

AFFIRMATIVE ACTION PLAN FOR MINORITIES & WOMEN

**City of Gainesville
General Government**

July 1, 2013 - June 30, 2014

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Preface

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

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

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

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

Introduction

The City of Gainesville, including General Government and Gainesville Regional Utilities is a full service City complete with public safety as well as a five-service utility. The utilities offered include: electricity, water, wastewater, gas and telecommunications. Offering such a wide variety of services to a large customer base, the City recognizes the importance of having a workforce which mirrors the community, we serve. As such, the emphasis on enacting the AAP is even more crucial. With a population in excess of 115,000, representing many different races, ethnicities and lifestyles, the City's goal is to serve everyone equally. In order to accomplish this, many different steps must be taken, from educating both new and current employees, community outreach and education and recruitment of potential candidates for open positions. Each of these steps will be spelled out in greater detail on the following pages.

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

As detailed in the Job Group Analysis, this AAP covers 1,458 employees, including 489 minorities (33.54%) and 498 (34.16%) women. It is expected that these employees will help us to reach mutual goals of profitability and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows the management of the City of Gainesville has a continuing commitment to the practice and implemented action of this AAP.

Responsibility for Implementation

41 C.F.R. 60-2.17

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

1. The duties of the Affirmative Action Officer include:
 - A. Developing policy statements, AAP methods, and internal and external communication techniques. Affirmative action policies and procedures will continue to be developed to ensure an efficient yet positive interaction between the Affirmative Action Officer and the managers charged with employment responsibility.
 - B. Assisting in the identification of problem areas, and developing strategies to eliminate any problems identified.
 - C. Assisting line management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and EEO policies and procedures.
 - D. Designing and implementing monitoring and reporting methods that will:
 - Measure the effectiveness of the City's equal employment and AAP.
 - Indicate any need for remedial action.
 - Determine the degree to which the City's placement goals and objectives are being attained.
 - Provide management with a working understanding of the City's AAP placement goals and objectives.
 - E. Meeting with managers, supervisors, and employees to assure that the company's EEO policies are being followed.
 - F. Ensuring that supervisors understand that their work performance is being evaluated in part on the basis of their demonstrated commitment to equal employment opportunity, and that it is their responsibility to prevent all types of unlawful workplace harassment.
 - G. Serving as a liaison between the City and enforcement agencies.
 - H. Serving as a liaison between the City and appropriate minority and women's organizations, and community action groups concerned with employment opportunities of minorities and women.
 - I. Making contact with predominately female and minority high schools, colleges, and technical schools in the area as needed.
 - J. Keeping management informed of developments in the equal employment opportunity and affirmative action area.

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

Organizational Profile

41 C.F.R. 60-2.11

As one of the diagnostic components of the City of Gainesville's AAP and to conform to applicable regulations, the City has completed a profile of the workforce at the 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, 2015 Annual Affirmative Action Plan

General Government (GG)

Workforce Analysis

620

620-Neighborhood Improvement

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
0103	\$15,727.56	Total 2	Mal	0	0	0	0	0	0	0
Techs -Temp	3	Tot Min 2	Fem	2	0	2	0	0	0	0
0105	\$37,060.05	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	\$37,151.80	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	\$37,127.55	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
3061	\$40,443.31	Total 1	Mal	0	0	0	0	0	0	0
Field Collector - Occupational	6	Tot Min 0	Fem	1	1	0	0	0	0	0
7105	\$46,984.66	Total 10	Mal	6	5	1	0	0	0	0
Code Enforcement Officer	3	Tot Min 1	Fem	4	4	0	0	0	0	0
7119	\$51,454.73	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	\$50,315.82	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	\$64,410.26	Total 2	Mal	0	0	0	0	0	0	0
Housing & Community Development	7	Tot Min 2	Fem	2	0	2	0	0	0	0
2322	\$68,838.49	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	\$74,245.63	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	\$94,357.76	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
Total for 620		Total 26	Mal	11	10	1	0	0	0	0
		Tot Min 10	Fem	15	6	9	0	0	0	0

Workforce Analysis

640

640-Economic Development

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
2300	\$119,289.30	Total 1	1	1	0	0	0	0	0
Economic Development and	1	Tot Min 0	0	0	0	0	0	0	0
Total for 640		Total 1	1	1	0	0	0	0	0
		Tot Min 0	0	0	0	0	0	0	0

660

660-Planning & Development Svcs.

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0105	\$37,060.05	Total 1	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min 1	1	0	0	1	0	0	0
3000	\$19,411.95	Total 1	0	0	0	0	0	0	0
Clerk 1	6	Tot Min 0	1	1	0	0	0	0	0
3048	\$31,830.82	Total 2	1	1	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min 0	1	1	0	0	0	0	0
1147	\$37,151.80	Total 1	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 1	1	0	0	0	1	0	0
2319	\$46,924.59	Total 1	1	1	0	0	0	0	0
Planning Assistant	3	Tot Min 0	0	0	0	0	0	0	0
3050	\$45,878.04	Total 1	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min 1	1	0	1	0	0	0	0
2311	\$46,627.78	Total 1	0	0	0	0	0	0	0
Permit & Development Coordinator	6	Tot Min 0	1	1	0	0	0	0	0
1153	\$46,129.53	Total 1	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	1	1	0	0	0	0	0
2316	\$42,259.40	Total 1	0	0	0	0	0	0	0
GIS Specialist - Planning	2	Tot Min 0	1	1	0	0	0	0	0
7111	\$54,221.23	Total 8	8	8	0	0	0	0	0
Inspector 2	3	Tot Min 0	0	0	0	0	0	0	0
2331	\$57,309.41	Total 2	1	1	0	0	0	0	0
Plans Examiner 2	3	Tot Min 0	1	1	0	0	0	0	0
6142	\$56,728.74	Total 1	0	0	0	0	0	0	0
Urban Forestry Inspector	2	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

660

660-Planning & Development Svcs.

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
2315	\$60,261.33	Total	3	Mal	1	0	1	0	0	0	0
Planner	2	Tot Min	2	Fem	2	1	1	0	0	0	0
7113	\$68,420.15	Total	2	Mal	2	2	0	0	0	0	0
Inspector 3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2317	\$55,308.84	Total	2	Mal	2	2	0	0	0	0	0
Planner Senior	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2590	\$55,922.44	Total	1	Mal	1	1	0	0	0	0	0
Environmental Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0
7011	\$68,154.01	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	\$61,774.13	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	\$67,500.19	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	\$82,716.36	Total	2	Mal	2	1	1	0	0	0	0
Planner Lead	2	Tot Min	1	Fem	0	0	0	0	0	0	0
2404	\$83,699.64	Total	1	Mal	0	0	0	0	0	0	0
Planner Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0
7101	\$82,394.23	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	\$103,506.90	Total	1	Mal	1	0	1	0	0	0	0
Planning Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0
2303	\$130,701.78	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
Total for 660		Total	39	Mal	26	22	3	0	1	0	0
		Tot Min	8	Fem	13	9	2	1	1	0	0

680

680-RTS

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
9507	\$23,976.78	Total	6	Mal	3	1	2	0	0	0	0
Transit Operator Trainee	8	Tot Min	3	Fem	3	2	1	0	0	0	0

Workforce Analysis

680

680-RTS

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
0104	\$13,866.67	Total 3	Mal	1	0	0	1	0	0	0	0
Intern	6	Tot Min 2	Fem	2	1	1	0	0	0	0	0
5037	\$24,844.61	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
1144	\$27,400.53	Total 3	Mal	1	0	1	0	0	0	0	0
Clerk 1 RTS	6	Tot Min 2	Fem	2	1	1	0	0	0	0	0
9627	\$26,517.71	Total 9	Mal	9	5	3	1	0	0	0	0
Vehicle Svc Attendant RTS	8	Tot Min 4	Fem	0	0	0	0	0	0	0	0
9501	\$28,092.77	Total 190	Mal	129	49	62	1	14	0	1	2
Transit Operator	8	Tot Min 124	Fem	61	17	42	0	2	0	0	0
5042	\$36,599.68	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	\$32,336.51	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	\$33,745.50	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	\$37,645.30	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
1148	\$32,053.84	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
7219	\$33,156.73	Total 3	Mal	0	0	0	0	0	0	0	0
Dispatcher RTS	6	Tot Min 1	Fem	3	2	1	0	0	0	0	0
9605	\$40,819.38	Total 7	Mal	7	5	2	0	0	0	0	0
Fleet Mechanic I RTS	7	Tot Min 2	Fem	0	0	0	0	0	0	0	0
9609	\$41,544.23	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
2208	\$43,786.07	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
1221	\$51,488.66	Total 1	Mal	1	1	0	0	0	0	0	0
Transit Operations Trainer	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
9505	\$51,601.76	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

Workforce Analysis

680

680-RTS

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
9506	\$58,252.88	Total 1	Mal	0	0	0	0	0	0
Transit Marketing and	2	Tot Min 0	Fem	1	1	0	0	0	0
9510	\$49,447.72	Total 1	Mal	1	0	0	0	1	0
Transit Planner	2	Tot Min 1	Fem	0	0	0	0	0	0
9511	\$49,893.52	Total 11	Mal	9	6	2	0	1	0
Transit Operations Supervisor	1	Tot Min 5	Fem	2	0	2	0	0	0
9513	\$52,355.97	Total 3	Mal	3	2	1	0	0	0
Transit Fleet Supervisor	1	Tot Min 1	Fem	0	0	0	0	0	0
9502	\$57,758.96	Total 1	Mal	1	1	0	0	0	0
Department Marketing and	1	Tot Min 0	Fem	0	0	0	0	0	0
9512	\$59,007.74	Total 1	Mal	1	1	0	0	0	0
Assistant Transit Operations	1	Tot Min 0	Fem	0	0	0	0	0	0
4072	\$72,537.52	Total 1	Mal	1	1	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min 0	Fem	0	0	0	0	0	0
9509	\$47,305.89	Total 1	Mal	1	1	0	0	0	0
Transit Planner Chief	1	Tot Min 0	Fem	0	0	0	0	0	0
9508	\$75,636.89	Total 1	Mal	1	0	1	0	0	0
Transit Operations Manager	1	Tot Min 1	Fem	0	0	0	0	0	0
9601	\$85,102.84	Total 1	Mal	1	1	0	0	0	0
Transit Maintenance Manager	1	Tot Min 0	Fem	0	0	0	0	0	0
1065	\$113,774.28	Total 1	Mal	1	0	0	0	1	0
Transit Director	1	Tot Min 1	Fem	0	0	0	0	0	0
Total for 680		Total 271	Mal	186	85	76	3	18	1
		Tot Min 154	Fem	85	32	50	0	3	0

