
	Employment %	22.50	62.50
	Availability %	18.44	40.15
	Statistical Value		
PANA		PANA	
Total Emp 27		Min	Fem
	Employment %	29.63	70.37
	Availability %	26.26	57.74
	Statistical Value		
PENG		PENG	
Total Emp 5		Min	Fem
	Employment %	0.00	20.00
	Availability %	19.68	11.15
	Statistical Value	0.334E	

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

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

## Incumbency vs. Estimated Availability

PRF		PRF	
Total Emp		Min	Fem
112	Employment %	23.21	8.04
	Availability %	24.46	6.94
	Statistical Value	0.307	

PRFSP		PRFSP	
Total Emp		Min	Fem
33	Employment %	30.30	6.06
	Availability %	23.21	8.04
	Statistical Value		0.418

PRP		PRP	
Total Emp		Min	Fem
239	Employment %	23.85	20.08
	Availability %	42.76	48.98
	Statistical Value	5.909	8.936

PRPa		PRPa	
Total Emp		Min	Fem
4	Employment %	25.00	50.00
	Availability %	0.00	0.00
	Statistical Value		

PRPSP		PRPSP	
Total Emp		Min	Fem
49	Employment %	20.41	20.41
	Availability %	23.41	23.02
	Statistical Value	0.496	0.434

PRS		PRS	
Total Emp		Min	Fem
40	Employment %	52.50	75.00
	Availability %	0.00	14.77
	Statistical Value		

SER		SER	
Total Emp		Min	Fem
83	Employment %	51.81	12.05
	Availability %	40.15	24.13
	Statistical Value		2.573

SERa		SERa	
Total Emp		Min	Fem
85	Employment %	35.29	52.94
	Availability %	26.97	31.24
	Statistical Value		

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

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

## Incumbency vs. Estimated Availability

SERBU		SERBU	
Total Emp 183	Employment %	62.84	33.88
	Availability %	69.81	30.19
	Statistical Value	2.053	
SK		SK	
Total Emp 89	Employment %	22.47	1.12
	Availability %	94.17	0.04
	Statistical Value	28.868	
SKAP		SKAP	
Total Emp 1	Employment %	100.00	0.00
	Availability %	0.00	0.00
	Statistical Value		
SKSPV		SKSPV	
Total Emp 6	Employment %	33.33	16.67
	Availability %	18.79	0.56
	Statistical Value		
TENG		TENG	
Total Emp 6	Employment %	16.67	0.00
	Availability %	30.84	14.17
	Statistical Value	0.402E	0.400E
TGEN		TGEN	
Total Emp 55	Employment %	14.55	30.91
	Availability %	16.01	12.52
	Statistical Value	0.296	
TGENa		TGENa	
Total Emp 13	Employment %	30.77	30.77
	Availability %	18.35	43.90
	Statistical Value		0.253E
TSPV		TSPV	
Total Emp 5	Employment %	20.00	0.00
	Availability %	14.75	27.87
	Statistical Value		0.195E

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

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



## Incumbency vs. Estimated Availability

Total Employment: 1389

W - Whole Person Rule

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

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

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

## **Placement Goals**

### **41 C.F.R. 60-2.16**

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

In establishing placement goals, we applied the following principles:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the City established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- In all employment decisions, the City makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity.
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require them to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.
- The placement goals established in this AAP may reflect the City's publicly announced permissible preference for American Indians living on or near an Indian reservation.

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

**Placement Goals**

Job Group & Name	Min	Fem								
ASFIN - ASFIN		90.34								
ASGEN - ASGEN	47.52									
ASPV - ASPV		82.35								
OAM - OAM		36.57								
PADM - PADM		51.91								
PRF - PRF	24.46									
PRP - PRP	42.76	48.98								
PRPSP - PRPSP	23.41	23.02								
SER - SER		24.13								
SERBU - SERBU	69.81									
SK - SK	94.17									
TGENa - TGENa		43.90								
TSPV - TSPV		27.87								

## 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.

#### Composition of the Workforce by Organizational Unit

Of the 22 departments in this AAP, 21 or 95.45% include minorities, and 21 or 95.45% include females. Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or gender discrimination in the selection process.