700

700-Administrative Services

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0104	\$13,866.67	Total 1	Mal	0	0	0	0	0	0
Intern	6	Tot Min 1	Fem	1	0	0	0	1	0
1241	\$58,146.64	Total 1	Mal	0	0	0	0	0	0
Analyst Senior	2	Tot Min 0	Fem	1	1	0	0	0	0

Workforce Analysis

700

700-Administrative Services

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1070	\$75,460.59	Total 1	0	0	0	0	0	0	0
Strategic Planner, Sr.	2	Tot Min 0	1	1	0	0	0	0	0
1022	\$135,584.07	Total 1	0	0	0	0	0	0	0
Administrative Services Director	1	Tot Min 0	1	1	0	0	0	0	0
Total for 700		Total 4	0	0	0	0	0	0	0
		Tot Min 1	4	3	0	0	1	0	0

710

710-City Commission

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
10011	\$32,828.50	Total 6	4	4	0	0	0	0	0
City Commissioner	1	Tot Min 1	2	1	1	0	0	0	0
10031	\$41,781.77	Total 1	1	1	0	0	0	0	0
Mayor	1	Tot Min 0	0	0	0	0	0	0	0
Total for 710		Total 7	5	5	0	0	0	0	0
		Tot Min 1	2	1	1	0	0	0	0

720

720-Clerk of City Commission

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1103	\$48,565.94	Total 4	0	0	0	0	0	0	0
Executive Assistant to	6	Tot Min 3	4	1	3	0	0	0	0
1023	\$101,024.90	Total 1	1	1	0	0	0	0	0
Clerk of the Commission	1	Tot Min 0	0	0	0	0	0	0	0
Total for 720		Total 5	1	1	0	0	0	0	0
		Tot Min 3	4	1	3	0	0	0	0

730

730-City Manager

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0105	\$37,060.05	Total 1	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

730

730-City Manager

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1153	\$46,129.53	Total 2	Mal	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	Fem	2	2	0	0	0	0
1400	\$58,953.36	Total 1	Mal	0	0	0	0	0	0
Office Coordinator-City Manager	2	Tot Min 1	Fem	1	0	1	0	0	0
3067	\$68,607.00	Total 1	Mal	0	0	0	0	0	0
Intergovernmental Affairs	2	Tot Min 0	Fem	1	1	0	0	0	0
1021	\$135,819.22	Total 2	Mal	2	1	1	0	0	0
Assistant City Manager	1	Tot Min 1	Fem	0	0	0	0	0	0
1019	\$181,132.16	Total 1	Mal	1	1	0	0	0	0
City Manager	1	Tot Min 0	Fem	0	0	0	0	0	0
Total for 730		Total 8	Mal	3	2	1	0	0	0
		Tot Min 2	Fem	5	4	1	0	0	0

740

740-City Auditor

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1103	\$48,565.94	Total 1	Mal	0	0	0	0	0	0
Executive Assistant to	6	Tot Min 0	Fem	1	1	0	0	0	0
9927	\$63,325.28	Total 1	Mal	0	0	0	0	0	0
Auditor, Senior.	2	Tot Min 1	Fem	1	0	1	0	0	0
3035	\$86,945.36	Total 2	Mal	0	0	0	0	0	0
City Auditor, Assistant	2	Tot Min 0	Fem	2	2	0	0	0	0
1017	\$117,710.82	Total 1	Mal	1	1	0	0	0	0
City Auditor	1	Tot Min 0	Fem	0	0	0	0	0	0
Total for 740		Total 5	Mal	1	1	0	0	0	0
		Tot Min 1	Fem	4	3	1	0	0	0

750

750-City Attorney

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
7514	\$35,645.17	Total 1	Mal	0	0	0	0	0	0
Legal Staff Assistant	6	Tot Min 1	Fem	1	0	1	0	0	0

Workforce Analysis

750

750-City Attorney

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
7513	\$47,698.82	Total	4	Mal	0	0	0	0	0	0	0
Legal Assistant	6	Tot Min	0	Fem	4	4	0	0	0	0	0
7511	\$63,201.22	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	\$72,335.56	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
7517	\$67,217.93	Total	1	Mal	1	1	0	0	0	0	0
City Attorney 1, Assistant	2	Tot Min	0	Fem	0	0	0	0	0	0	0
7501	\$95,983.72	Total	3	Mal	2	2	0	0	0	0	0
City Attorney 2, Assistant	2	Tot Min	0	Fem	1	1	0	0	0	0	0
7503	\$99,828.97	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	\$112,886.18	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	\$136,919.03	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	\$161,385.00	Total	1	Mal	0	0	0	0	0	0	0
City Attorney	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 750		Total	16	Mal	4	4	0	0	0	0	0
		Tot Min	2	Fem	12	10	1	1	0	0	0

770

770-Budget & Finance

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
0104	\$13,866.67	Total	1	Mal	0	0	0	0	0	0	0
Intern	6	Tot Min	0	Fem	1	1	0	0	0	0	0
0105	\$37,060.05	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	\$19,411.95	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	\$26,853.22	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

Workforce Analysis

770

770-Budget & Finance

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
3013	\$29,320.66	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	\$38,394.17	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3007	\$37,127.55	Total	5	Mal	0	0	0	0	0	0	0
Account Clerk II	6	Tot Min	1	Fem	5	4	1	0	0	0	0
3061	\$40,443.31	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	\$45,473.55	Total	3	Mal	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min	0	Fem	3	3	0	0	0	0	0
3103	\$42,349.84	Total	1	Mal	0	0	0	0	0	0	0
Buyer 2	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3018	\$48,485.84	Total	2	Mal	1	1	0	0	0	0	0
Financial Services Coordinator	6	Tot Min	1	Fem	1	0	0	0	0	0	1
3214	\$55,893.14	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
3021	\$53,444.83	Total	2	Mal	0	0	0	0	0	0	0
Accountant 2	2	Tot Min	0	Fem	2	2	0	0	0	0	0
3063	\$61,482.71	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
3104	\$63,083.02	Total	3	Mal	0	0	0	0	0	0	0
Buyer, Senior.	2	Tot Min	1	Fem	3	2	0	0	0	0	1
1241	\$58,146.64	Total	3	Mal	1	1	0	0	0	0	0
Analyst Senior	2	Tot Min	1	Fem	2	1	1	0	0	0	0
3024	\$65,841.76	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
3300	\$77,997.87	Total	1	Mal	0	0	0	0	0	0	0
Budget Coordinator	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3029	\$75,982.05	Total	1	Mal	1	1	0	0	0	0	0
Accounting Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
3073	\$81,353.56	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

Workforce Analysis

770

770-Budget & Finance

Job Code & Title		Average Salary & EEO		Total	W	B	A	H	I	P	2
1040		\$111,107.44	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		\$133,492.22	Total 1	Mal	1	1	0	0	0	0	0
Finance Director	1		Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 770			Total 36	Mal	9	9	0	0	0	0	0
			Tot Min 7	Fem	27	20	4	1	0	0	2

780

780-Office of Equal Opportunity

Job Code & Title		Average Salary & EEO		Total	W	B	A	H	I	P	2
1211		\$35,267.86	Total 1	Mal	0	0	0	0	0	0	0
Human Resources Technician	6		Tot Min 1	Fem	1	0	1	0	0	0	0
1036		\$50,440.00	Total 1	Mal	0	0	0	0	0	0	0
Small & Minority Business	2		Tot Min 1	Fem	1	0	1	0	0	0	0
1205		\$52,541.48	Total 1	Mal	1	1	0	0	0	0	0
Equal Opportunity Specialist	2		Tot Min 0	Fem	0	0	0	0	0	0	0
1220		\$59,209.82	Total 1	Mal	0	0	0	0	0	0	0
Equal Opportunity Office Coordinator	2		Tot Min 1	Fem	1	0	1	0	0	0	0
1215		\$75,609.30	Total 1	Mal	0	0	0	0	0	0	0
Equal Opportunity Specialist Senior	2		Tot Min 1	Fem	1	0	1	0	0	0	0
1035		\$107,712.61	Total 1	Mal	1	0	1	0	0	0	0
Equal Opportunity Dir	1		Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 780			Total 6	Mal	2	1	1	0	0	0	0
			Tot Min 5	Fem	4	0	4	0	0	0	0

790

790-Community Development

Job Code & Title		Average Salary & EEO		Total	W	B	A	H	I	P	2
0104		\$13,866.67	Total 1	Mal	0	0	0	0	0	0	0
Intern	6		Tot Min 1	Fem	1	0	1	0	0	0	0
0105		\$37,060.05	Total 1	Mal	0	0	0	0	0	0	0
Professional - Temp	2		Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

790

790-Community Development

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
2700		\$39,191.81	Total	2	Mal	1	1	0	0	0	0	0
Community Redevelopment Agency	2		Tot Min	1	Fem	1	0	1	0	0	0	0
2701		\$48,960.00	Total	1	Mal	0	0	0	0	0	0	0
Community Redevelopment Agency	2		Tot Min	0	Fem	1	1	0	0	0	0	0
2702		\$61,905.80	Total	4	Mal	2	1	1	0	0	0	0
Community Redevelopment Agency	1		Tot Min	1	Fem	2	2	0	0	0	0	0
2704		\$72,675.00	Total	2	Mal	0	0	0	0	0	0	0
Community Redevelopment Agency	1		Tot Min	0	Fem	2	2	0	0	0	0	0
2304		\$118,584.62	Total	1	Mal	1	1	0	0	0	0	0
Community Redevelopment Agency	1		Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 790			Total	12	Mal	4	3	1	0	0	0	0
			Tot Min	3	Fem	8	6	2	0	0	0	0

800

800-Public Works

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
0104		\$13,866.67	Total	3	Mal	2	2	0	0	0	0	0
Intern	6		Tot Min	0	Fem	1	1	0	0	0	0	0
0103		\$15,727.56	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		\$37,060.05	Total	2	Mal	2	2	0	0	0	0	0
Professional - Temp	2		Tot Min	0	Fem	0	0	0	0	0	0	0
9741		\$11,951.58	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
5035		\$24,491.07	Total	9	Mal	9	3	6	0	0	0	0
Maintenance Worker 1	8		Tot Min	6	Fem	0	0	0	0	0	0	0
9743		\$23,313.66	Total	4	Mal	2	2	0	0	0	0	0
Parking Operations Attendant 2	8		Tot Min	0	Fem	2	2	0	0	0	0	0
5071		\$24,666.93	Total	1	Mal	1	1	0	0	0	0	0
Tree Surgeon 1	7		Tot Min	0	Fem	0	0	0	0	0	0	0
5045		\$32,590.69	Total	1	Mal	1	0	1	0	0	0	0
Motor Equipment Operator 1	7		Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

800

800-Public Works

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
3215	\$24,260.81	Total	1	Mal	0	0	0	0	0	0	0
Storekeeper 1	6	Tot Min	0	Fem	1	1	0	0	0	0	0
5039	\$32,107.40	Total	4	Mal	4	2	2	0	0	0	0
Maintenance Worker 2	8	Tot Min	2	Fem	0	0	0	0	0	0	0
9729	\$30,250.17	Total	2	Mal	2	1	1	0	0	0	0
Traffic Signs/Markings Technician 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0
2003	\$33,244.78	Total	3	Mal	2	2	0	0	0	0	0
Mosquito Control Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
5033	\$30,589.94	Total	1	Mal	1	1	0	0	0	0	0
Maintenance Mechanic Repair &	7	Tot Min	0	Fem	0	0	0	0	0	0	0
5041	\$37,000.94	Total	14	Mal	14	8	5	0	1	0	0
Maintenance Worker 3	7	Tot Min	6	Fem	0	0	0	0	0	0	0
5047	\$37,819.51	Total	9	Mal	9	5	4	0	0	0	0
Motor Equipment Operator 2	7	Tot Min	4	Fem	0	0	0	0	0	0	0
3217	\$28,696.10	Total	1	Mal	1	1	0	0	0	0	0
Storekeeper 2	6	Tot Min	0	Fem	0	0	0	0	0	0	0
1145	\$29,830.50	Total	1	Mal	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0
3048	\$31,830.82	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	\$37,151.80	Total	3	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	0	Fem	3	3	0	0	0	0	0
3071	\$38,394.17	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0
6047	\$37,108.45	Total	2	Mal	2	1	1	0	0	0	0
Survey Technician 2	3	Tot Min	1	Fem	0	0	0	0	0	0	0
5023	\$37,899.78	Total	9	Mal	8	4	4	0	0	0	0
Labor Crew Leader 1	7	Tot Min	5	Fem	1	0	1	0	0	0	0
5073	\$38,223.33	Total	1	Mal	1	1	0	0	0	0	0
Tree Surgeon 2	7	Tot Min	0	Fem	0	0	0	0	0	0	0
4132	\$41,884.96	Total	1	Mal	0	0	0	0	0	0	0
Operations Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

800

800-Public Works

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
2548	\$35,697.17	Total 1	Mal	0	0	0	0	0	0
Technical Support Specialist II	3	Tot Min 0	Fem	1	1	0	0	0	0
5049	\$50,680.76	Total 10	Mal	10	10	0	0	0	0
Motor Equipment Operator 3	7	Tot Min 0	Fem	0	0	0	0	0	0
3015	\$45,473.55	Total 1	Mal	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min 0	Fem	1	1	0	0	0	0
3050	\$45,878.04	Total 1	Mal	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0
2419	\$47,913.01	Total 1	Mal	1	0	1	0	0	0
Bicycle/Pedestrian Coordinator	6	Tot Min 1	Fem	0	0	0	0	0	0
3102	\$43,579.27	Total 1	Mal	0	0	0	0	0	0
Public Works Contract Coordinator	2	Tot Min 0	Fem	1	1	0	0	0	0
5025	\$44,727.80	Total 2	Mal	2	1	1	0	0	0
Labor Crew Leader 2	7	Tot Min 1	Fem	0	0	0	0	0	0
5075	\$46,123.17	Total 1	Mal	1	1	0	0	0	0
Tree Surgeon 3	7	Tot Min 0	Fem	0	0	0	0	0	0
2005	\$52,230.88	Total 1	Mal	1	1	0	0	0	0
Stormwater Services Coordinator	7	Tot Min 0	Fem	0	0	0	0	0	0
2115	\$47,616.82	Total 4	Mal	3	2	1	0	0	0
Solid Waste Collection Inspector	6	Tot Min 1	Fem	1	1	0	0	0	0
9717	\$43,307.19	Total 3	Mal	3	2	0	0	0	1
Traffic Signal Technician 2	3	Tot Min 1	Fem	0	0	0	0	0	0
6043	\$52,240.03	Total 1	Mal	1	1	0	0	0	0
Survey Party Chief	3	Tot Min 0	Fem	0	0	0	0	0	0
2316	\$42,259.40	Total 1	Mal	1	1	0	0	0	0
GIS Specialist - Planning	2	Tot Min 0	Fem	0	0	0	0	0	0
2550	\$54,714.72	Total 4	Mal	4	4	0	0	0	0
Technical Support Specialist III	3	Tot Min 0	Fem	0	0	0	0	0	0
2207	\$42,119.62	Total 1	Mal	0	0	0	0	0	0
Program Coordinator	2	Tot Min 0	Fem	1	1	0	0	0	0
1240	\$51,006.31	Total 1	Mal	0	0	0	0	0	0
Analyst	2	Tot Min 1	Fem	1	0	1	0	0	0

Workforce Analysis

800

800-Public Works

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
9725	\$40,287.37	Total 4	Mal	4	2	2	0	0	0	0
Traffic Signs/Markings Technician 2	7	Tot Min 2	Fem	0	0	0	0	0	0	0
5063	\$48,674.55	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	\$57,435.46	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
9723	\$56,605.02	Total 6	Mal	6	6	0	0	0	0	0
Traffic Signal Technician 3	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2318	\$58,258.93	Total 1	Mal	1	1	0	0	0	0	0
GIS Supervisor	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2317	\$55,308.84	Total 1	Mal	1	1	0	0	0	0	0
Planner Senior	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1402	\$50,306.26	Total 1	Mal	0	0	0	0	0	0	0
Office Manager	1	Tot Min 1	Fem	1	0	1	0	0	0	0
9745	\$60,611.85	Total 1	Mal	0	0	0	0	0	0	0
Parking Operations Supervisor	1	Tot Min 0	Fem	1	1	0	0	0	0	0
9731	\$62,873.82	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
6063	\$59,784.82	Total 1	Mal	1	1	0	0	0	0	0
Engineer Utility Designer 2	2	Tot Min 0	Fem	0	0	0	0	0	0	0
2001	\$66,640.00	Total 1	Mal	1	0	0	1	0	0	0
Entomologist	2	Tot Min 1	Fem	0	0	0	0	0	0	0
6049	\$68,972.06	Total 1	Mal	1	1	0	0	0	0	0
Surveyor	2	Tot Min 0	Fem	0	0	0	0	0	0	0
5062	\$57,646.64	Total 1	Mal	1	1	0	0	0	0	0
Assistant Operations Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0
2117	\$66,457.94	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	\$84,251.20	Total 2	Mal	2	2	0	0	0	0	0
Engineer Utility Designer 4	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1064	\$67,102.33	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

Workforce Analysis

800

800-Public Works

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
5061	\$71,229.15	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
6071	\$94,700.00	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	\$88,563.38	Total 1	Mal	1	1	0	0	0	0	0
Traffic Operations Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0
1054	\$115,951.34	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	\$145,829.87	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
Total for 800		Total 143	Mal	119	84	32	1	1	0	0
		Tot Min 40	Fem	24	19	5	0	0	0	0

810

810-Gainesville Police Department

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
7341	\$12,157.60	Total 25	Mal	4	2	2	0	0	0	0
School Crossing Guard	4	Tot Min 12	Fem	21	11	10	0	0	0	0
0108	\$13,260.00	Total 2	Mal	0	0	0	0	0	0	0
Temporary Police Cadet -2	4	Tot Min 2	Fem	2	0	2	0	0	0	0
0107	\$16,494.40	Total 1	Mal	0	0	0	0	0	0	0
Temporary Police Cadet -1	4	Tot Min 0	Fem	1	1	0	0	0	0	0
0103	\$15,727.56	Total 2	Mal	1	0	1	0	0	0	0
Techs -Temp	3	Tot Min 2	Fem	1	0	1	0	0	0	0
0235	\$26,999.86	Total 3	Mal	3	0	3	0	0	0	0
Reichart House Youth Dev Crd	2	Tot Min 3	Fem	0	0	0	0	0	0	0
0105	\$37,060.05	Total 5	Mal	1	1	0	0	0	0	0
Professional - Temp	2	Tot Min 1	Fem	4	3	1	0	0	0	0
3215	\$24,260.81	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	\$25,883.31	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