#### Composition of the Workforce by Job Group

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

- Our analysis indicates that, for minorities, incumbency is less than availability by a statistically significant amount in job groups ASGEN, PRP, SERBU, and SK.
- Our analysis indicates that, for women, incumbency is less than availability by a statistically significant amount in job groups PRP, and SER.
- The City has established affirmative action placement goals and programs to address underutilization, and will continue to make a good faith effort to reach the placement goals established and implement action-oriented programs, which are detailed elsewhere in this AAP.

In establishing placement goals, the following principles apply:

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

to achieve proportional representation or equal results.

- Placement goals are not used to supersede merit selection principles, nor do these placement goals require them 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.

## Personnel Activity

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

### Applicant Flow

During the plan year, October 01, 2014 to September 30, 2015, the City posted the majority of all open positions with local employment agencies. The Human Resources Department accepted applications for open positions, and all persons interested in obtaining employment with the were advised to apply according to our current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

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

The following report summarizes applicant flow by job group:

# City of Gainesville

January 1, 2016 Annual Affirmative Action Plan

General Government (GG)

## Applicant Summary

For Period: 10/1/2014 to 9/30/2015

### EEO Code 1 Officials & Administrators

		Total	Unk Race	Unk Gend	Min	Fem								
OAM	S	3	0	0	1	0								
OAM	P	3	0	0	1	0								
OAMM	S	2	0	0	1	0								
OAMM	P	2	0	0	1	0								

### EEO Code 2 Professionals

		Total	Unk Race	Unk Gend	Min	Fem								
PADM	S	5	0	0	4	2								
PADM	P	5	0	0	4	2								
PADMa	S	28	2	0	8	21								
PADMa	P	28	2	0	8	21								
PANA	S	5	0	0	1	3								
PANA	P	5	0	0	1	3								
PENG	S	2	0	0	0	1								
PENG	P	2	0	0	0	1								

# Applicant Summary

For Period: 10/1/2014 to 9/30/2015

## EEO Code 3 Technicians

		Total	Unk Race	Unk Gend	Min	Fem							
TENG	S	1	0	0	0	0							
TENG	P	1	0	0	0	0							
TGEN	S	13	0	0	3	5							
TGEN	P	13	0	0	3	5							
TGENa	S	12	1	0	1	6							
TGENa	P	12	1	0	1	6							

## EEO Code 4 Protective Service Workers

		Total	Unk Race	Unk Gend	Min	Fem							
PRF	S	16	0	0	2	1							
PRF	P	16	0	0	2	1							
PRP	S	43	0	0	6	12							
PRP	P	43	0	0	6	12							
PRPa	S	2	0	0	0	0							
PRPa	P	2	0	0	0	0							
PRS	S	6	0	0	4	5							
PRS	P	6	0	0	4	5							

# Applicant Summary

For Period: 10/1/2014 to 9/30/2015

## EEO Code 6

## Administrative Support

		Total	Unk Race	Unk Gend	Min	Fem							
ASCS	S	6	1	0	0	6							
ASCS	P	6	1	0	0	6							
ASFIN	S	3	0	0	1	1							
ASFIN	P	3	0	0	1	1							
ASGEN	S	4	0	0	1	1							
ASGEN	P	4	0	0	1	1							
ASGENa	S	2	0	0	2	1							
ASGENa	P	2	0	0	2	1							

## EEO Code 7

## Skilled Workers

		Total	Unk Race	Unk Gend	Min	Fem							
SK	S	2	0	0	0	0							
SK	P	2	0	0	0	0							
SKSPV	S	2	0	0	0	0							
SKSPV	P	2	0	0	0	0							



# Applicant Summary

For Period: 10/1/2014 to 9/30/2015

EEO Code 8

Service

		Total	Unk Race	Unk Gend	Min	Fem								
SER	S	74	0	0	42	5								
SER	P	74	0	0	42	5								
SERa	S	276	11	0	196	209								
SERa	P	276	11	0	196	209								
SERBU	S	157	10	0	96	49								
SERBU	P	157	10	0	96	49								

		Total	Unk Race	Unk Gend	Min	Fem								
Totals	S	664	25	0	369	328								
	%		3.77	0.00	55.57	49.40								
	P	664	25	0	369	328								
	%		3.77	0.00	55.57	49.40								

## Hires

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

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

- Job descriptions have been reviewed and revised to ensure that duties are accurately described, that the experience and education requirements are strictly job-related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity, or any other characteristic protected by applicable law.
- Application forms have been reviewed to ensure that all requested information is job-related, and that the forms comply with all applicable laws. In addition, all forms state that the City is an Equal Opportunity/Affirmative Action Employer.
- Representatives who are briefed in the law with regard to Equal Employment Opportunity/Affirmative Action conducts interviews.
- Tests have been reviewed and are administered and conducted in a non-discriminatory manner.
- All employees are encouraged to refer qualified applicants to the City for employment. In addition, the City has formal recruitment procedures to apprise minority and women's groups, educational institutions, and other referral sources of openings.
- Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicant's knowledge, skills, abilities, and any other job-related criteria.