Workforce Analysis

810

810-Gainesville Police Department

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
7345	\$31,805.90	Total	2	Mal	2	0	2	0	0	0	0
Riechert House Youth Developer	8	Tot Min	2	Fem	0	0	0	0	0	0	0
1123	\$32,717.50	Total	12	Mal	1	0	0	0	0	0	1
Records Technician	6	Tot Min	7	Fem	11	5	6	0	0	0	0
3013	\$29,320.66	Total	1	Mal	0	0	0	0	0	0	0
Account Clerk	6	Tot Min	0	Fem	1	1	0	0	0	0	0
1145	\$29,830.50	Total	1	Mal	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0
1315	\$39,434.30	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
7335	\$30,378.88	Total	7	Mal	4	4	0	0	0	0	0
Police Services Technician 1	4	Tot Min	1	Fem	3	2	1	0	0	0	0
7307	\$32,167.82	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	\$35,826.03	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	\$37,151.80	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	\$38,394.17	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	\$34,093.70	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	\$36,343.63	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	\$40,344.01	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	\$41,926.35	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	\$42,738.38	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	\$43,871.57	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

Workforce Analysis

810

810-Gainesville Police Department

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
3015	\$45,473.55	Total 1	Mal	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min 0	Fem	1	1	0	0	0	0
7315	\$44,765.62	Total 3	Mal	0	0	0	0	0	0
Police Crime Analyst	3	Tot Min 2	Fem	3	1	1	0	0	1
7323	\$38,742.29	Total 6	Mal	4	1	3	0	0	0
Police Officer (Non-certified)	4	Tot Min 4	Fem	2	1	0	0	0	1
7339	\$45,793.28	Total 1	Mal	1	1	0	0	0	0
Police Services Technician 3	4	Tot Min 0	Fem	0	0	0	0	0	0
1119	\$47,066.24	Total 1	Mal	0	0	0	0	0	0
Police Records Coordinator	6	Tot Min 0	Fem	1	1	0	0	0	0
7330	\$47,758.67	Total 1	Mal	1	1	0	0	0	0
Police Property/Evidence Super	6	Tot Min 0	Fem	0	0	0	0	0	0
1103	\$48,565.94	Total 1	Mal	0	0	0	0	0	0
Executive Assistant to	6	Tot Min 0	Fem	1	1	0	0	0	0
7321	\$49,415.96	Total 210	Mal	168	127	27	2	12	0
Police Officer	4	Tot Min 53	Fem	42	30	8	0	4	0
7325	\$53,472.02	Total 1	Mal	1	1	0	0	0	0
Police Officer - Administrative	4	Tot Min 0	Fem	0	0	0	0	0	0
7321A	\$54,600.83	Total 1	Mal	1	1	0	0	0	0
Police Officer Helicopter Pilot	4	Tot Min 0	Fem	0	0	0	0	0	0
4068	\$44,174.00	Total 1	Mal	1	1	0	0	0	0
Technical Systems Analyst 1	2	Tot Min 0	Fem	0	0	0	0	0	0
8015	\$54,827.12	Total 1	Mal	1	0	1	0	0	0
Recreation Supervisor	2	Tot Min 1	Fem	0	0	0	0	0	0
7313	\$60,372.02	Total 26	Mal	20	18	2	0	0	0
Police Corporal	4	Tot Min 3	Fem	6	5	1	0	0	0
7331	\$68,016.53	Total 34	Mal	27	22	3	0	2	0
Police Sergeant	4	Tot Min 7	Fem	7	5	2	0	0	0
4070	\$53,594.91	Total 1	Mal	1	1	0	0	0	0
Technical Systems Analyst 2	2	Tot Min 0	Fem	0	0	0	0	0	0
4072	\$72,537.52	Total 1	Mal	1	1	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min 0	Fem	0	0	0	0	0	0

Workforce Analysis

810

810-Gainesville Police Department

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
7317	\$82,017.92	Total 15	Mal	14	13	0	0	1	0	0	0
Police Lieutenant	4	Tot Min 2	Fem	1	0	0	0	1	0	0	0
4074	\$80,932.05	Total 1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
7309	\$93,992.74	Total 3	Mal	2	1	1	0	0	0	0	0
Police Captain	1	Tot Min 1	Fem	1	1	0	0	0	0	0	0
5204	\$116,771.97	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	\$134,751.28	Total 1	Mal	1	0	1	0	0	0	0	0
Police Chief	1	Tot Min 1	Fem	0	0	0	0	0	0	0	0
Total for 810		Total 396	Mal	268	201	49	2	15	0	0	1
		Tot Min 111	Fem	128	84	37	0	5	0	1	1

820

820-Gainesville Fire & Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
3221	\$16,797.56	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	\$29,830.50	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	\$37,151.80	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	\$19,637.80	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	\$45,473.55	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	\$46,129.53	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	\$46,194.92	Total 77	Mal	74	57	7	0	9	0	0	1
Firefighter (52 hours)	4	Tot Min 17	Fem	3	3	0	0	0	0	0	0
7013	\$49,366.16	Total 1	Mal	0	0	0	0	0	0	0	0
Fire Risk Reduction Specialist/Public 2		Tot Min 0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

820

820-Gainesville Fire & Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2	
7005	\$57,305.19	Total	36	Mal	29	21	6	1	1	0	0	0
Fire Driver-Operator	4	Tot Min	8	Fem	7	7	0	0	0	0	0	0
7027	\$60,633.46	Total	2	Mal	2	0	2	0	0	0	0	0
Fire Inspector	4	Tot Min	2	Fem	0	0	0	0	0	0	0	0
7009	\$66,443.11	Total	30	Mal	28	21	5	0	1	0	0	1
Fire Lieutenant	4	Tot Min	7	Fem	2	2	0	0	0	0	0	0
7018	\$62,969.71	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
7017	\$66,701.96	Total	2	Mal	2	2	0	0	0	0	0	0
Fire Training Captain	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7007	\$69,167.07	Total	1	Mal	0	0	0	0	0	0	0	0
Fire Investigative Svcs Off	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
4072	\$72,537.52	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	\$85,665.45	Total	7	Mal	7	6	1	0	0	0	0	0
Fire District Chief	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7015	\$96,349.56	Total	1	Mal	0	0	0	0	0	0	0	0
Fire Assistant Chief	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7001	\$105,214.73	Total	1	Mal	1	1	0	0	0	0	0	0
Fire Chief Deputy	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1039	\$112,200.00	Total	1	Mal	1	1	0	0	0	0	0	0
Fire Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 820		Total	168	Mal	148	113	21	1	11	0	0	2
		Tot Min	35	Fem	20	20	0	0	0	0	0	0

840

840-General Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2	
0103	\$15,727.56	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	\$29,320.66	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

Workforce Analysis

840

840-General Services

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
3209	\$31,993.24	Total 3	Mal	3	3	0	0	0	0	0
General Services Support Specialist	6	Tot Min 0	Fem	0	0	0	0	0	0	0
9603	\$39,535.19	Total 2	Mal	2	2	0	0	0	0	0
Fleet Mechanic 1	7	Tot Min 0	Fem	0	0	0	0	0	0	0
9607	\$44,792.64	Total 14	Mal	14	13	0	0	0	1	0
Fleet Mechanic 2	7	Tot Min 1	Fem	0	0	0	0	0	0	0
3015	\$45,473.55	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
3212	\$51,697.00	Total 1	Mal	0	0	0	0	0	0	0
General Services Support	2	Tot Min 0	Fem	1	1	0	0	0	0	0
9615	\$71,504.43	Total 2	Mal	2	2	0	0	0	0	0
Fleet Operations Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 840		Total 25	Mal	22	21	0	0	0	1	0
		Tot Min 1	Fem	3	3	0	0	0	0	0

850

850-Parks, Recr & Cultural Affairs

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
0234	\$6,084.00	Total 7	Mal	0	0	0	0	0	0	0
Server	8	Tot Min 1	Fem	7	6	0	0	1	0	0
0207	\$8,247.20	Total 15	Mal	3	3	0	0	0	0	0
Pool Attendant	8	Tot Min 8	Fem	12	4	5	1	0	0	1
0201	\$8,850.40	Total 50	Mal	29	26	0	0	3	0	0
Lifeguard - Temp	8	Tot Min 6	Fem	21	18	0	0	3	0	0
0109	\$8,896.33	Total 12	Mal	11	10	1	0	0	0	0
Svc/Maintenance - Temp	8	Tot Min 2	Fem	1	0	1	0	0	0	0
0218	\$10,272.60	Total 8	Mal	2	0	2	0	0	0	0
Rec Center Monitor - Temp	8	Tot Min 7	Fem	6	1	5	0	0	0	0
0255	\$22,484.80	Total 1	Mal	0	0	0	0	0	0	0
Support Staff I - Temp	6	Tot Min 1	Fem	1	0	1	0	0	0	0
0103	\$15,727.56	Total 11	Mal	5	1	4	0	0	0	0
Techs -Temp	3	Tot Min 9	Fem	6	1	4	0	1	0	0

Workforce Analysis

850

850-Parks, Recr & Cultural Affairs

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
0202	\$9,460.00	Total 13	Mal	4	2	0	0	2	0	0	0
Swim Instructor Temp	2	Tot Min 3	Fem	9	8	0	0	0	0	0	1
0212	\$10,400.00	Total 2	Mal	0	0	0	0	0	0	0	0
Temporary Instructor	2	Tot Min 0	Fem	2	2	0	0	0	0	0	0
0211	\$10,660.00	Total 17	Mal	9	6	0	0	3	0	0	0
Pool Manager	2	Tot Min 4	Fem	8	7	0	0	1	0	0	0
0204	\$17,680.00	Total 15	Mal	5	1	4	0	0	0	0	0
Recreation Counselor I Temp	2	Tot Min 13	Fem	10	1	9	0	0	0	0	0
0206	\$20,800.00	Total 5	Mal	2	0	2	0	0	0	0	0
Site Supervisor Temp	2	Tot Min 4	Fem	3	1	2	0	0	0	0	0
0105	\$37,060.05	Total 4	Mal	1	0	1	0	0	0	0	0
Professional - Temp	2	Tot Min 2	Fem	3	2	1	0	0	0	0	0
8009	\$11,938.27	Total 2	Mal	0	0	0	0	0	0	0	0
Recreation Aide 1	8	Tot Min 2	Fem	2	0	2	0	0	0	0	0
8005	\$11,951.58	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
8105	\$12,396.89	Total 5	Mal	5	1	3	0	0	0	0	1
Cultural/Nature Bldg Attend	8	Tot Min 4	Fem	0	0	0	0	0	0	0	0
5078	\$19,919.29	Total 3	Mal	3	2	1	0	0	0	0	0
Parks Maintenance Worker 1	8	Tot Min 1	Fem	0	0	0	0	0	0	0	0
2203	\$22,769.17	Total 2	Mal	1	1	0	0	0	0	0	0
Nature Assistant	8	Tot Min 0	Fem	1	1	0	0	0	0	0	0
5079	\$25,734.87	Total 6	Mal	6	3	3	0	0	0	0	0
Parks Maintenance Worker 2	8	Tot Min 3	Fem	0	0	0	0	0	0	0	0
8011	\$31,746.68	Total 4	Mal	1	0	1	0	0	0	0	0
Recreation Aide 2	8	Tot Min 3	Fem	3	1	2	0	0	0	0	0
5080	\$29,990.40	Total 8	Mal	8	5	3	0	0	0	0	0
Parks Maintenance Worker 3	7	Tot Min 3	Fem	0	0	0	0	0	0	0	0
5021	\$28,696.10	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	\$35,607.66	Total 3	Mal	3	2	1	0	0	0	0	0
Parks Maintenance Worker 4	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

850

850-Parks, Recr & Cultural Affairs

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
3013	\$29,320.66	Total	1	Mal	0	0	0	0	0	0	0
Account Clerk	6	Tot Min	0	Fem	1	1	0	0	0	0	0
1145	\$29,830.50	Total	2	Mal	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	0	Fem	2	2	0	0	0	0	0
8012	\$32,956.98	Total	2	Mal	2	1	1	0	0	0	0
Recreation Leader	6	Tot Min	1	Fem	0	0	0	0	0	0	0
1147	\$37,151.80	Total	1	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	1	Fem	1	0	1	0	0	0	0
3071	\$38,394.17	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	\$37,899.78	Total	3	Mal	3	2	1	0	0	0	0
Labor Crew Leader 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0
5029	\$39,481.00	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	\$37,043.38	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	\$47,537.57	Total	2	Mal	2	2	0	0	0	0	0
Habitat Naturalist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
8111	\$41,370.00	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	\$47,685.52	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	\$44,727.80	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	\$44,476.43	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	\$46,129.53	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	\$47,529.25	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	\$46,774.79	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

Workforce Analysis

850

850-Parks, Recr & Cultural Affairs

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
2207	\$42,119.62	Total 4	Mal	1	0	1	0	0	0	0
Program Coordinator	2	Tot Min 2	Fem	3	2	1	0	0	0	0
8015	\$54,827.12	Total 1	Mal	1	1	0	0	0	0	0
Recreation Supervisor	2	Tot Min 0	Fem	0	0	0	0	0	0	0
5063	\$48,674.55	Total 1	Mal	1	1	0	0	0	0	0
Operations Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0
5003	\$53,023.12	Total 1	Mal	1	1	0	0	0	0	0
CITY ARBORIST	2	Tot Min 0	Fem	0	0	0	0	0	0	0
8101	\$46,219.29	Total 1	Mal	1	1	0	0	0	0	0
Cultural Affairs Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0
8007	\$50,860.45	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
2205	\$57,483.68	Total 1	Mal	0	0	0	0	0	0	0
Nature Operations Manager	1	Tot Min 0	Fem	1	1	0	0	0	0	0
8013	\$75,755.44	Total 1	Mal	0	0	0	0	0	0	0
Recreation Manager	1	Tot Min 0	Fem	1	1	0	0	0	0	0
1058	\$91,953.91	Total 1	Mal	0	0	0	0	0	0	0
Assistant Parks, Recreation and	1	Tot Min 0	Fem	1	1	0	0	0	0	0
1057	\$104,526.62	Total 1	Mal	1	1	0	0	0	0	0
Director of Parks, Recreation and	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 850		Total 233	Mal	119	80	29	1	8	0	1
		Tot Min 84	Fem	114	69	35	1	6	0	2

900

900-Human Resources

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
3048	\$31,830.82	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
1211	\$35,267.86	Total 1	Mal	0	0	0	0	0	0	0
Human Resources Technician	6	Tot Min 0	Fem	1	1	0	0	0	0	0
1223	\$38,486.24	Total 1	Mal	0	0	0	0	0	0	0
Training Technician	6	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

900

900-Human Resources

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
1147	\$37,151.80	Total	2	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	1	Fem	2	1	1	0	0	0	0
1207	\$36,540.00	Total	1	Mal	0	0	0	0	0	0	0
HR/OD Representative I	2	Tot Min	1	Fem	1	0	1	0	0	0	0
1214	\$38,857.31	Total	1	Mal	1	1	0	0	0	0	0
Compensation Assistant	6	Tot Min	0	Fem	0	0	0	0	0	0	0
1153	\$46,129.53	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
1224	\$47,500.00	Total	1	Mal	0	0	0	0	0	0	0
HR/OD Representative 2	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1219	\$61,147.11	Total	2	Mal	1	1	0	0	0	0	0
Learning & Development Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1218	\$75,624.87	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	\$74,000.00	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
Total for 900		Total	13	Mal	2	2	0	0	0	0	0
		Tot Min	3	Fem	11	8	3	0	0	0	0

910

910-Facilities Management

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
0105	\$37,060.05	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	\$26,123.37	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	\$32,267.25	Total	1	Mal	1	0	1	0	0	0	0
Maintenance Mechanic 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0
5053	\$35,849.63	Total	1	Mal	1	1	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
3013	\$29,320.66	Total	1	Mal	0	0	0	0	0	0	0
Account Clerk	6	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

910

910-Facilities Management

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
5029	\$39,481.00	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	\$41,036.11	Total	3	Mal	3	3	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
5015	\$43,180.18	Total	1	Mal	1	1	0	0	0	0	0
Electrician	7	Tot Min	0	Fem	0	0	0	0	0	0	0
5001	\$52,533.84	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
1153	\$46,129.53	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min	1	Fem	1	0	1	0	0	0	0
5005	\$57,648.25	Total	1	Mal	1	1	0	0	0	0	0
Facilities Management Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 910		Total	22	Mal	18	12	6	0	0	0	0
		Tot Min	9	Fem	4	1	3	0	0	0	0

920

920-Risk Management

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
3002	\$24,302.30	Total	1	Mal	0	0	0	0	0	0	0
Clerk 2	6	Tot Min	0	Fem	1	1	0	0	0	0	0
1145	\$29,830.50	Total	1	Mal	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0
1147	\$37,151.80	Total	1	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3071	\$38,394.17	Total	1	Mal	1	1	0	0	0	0	0
Program Assistant	6	Tot Min	0	Fem	0	0	0	0	0	0	0
1302	\$37,609.00	Total	1	Mal	0	0	0	0	0	0	0
Health Services Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2207	\$42,119.62	Total	2	Mal	1	0	1	0	0	0	0
Program Coordinator	2	Tot Min	2	Fem	1	0	1	0	0	0	0
1240	\$51,006.31	Total	1	Mal	0	0	0	0	0	0	0
Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

920

920-Risk Management

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
1317	\$55,723.33	Total 1	Mal	1	1	0	0	0	0	0
Injury Care and Prevention	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1305	\$56,934.25	Total 2	Mal	0	0	0	0	0	0	0
Occupational Health Nurse	2	Tot Min 2	Fem	2	0	2	0	0	0	0
1309	\$52,225.05	Total 2	Mal	2	1	0	0	1	0	0
Safety Specialist	2	Tot Min 1	Fem	0	0	0	0	0	0	0
1241	\$58,146.64	Total 1	Mal	0	0	0	0	0	0	0
Analyst Senior	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1307	\$75,498.01	Total 1	Mal	1	1	0	0	0	0	0
Workers' Compensation & Loss	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1304	\$88,000.94	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	\$104,070.55	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
Total for 920		Total 17	Mal	7	5	1	0	1	0	0
		Tot Min 7	Fem	10	5	5	0	0	0	0

960

960-Communications and Marketing

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
0103	\$15,727.56	Total 1	Mal	1	1	0	0	0	0	0
Techs -Temp	3	Tot Min 0	Fem	0	0	0	0	0	0	0
1234	\$40,640.70	Total 1	Mal	1	0	0	0	1	0	0
Broadcast Digital Media Assistant	3	Tot Min 1	Fem	0	0	0	0	0	0	0
1239	\$56,479.70	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	\$50,783.16	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	\$80,954.75	Total 1	Mal	1	0	1	0	0	0	0
Communications & Marketing	1	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 960		Total 5	Mal	4	2	1	0	1	0	0
		Tot Min 2	Fem	1	1	0	0	0	0	0