A review of external hires for the prior plan year indicates the presence of equal employment opportunity and a strong commitment to affirmative action. There were 206 new employees hired during the period from October 01, 2014 to September 30, 2015 including 80 minorities at 39% and 86 women at 42%.

The following report summarizes hiring activity by job group:

# City of Gainesville

January 1, 2016 Annual Affirmative Action Plan

General Government (GG)

## New Hire Summary

For Period: 10/1/2014 to 9/30/2015

	Total	Min	Fem								
EOa - EOa	2	1	0								
OAEM - OAEM	1	0	0								
OAM - OAM	3	1	0								
OAMM - OAMM	1	1	0								
PADM - PADM	7	5	2								
PADMa - PADMa	18	7	14								
PANA - PANA	4	1	2								
PENG - PENG	2	0	1								
TENG - TENG	1	0	0								
TGEN - TGEN	9	1	4								
TGENa - TGENa	7	1	2								
PRF - PRF	8	2	1								
PRP - PRP	18	5	4								
PRPa - PRPa	2	0	0								
PRS - PRS	5	4	4								
ASCS - ASCS	5	0	5								
ASFIN - ASFIN	3	1	1								
ASGEN - ASGEN	2	0	1								
ASGENa - ASGENa	2	1	1								
SK - SK	1	0	0								
SKSPV - SKSPV	1	0	0								
SER - SER	13	8	1								
SERa - SERa	59	23	31								
SERBU - SERBU	32	18	12								
Totals	# 206	80	86								
	%	38.83	41.75								

## Promotion Practices

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

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

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

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

# City of Gainesville

January 1, 2016 Annual Affirmative Action Plan

General Government (GG)

## Promotion Summary by Old Job

For Period: 10/1/2014 to 9/30/2015

	Total	Min	Fem								
OAM - OAM	2	0	0								
OAMM - OAMM	1	0	1								
OASM - OASM	1	0	0								
PADM - PADM	4	3	1								
PADMa - PADMa	9	2	3								
PANA - PANA	2	0	1								
PENG - PENG	1	0	0								
TGEN - TGEN	4	0	0								
TGENa - TGENa	4	2	2								
PRF - PRF	11	3	1								
PRP - PRP	26	9	10								
PRPSP - PRPSP	7	2	3								
PRS - PRS	3	1	1								
ASCS - ASCS	6	1	6								
ASFIN - ASFIN	4	0	3								
ASPV - ASPV	2	1	1								
SK - SK	11	4	0								
SKSPV - SKSPV	2	0	0								
SER - SER	12	8	2								
SERa - SERa	12	3	7								
SERBU - SERBU	34	19	11								
Totals	# 158	58	53								
	%	36.71	33.54								

## Compensation Systems

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

## Terminations

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

A report summarizing terminations by job group follows:

# City of Gainesville

January 1, 2016 Annual Affirmative Action Plan

General Government (GG)

## Termination Summary For Period: 10/1/2014 to 9/30/2015

	Total	Min	Fem								
OAEM - OAEM	2	1	0								
OAM - OAM	5	0	2								
OAMM - OAMM	2	0	0								
OASM - OASM	2	0	0								
PADM - PADM	5	2	2								
PADMa - PADMa	35	17	22								
PANA - PANA	3	0	2								
PENG - PENG	1	0	0								
TENG - TENG	1	0	1								
TGEN - TGEN	2	0	1								
TGENa - TGENa	5	3	4								
PRF - PRF	10	2	2								
PRFSP - PRFSP	5	0	1								
PRP - PRP	13	4	2								
PRPa - PRPa	1	1	1								
PRPSP - PRPSP	3	0	0								
PRS - PRS	3	1	3								
ASCS - ASCS	6	1	6								
ASFIN - ASFIN	2	1	1								
ASGEN - ASGEN	3	1	1								
ASGENa - ASGENa	3	2	2								
SK - SK	8	3	0								
SKAP - SKAP	1	0	0								
SKSPV - SKSPV	2	1	1								
SER - SER	9	8	1								
SERa - SERa	48	16	24								
SERBU - SERBU	34	22	16								
Totals	# 214	86	95								
	%	40.19	44.39								