Job Group Analysis

41 C.F.R. 60-2.12

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

In designing our job groups we considered the following elements:

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

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

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

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

General Government (GG)

Job Group Analysis

ASCS

6

EEO Code: 6

Job Code & Title		Min	Fem							
7511 - Legal Assistant Senior	#	0	1							
1 Employee	%	0.00	100.00							
1103 - Executive Assistant to	#	3	6							
6 Employees	%	50.00	100.00							
7513 - Legal Assistant	#	0	4							
4 Employees	%	0.00	100.00							
1153 - Executive Assistant Senior	#	1	7							
7 Employees	%	14.29	100.00							
4132 - Operations Assistant	#	1	1							
1 Employee	%	100.00	100.00							
3071 - Program Assistant	#	0	5							
6 Employees	%	0.00	83.33							
1147 - Staff Specialist	#	7	19							
19 Employees	%	36.84	100.00							
1148 - Staff Specialist, RTS	#	1	2							
2 Employees	%	50.00	100.00							
7514 - Legal Staff Assistant	#	1	1							
1 Employee	%	100.00	100.00							
1145 - Staff Assistant	#	2	6							
6 Employees	%	33.33	100.00							
1144 - Clerk 1 RTS	#	2	2							
3 Employees	%	66.67	66.67							
56 Employees	Totals #	18	54							
	%	32.14	96.43							

Job Group Analysis

ASFIN

6

EEO Code: 6

Job Code & Title		Min	Fem							
3214 - Property Control Specialist Senior	#	0	1							
1 Employee	%	0.00	100.00							
3103 - Buyer 2	#	0	1							
1 Employee	%	0.00	100.00							
3015 - Account Clerk Senior	#	0	7							
7 Employees	%	0.00	100.00							
3061 - Field Collector - Occupational License	#	0	1							
2 Employees	%	0.00	50.00							
1214 - Compensation Assistant	#	0	0							
1 Employee	%	0.00	0.00							
3007 - Account Clerk II	#	2	6							
6 Employees	%	33.33	100.00							
3013 - Account Clerk	#	1	5							
5 Employees	%	20.00	100.00							
3008 - Account Clerk - RTS	#	0	3							
3 Employees	%	0.00	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							
31 Employees	Totals #	4	27							
	Totals %	12.90	87.10							

Job Group Analysis

ASGEN

6

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							
1212 - Police Personnel Clerk	#	0	2							
2 Employees	%	0.00	100.00							
7219 - Dispatcher RTS	#	1	3							
3 Employees	%	33.33	100.00							
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	2							
2 Employees	%	50.00	100.00							
8012 - Recreation Leader	#	1	0							
2 Employees	%	50.00	0.00							
3209 - General Services Support Specialist	#	0	0							
3 Employees	%	0.00	0.00							
3048 - Customer Service Support Specialist 1	#	0	3							
4 Employees	%	0.00	75.00							

Job Group Analysis

ASGEN

6

EEO Code: 6

Job Code & Title		Min	Fem							
3217 - Storekeeper 2	#	0	0							
1 Employee	%	0.00	0.00							
3221 - Supply & Equipment Control Specialist	#	0	0							
1 Employee	%	0.00	0.00							
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							
1123 - Records Technician	#	7	11							
12 Employees	%	58.33	91.67							
7205 - Tel Serve Operator	#	0	0							
1 Employee	%	0.00	0.00							
3215 - Storekeeper 1	#	0	1							
2 Employees	%	0.00	50.00							
51 Employees	Totals #	16	33							
	%	31.37	64.71							

Job Group Analysis

ASGENa

6

EEO Code: 6

Job Code & Title		Min	Fem							
0255 - Support Staff I - Temp	#	1	1							
1 Employee	%	100.00	100.00							
0104 - Intern	#	4	6							
9 Employees	%	44.44	66.67							
10 Employees	#	5	7							
	%	50.00	70.00							
	Totals									

Job Group Analysis

ASPV

6

EEO Code: 6

Job Code & Title		Min	Fem							
3300 - Budget Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
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							
3018 - Financial Services Coordinator	#	1	1							
2 Employees	%	50.00	50.00							
7330 - Police Property/Evidence Super	#	0	0							
1 Employee	%	0.00	0.00							
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							
10 Employees	Totals #	2	5							
	%	20.00	50.00							

Job Group Analysis

EO

1

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

1

EEO Code: 1

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

Job Group Analysis

OAEM

1

EEO Code: 1

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

Job Group Analysis

OAM

1

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							
7 Employees	%	14.29	0.00							
9601 - Transit Maintenance Manager	#	0	0							
1 Employee	%	0.00	0.00							
2404 - Planner Principal	#	0	1							
1 Employee	%	0.00	100.00							
9508 - Transit Operations Manager	#	1	0							
1 Employee	%	100.00	0.00							
2704 - Community Redevelopment Agency (CRA) Manager	#	0	2							
2 Employees	%	0.00	100.00							
1064 - Planning Manager-PUBLIC WORKS	#	0	1							
1 Employee	%	0.00	100.00							
1218 - Compensation Manager	#	0	1							
1 Employee	%	0.00	100.00							
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							
2702 - Community Redevelopment Agency (CRA) Project	#	1	2							
4 Employees	%	25.00	50.00							

Job Group Analysis

OAM

1

EEO Code: 1

Job Code & Title		Min	Fem							
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							
5005 - Facilities Management Manager	#	0	0							
1 Employee	%	0.00	0.00							
5062 - Assistant Operations Manager	#	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							
8101 - Cultural Affairs Manager	#	0	0							
1 Employee	%	0.00	0.00							
9745 - Parking Operations Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
1402 - Office Manager	#	1	1							
1 Employee	%	100.00	100.00							
9513 - Transit Fleet Supervisor	#	1	0							
3 Employees	%	33.33	0.00							
9511 - Transit Operations Supervisor	#	5	2							
11 Employees	%	45.45	18.18							
49 Employees	Totals #	11	15							
	%	22.45	30.61							

Job Group Analysis

OAMM

1

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							
1057 - Director of Parks, Recreation and Cultural Affairs	#	0	0							
1 Employee	%	0.00	0.00							
1063 - Traffic Operations Manager	#	0	0							
1 Employee	%	0.00	0.00							
2304 - Community Redevelopment Agency Director	#	0	0							
1 Employee	%	0.00	0.00							
7001 - Fire Chief Deputy	#	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							
7309 - Police Captain	#	1	1							
3 Employees	%	33.33	33.33							
7015 - Fire Assistant Chief	#	0	1							
1 Employee	%	0.00	100.00							
2308 - Housing & Community Development Manager	#	1	1							
1 Employee	%	100.00	100.00							
7103 - Code Enforcement Manager	#	0	0							
1 Employee	%	0.00	0.00							
1202 - Human Resources Manager	#	1	1							
1 Employee	%	100.00	100.00							

Job Group Analysis

OAMM

1

EEO Code: 1

Job Code & Title		Min	Fem							
5061 - Operations Division Manager	#	0	0							
1 Employee	%	0.00	0.00							
2117 - Solid Waste Manager	#	0	0							
1 Employee	%	0.00	0.00							
19 Employees	Totals #	5	5							
	Totals %	26.32	26.32							

Job Group Analysis

OASM

1

EEO Code: 1

Job Code & Title		Min	Fem							
1055 - Public Works Director	#	0	1							
1 Employee	%	0.00	100.00							
1021 - Assistant City Manager	#	1	0							
2 Employees	%	50.00	0.00							
1022 - Administrative Services Director	#	0	1							
1 Employee	%	0.00	100.00							
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

2

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							
3 Employees	%	0.00	33.33							
1304 - Nurse Practitioner	#	1	1							
1 Employee	%	100.00	100.00							
4074 - Technical Systems Analyst Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2403 - Planner Lead	#	1	0							
2 Employees	%	50.00	0.00							
1215 - Equal Opportunity Specialist Senior	#	1	1							
1 Employee	%	100.00	100.00							
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							
7517 - City Attorney 1, Assistant	#	0	0							
1 Employee	%	0.00	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							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
4070 - Technical Systems Analyst 2	#	0	0							
1 Employee	%	0.00	0.00							
7011 - Fire Protection Specialist	#	0	0							
2 Employees	%	0.00	0.00							
1220 - Equal Opportunity Office Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
1400 - Office Coordinator-City Manager	#	1	1							
1 Employee	%	100.00	100.00							
2317 - Planner Senior	#	0	0							
3 Employees	%	0.00	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							
1309 - Safety Specialist	#	1	0							
2 Employees	%	50.00	0.00							
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 Specialsit	#	0	0							
1 Employee	%	0.00	0.00							
8015 - Recreation Supervisor	#	1	0							
2 Employees	%	50.00	0.00							
6424 - Marketing & Communication Specialist, Senior	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
9510 - Transit Planner	#	1	0							
1 Employee	%	100.00	0.00							
2701 - Community Redevelopment Agency (CRA) Project	#	0	1							
1 Employee	%	0.00	100.00							
4068 - Technical Systems Analyst 1	#	0	0							
1 Employee	%	0.00	0.00							
2207 - Program Coordinator	#	4	5							
7 Employees	%	57.14	71.43							
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							
1221 - Transit Operations Trainer	#	0	0							
1 Employee	%	0.00	0.00							
7013 - Fire Risk Reduction Specialist/Public Information	#	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							
3102 - Public Works Contract Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2700 - Community Redevelopment Agency (CRA) Project	#	1	1							
2 Employees	%	50.00	50.00							
1302 - Health Services Coordinator	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
1207 - HR/OD Representative I	#	1	1							
1 Employee	%	100.00	100.00							
69 Employees	Totals		#	20	32					
		%	28.99	46.38						

Job Group Analysis

PADMa

2

EEO Code: 2

Job Code & Title		Min	Fem							
0105 - Professional - Temp	#	5	12							
17 Employees	%	29.41	70.59							
0235 - Reichart House Youth Dev Crd	#	3	0							
3 Employees	%	100.00	0.00							
0206 - Site Supervisor Temp	#	4	3							
5 Employees	%	80.00	60.00							
0204 - Recreation Counselor I Temp	#	13	10							
15 Employees	%	86.67	66.67							
0211 - Pool Manager	#	4	8							
17 Employees	%	23.53	47.06							
0212 - Temporary Instructor	#	0	2							
2 Employees	%	0.00	100.00							
0202 - Swim Instructor Temp	#	3	9							
13 Employees	%	23.08	69.23							
72 Employees	Totals #	32	44							
	Totals %	44.44	61.11							

Job Group Analysis

PANA

2

EEO Code: 2

Job Code & Title		Min	Fem							
3035 - City Auditor, Assistant	#	0	2							
2 Employees	%	0.00	100.00							
3073 - Pension and Investment Officer	#	0	0							
2 Employees	%	0.00	0.00							
3029 - Accounting Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
1070 - Strategic Planner, Sr.	#	0	1							
1 Employee	%	0.00	100.00							
3067 - Intergovernmental Affairs Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
9927 - Auditor, Senior.	#	1	1							
1 Employee	%	100.00	100.00							
1241 - Analyst Senior	#	1	4							
5 Employees	%	20.00	80.00							
3104 - Buyer, Senior.	#	1	3							
3 Employees	%	33.33	100.00							
3063 - Grant Fiscal Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
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							
3021 - Accountant 2	#	0	2							
2 Employees	%	0.00	100.00							
1240 - Analyst	#	1	2							
2 Employees	%	50.00	100.00							
2316 - GIS Specialist - Planning	#	0	1							
2 Employees	%	0.00	50.00							

Job Group Analysis

PANA

2

EEO Code: 2

Job Code & Title		Min	Fem							
8111 - Grants Program Specialist	#	1	1							
1 Employee	%	100.00	100.00							
27 Employees	Totals #	7	21							
	Totals %	25.93	77.78							

Job Group Analysis

PENG

2

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	0							
2 Employees	%	0.00	0.00							
6063 - Engineer Utility Designer 2	#	0	0							
1 Employee	%	0.00	0.00							
4 Employees	Totals #	0	0							
	Totals %	0.00	0.00							

Job Group Analysis

PRF

4

EEO Code: 4

Job Code & Title		Min	Fem							
7007 - Fire Investigative Svcs Off	#	0	1							
1 Employee	%	0.00	100.00							
7017 - Fire Training Captain	#	0	0							
2 Employees	%	0.00	0.00							
7018 - Fire Training Captain-Hazmat	#	0	0							
1 Employee	%	0.00	0.00							
7027 - Fire Inspector	#	2	0							
2 Employees	%	100.00	0.00							
7005 - Fire Driver-Operator	#	8	7							
36 Employees	%	22.22	19.44							
7021 - Firefighter (52 hours)	#	17	3							
77 Employees	%	22.08	3.90							
119 Employees	Totals #	27	11							
	%	22.69	9.24							

Job Group Analysis

PRFSP

4

EEO Code: 4

Job Code & Title		Min	Fem							
7009 - Fire Lieutenant	#	7	2							
30 Employees	%	23.33	6.67							
30 Employees	Totals		#	7	2					
	%	23.33	6.67							

Job Group Analysis

PRP

4

EEO Code: 4

Job Code & Title		Min	Fem							
7313 - Police Corporal	#	3	6							
26 Employees	%	11.54	23.08							
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	#	53	42							
210 Employees	%	25.24	20.00							
7323 - Police Officer (Non-certified)	#	4	2							
6 Employees	%	66.67	33.33							
244 Employees	Totals #	60	50							
	%	24.59	20.49							

Job Group Analysis

PRPa

4

EEO Code: 4

Job Code & Title		Min	Fem							
0107 - Temporary Police Cadet -1	#	0	1							
1 Employee	%	0.00	100.00							
0108 - Temporary Police Cadet -2	#	2	2							
2 Employees	%	100.00	100.00							
3 Employees										
	Totals									
	#	2	3							
	%	66.67	100.00							

Job Group Analysis

PRPSP

4

EEO Code: 4

Job Code & Title		Min	Fem							
7317 - Police Lieutenant	#	2	1							
15 Employees	%	13.33	6.67							
7331 - Police Sergeant	#	7	7							
34 Employees	%	20.59	20.59							
49 Employees	Totals #	9	8							
	%	18.37	16.33							

Job Group Analysis

PRS

4

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	#	1	3							
7 Employees	%	14.29	42.86							
7341 - School Crossing Guard	#	12	21							
25 Employees	%	48.00	84.00							
38 Employees	Totals #	16	28							
	%	42.11	73.68							

Job Group Analysis

SER

8

EEO Code: 8

Job Code & Title		Min	Fem							
5039 - Maintenance Worker 2	#	2	0							
4 Employees	%	50.00	0.00							
7345 - Riechert House Youth Developer	#	2	0							
2 Employees	%	100.00	0.00							
8011 - Recreation Aide 2	#	3	3							
4 Employees	%	75.00	75.00							
5079 - Parks Maintenance Worker 2	#	3	0							
6 Employees	%	50.00	0.00							
9743 - Parking Operations Attendant 2	#	0	2							
4 Employees	%	0.00	50.00							
2203 - Nature Assistant	#	0	1							
2 Employees	%	0.00	50.00							
9627 - Vehicle Svc Attendant RTS	#	4	0							
9 Employees	%	44.44	0.00							
5013 - Custodial Worker	#	7	2							
9 Employees	%	77.78	22.22							
5035 - Maintenance Worker 1	#	6	0							
9 Employees	%	66.67	0.00							
5078 - Parks Maintenance Worker 1	#	1	0							
3 Employees	%	33.33	0.00							
8105 - Cultural/Nature Bldg Attend	#	4	0							
5 Employees	%	80.00	0.00							
8005 - Golf Course Attendant	#	0	1							
1 Employee	%	0.00	100.00							
9741 - Parking Operations Attendant 1	#	2	0							
2 Employees	%	100.00	0.00							
8009 - Recreation Aide 1	#	2	2							
2 Employees	%	100.00	100.00							
5037 - Maintenance Worker I RTS	#	2	1							
4 Employees	%	50.00	25.00							

Job Group Analysis

SER

8

EEO Code: 8

Job Code & Title

66 Employees

Totals

	Min	Fem								
#	38	12								
%	57.58	18.18								

Job Group Analysis

SERa

8

EEO Code: 8

Job Code & Title		Min	Fem							
0218 - Rec Center Monitor - Temp	#	7	6							
8 Employees	%	87.50	75.00							
0109 - Svc/Maintenance - Temp	#	2	1							
12 Employees	%	16.67	8.33							
0201 - Lifeguard - Temp	#	6	21							
50 Employees	%	12.00	42.00							
0207 - Pool Attendant	#	8	12							
15 Employees	%	53.33	80.00							
0234 - Server	#	1	7							
7 Employees	%	14.29	100.00							
92 Employees										
	Totals									
	#	24	47							
	%	26.09	51.09							

Job Group Analysis

SERBU

8

EEO Code: 8

Job Code & Title		Min	Fem							
9501 - Transit Operator	#	124	61							
190 Employees	%	65.26	32.11							
9507 - Transit Operator Trainee	#	3	3							
6 Employees	%	50.00	50.00							
196 Employees	Totals #	127	64							
	%	64.80	32.65							

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
9725 - Traffic Signs/Markings Technician 2	#	2	0							
4 Employees	%	50.00	0.00							
5001 - A/C and Heating Mech	#	0	0							
2 Employees	%	0.00	0.00							
2005 - Stormwater Services Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
5075 - Tree Surgeon 3	#	0	0							
1 Employee	%	0.00	0.00							
5025 - Labor Crew Leader 2	#	1	0							
4 Employees	%	25.00	0.00							
5015 - Electrician	#	0	0							
1 Employee	%	0.00	0.00							
5049 - Motor Equipment Operator 3	#	0	0							
10 Employees	%	0.00	0.00							
9607 - Fleet Mechanic 2	#	1	0							
14 Employees	%	7.14	0.00							
9609 - Fleet Mech II RTS	#	2	0							
9 Employees	%	22.22	0.00							
5009 - Carpenter	#	0	0							
3 Employees	%	0.00	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							
5073 - Tree Surgeon 2	#	0	0							
1 Employee	%	0.00	0.00							
5023 - Labor Crew Leader 1	#	6	1							
12 Employees	%	50.00	8.33							
9605 - Fleet Mechanic I RTS	#	2	0							
7 Employees	%	28.57	0.00							

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
5047 - Motor Equipment Operator 2	#	4	0							
9 Employees	%	44.44	0.00							
5041 - Maintenance Worker 3	#	6	0							
14 Employees	%	42.86	0.00							
5053 - Painter	#	0	0							
1 Employee	%	0.00	0.00							
5081 - Parks Maintenance Worker 4	#	1	0							
3 Employees	%	33.33	0.00							
5033 - Maintenance Mechanic Repair & Fabrication Small Eq	#	0	0							
1 Employee	%	0.00	0.00							
5021 - Irrigation Mech	#	0	0							
1 Employee	%	0.00	0.00							
5042 - Maintenance Worker III RTS	#	0	0							
1 Employee	%	0.00	0.00							
5080 - Parks Maintenance Worker 3	#	3	0							
8 Employees	%	37.50	0.00							
5045 - Motor Equipment Operator 1	#	1	0							
1 Employee	%	100.00	0.00							
5027 - Maintenance Mechanic 1	#	1	0							
1 Employee	%	100.00	0.00							
113 Employees	Totals #	30	1							
	%	26.55	0.88							