## Technical Phases of Compliance (as applicable)

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

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



## Development and Implementation of 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. The City has taken further proactive steps to enhance the diversity of the workplace by creating a Diversity Recruiter in Human Resources. The Diversity Recruiter partners with managers and supervisors to develop innovative short and long term organizational diversity recruitment strategies to establish pools of highly qualified and diverse applicants. The Diversity Recruiter will establish comprehensive metrics and utilize the applicant tracking system to effectively monitor, analyze and benchmark the City's progress in workforce diversity initiatives. The addition of this staff member has helped the City enhance diversity efforts.

- The City has analyzed and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions. Due to the use of a position description format, they are and will continue to be consistent for the same position from one organizational unit to another.
- Job descriptions have been and will continue to be reviewed to determine the knowledge, skills, abilities, and other requirements necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity, or other characteristic protected by law.
- Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees, applicants, and recruiting sources as appropriate.
- The City has carefully evaluated the total selection process and it appears to be free from discrimination.
  - We have instructed all supervisory personnel to ensure elimination of discrimination in all personnel actions in which they are involved.
  - The tests administered by the City are job-related and given to all applicants for applicable position.
  - Application forms do not contain questions with potential discriminatory effects.
  - The City does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women.
- The City has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:
- Minority and women, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.
  - The City relies on local employment agencies as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations.

- The City provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.
- Local organizations will continue to be contacted for referrals of potential minority and female employees.
- The City utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.

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

- Where placement goals exist as defined by the OFCCP, we will continue to contact universities, state colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students. We will advise these institutions of our desire to fill job openings in these classifications with minority and female employees. When possible, we will continue to participate in job fair and career day activities and we will consider relevant work experience programs.
- We will continue to contact our normal sources of recruitment and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the period from October 01, 2014 to September 30, 2015, targeted recruitment activities were conducted.
- The City has implemented the following programs and procedures to ensure that minority and female employees are given equal opportunities for promotion:
  - On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher-level jobs. In addition, a tuition reimbursement benefit is also available to all qualified employees.
  - The City utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.
  - Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.
  - Seniority practices are not a problem since the City has no formal seniority system. Promotions are based on merit selection principles.
  - We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.

Special internal training programs are provided as necessary to ensure the achievement of our placement goals. Programs are offered to eligible employees without regard to race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity, or any other characteristic protected by applicable law. We will continue to participate in targeted external training programs.

## **Internal Audit and Reporting System**

### **41 C.F.R. 60-2.17**

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

- The Affirmative Action Manager & Chief Investigator will continue to monitor records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to ensure that the City's non-discriminatory policy is carried out. Procedures are reviewed and revised as problems are identified.
- Top management is and will continue to be informed of any problems that arise in their respective areas so that immediate and appropriate steps can be taken to resolve any issues.
- The City recognizes its responsibility to affirmative action and is committed to fulfilling this responsibility by complying with all government regulations and laws pertaining to equal employment opportunity. As part of this commitment, management will be kept abreast of developments in the affirmative action area. The primary vehicle for communication with management will be periodic affirmative action briefings.
- The Affirmative Action Manager & Chief Investigator will generate reports on a regular basis to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained.
- The City will review and share results with all levels of management as to the degree to which their affirmative action goals and compliance are being attained, and will design and implement corrective actions, including adjustments in programs, as needed.
- Progress on the City's AAP will be discussed at supervisors meetings, and relevant information will be communicated to employees during regular departmental meetings as appropriate.
- The Affirmative Action Manager & Chief Investigator will periodically report to the Equal Opportunity Director and other appropriate City management on the effectiveness of the program and will submit recommendations for improvement.

## Conclusion

The AAP Year, January 1, 2016 through December 31, 2016, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both organizational and employee success.

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

At the close of 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 six areas in which the difference between incumbency versus estimated availability was statistically significant, showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruiting population. Nonetheless, the City expects to continue its successful outreach efforts and to ensure that all applicants and employees are treated fairly, based on job-related criteria and without regard to race, color, national origin, religion, gender, age, sexual orientation, marital status, disability, or gender identity, or any other characteristic protected by applicable law.

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

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

## List of Exhibits