Job Group Analysis

SKAP

7

EEO Code: 7

Job Code & Title		Min	Fem							
9729 - Traffic Signs/Markings Technician 1	#	1	0							
2 Employees	%	50.00	0.00							
5071 - Tree Surgeon 1	#	0	0							
1 Employee	%	0.00	0.00							
3 Employees	Totals #	1	0							
	%	33.33	0.00							

Job Group Analysis

SKSPV

7

EEO Code: 7

Job Code & Title		Min	Fem							
2310 - Housing & Community Development Supervisor	#	2	2							
2 Employees	%	100.00	100.00							
7119 - Code Enforcement Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
5063 - Operations Supervisor	#	1	0							
4 Employees	%	25.00	0.00							
8 Employees										
	Totals									
	#	3	2							
	%	37.50	25.00							

Job Group Analysis

TENG

3

EEO Code: 3

Job Code & Title		Min	Fem							
2550 - Technical Support Specialist III	#	0	0							
4 Employees	%	0.00	0.00							
6043 - Survey Party Chief	#	0	0							
1 Employee	%	0.00	0.00							
2548 - Technical Support Specialist II	#	0	1							
1 Employee	%	0.00	100.00							
6047 - Survey Technician 2	#	1	0							
2 Employees	%	50.00	0.00							
8 Employees										
	Totals	#	1	1						
		%	12.50	12.50						

Job Group Analysis

TGEN

3

EEO Code: 3

Job Code & Title		Min	Fem							
7113 - Inspector 3	#	0	0							
2 Employees	%	0.00	0.00							
9723 - Traffic Signal Technician 3	#	0	0							
6 Employees	%	0.00	0.00							
9009 - Rehabilitation Specialist 2	#	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							
7105 - Code Enforcement Officer	#	1	4							
10 Employees	%	10.00	40.00							
9717 - Traffic Signal Technician 2	#	1	0							
3 Employees	%	33.33	0.00							
2201 - Habitat Naturalist	#	0	0							
2 Employees	%	0.00	0.00							
7315 - Police Crime Analyst	#	2	3							
3 Employees	%	66.67	100.00							
1234 - Broadcast Digital Media Assistant Producer	#	1	0							
1 Employee	%	100.00	0.00							
4107 - Marketing Technician	#	1	2							
3 Employees	%	33.33	66.67							
2319 - Planning Assistant	#	0	0							
1 Employee	%	0.00	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							

Job Group Analysis

TGEN

3

EEO Code: 3

Job Code & Title		Min	Fem							
7307 - Photographic Lab Technician	#	0	0							
1 Employee	%	0.00	0.00							
2003 - Mosquito Control Services Technician	#	0	1							
3 Employees	%	0.00	33.33							
49 Employees	Totals #	6	12							
	%	12.24	24.49							

Job Group Analysis

TGENa

3

EEO Code: 3

Job Code & Title		Min	Fem							
0103 - Techs -Temp	#	13	9							
18 Employees	%	72.22	50.00							
18 Employees	#	13	9							
Totals	%	72.22	50.00							

Job Group Analysis

TSPV

3

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							
2318 - GIS Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
3 Employees	Totals #	0	0							
	%	0.00	0.00							

Availability Analysis

41 C.F.R. 60-2.14

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

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

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

ASCS - 6

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

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

ASFIN - 6

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

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

ASGEN - 6

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

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

ASGENa - 6

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

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

ASPV - 6

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

reasonably would seek workers to fill positions in job group ASPV - 6. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

EO - 1

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

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

EOa - 1

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

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

OAEM - 1

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

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

OAM - 1

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

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

OAMM - 1

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

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

OASM - 1

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

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

PADM - 2

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PADM - 2. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

PADMa - 2

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

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

PANA - 2

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PANA - 2. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

PENG - 2

Factor 1: *United States* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PENG - 2. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

PRF - 4

Factor 1: *Florida* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PRF - 4. 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 - 4 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 - 4

Factor 1: *Florida* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PRFSP - 4. 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 - 4 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 - 4

Factor 1: *Florida* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PRP - 4. 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 - 4 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 - 4

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PRPa - 4. 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 - 4

Factor 1: *Florida* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PRPSP - 4. 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 - 4 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 - 4

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group PRS - 4. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

SER - 8

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group SER - 8. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations SERa* - This pool of feeder positions for job group SER - 8 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 - 8

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group SERa - 8. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

SERBU - 8

Factor 1: *Gainesville, FL Metropolitan Statistical Area* - This is the geographical area from which the usually seeks or reasonably would seek workers to fill positions in job group SERBU - 8. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations SERBU* - This pool of feeder positions for job group SERBU - 8 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.

SK - 7

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

Factor 2: *Feeder Job Computations SKAP* - This pool of feeder positions for job group SK - 7 was chosen based on reasonable paths of progression within the and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

SKAP - 7

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

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

SKSPV - 7

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

Factor 2: *Feeder Job Computations SK* - This pool of feeder positions for job group SKSPV - 7 was chosen based on reasonable paths of progression within the and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

TENG - 3

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

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

TGEN - 3

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

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

TGENa - 3

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

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

TSPV - 3

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

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

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

General Government (GG)

Availability Factor Computation Form

ASCS - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	19.96	80.25								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	14.97	60.19								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	33.33	80.34								Feeder Job Computations
		Weighted Factor	8.33	20.08								
		Availability	23.30	80.28								

Availability Factor Computation Form

ASFIN - 6

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	67.00	Raw Statistics	16.56	89.01									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	11.10	59.64									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.00	Raw Statistics	12.90	87.10									Feeder Job Computations
		Weighted Factor	4.26	28.74									
		Availability	15.36	88.38									

Availability Factor Computation Form

ASGEN - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	36.65	66.94								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	27.49	50.20								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	50.00	70.00								Feeder Job Computations
		Weighted Factor	12.50	17.50								
		Availability	39.99	67.71								

Availability Factor Computation Form

ASGENa - 6

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.34	69.43									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	24.34	69.43									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	24.34	69.43									

Availability Factor Computation Form

ASPV - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	30.00	Raw Statistics	29.35	52.92								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	8.80	15.88								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	70.00	Raw Statistics	31.78	81.31								Feeder Job Computations
		Weighted Factor	22.25	56.92								
		Availability	31.06	72.80								

Availability Factor Computation Form

EO - 1

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 - 1

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 - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	19.79	40.90									United States
		Weighted Factor	15.83	32.72									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	33.33	22.22									Feeder Job Computations
		Weighted Factor	6.67	4.44									
		Availability	22.50	37.16									

Availability Factor Computation Form

OAM - 1

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	25.00	Raw Statistics	23.00	27.67								United States
		Weighted Factor	5.75	6.92								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	75.00	Raw Statistics	26.27	39.83								Feeder Job Computations
		Weighted Factor	19.70	29.87								
		Availability	25.45	36.79								

Availability Factor Computation Form

OAMM - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	33.30	Raw Statistics	22.38	31.69									United States
		Weighted Factor	7.45	10.55									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	66.70	Raw Statistics	22.45	30.61									Feeder Job Computations
		Weighted Factor	14.97	20.42									
		Availability	22.42	30.97									

Availability Factor Computation Form

OASM - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	19.94	40.77									United States
		Weighted Factor	14.96	30.58									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	26.32	26.32									Feeder Job Computations
		Weighted Factor	6.58	6.58									
		Availability	21.54	37.16									

Availability Factor Computation Form

PADM - 2

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	60.00	Raw Statistics	22.54	50.13									United States
		Weighted Factor	13.52	30.08									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.00	Raw Statistics	36.88	53.90									Feeder Job Computations
		Weighted Factor	14.75	21.56									
		Availability	28.27	51.64									

Availability Factor Computation Form

PADMa - 2

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.71	38.58									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	18.71	38.58									
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	18.71	38.58									

Availability Factor Computation Form

PANA - 2

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	23.99	50.52								United States
		Weighted Factor	16.00	33.70								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	25.93	77.78								Feeder Job Computations
		Weighted Factor	8.63	25.90								
		Availability	24.63	59.60								

Availability Factor Computation Form

PENG - 2

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	23.66	11.06									United States
		Weighted Factor	18.93	8.85									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	8.33	8.33									Feeder Job Computations
		Weighted Factor	1.67	1.67									
		Availability	20.60	10.52									

Availability Factor Computation Form

PRF - 4

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.40	5.98									Florida
		Weighted Factor	25.40	5.98									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	22.69	9.24									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	25.40	5.98									

Availability Factor Computation Form

PRFSP - 4

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	22.69	9.24								Feeder Job Computations
		Weighted Factor	22.69	9.24								
		Availability	22.69	9.24								

Availability Factor Computation Form

PRP - 4

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	73.70	Raw Statistics	33.50	18.63									Florida
		Weighted Factor	24.69	13.73									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	26.30	Raw Statistics	43.90	75.61									Feeder Job Computations
		Weighted Factor	11.55	19.89									
		Availability	36.24	33.62									

Availability Factor Computation Form

PRPa - 4

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	21.74	28.26									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	21.74	28.26									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	21.74	28.26									

Availability Factor Computation Form

PRPSP - 4

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	23.41	23.02								Florida
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	24.59	20.49								Feeder Job Computations
		Weighted Factor	24.59	20.49								
		Availability	24.59	20.49								

Availability Factor Computation Form

PRS - 4

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	7.44	24.62									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	7.44	24.62									
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	7.44	24.62									

Availability Factor Computation Form

SER - 8

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	76.50	Raw Statistics	40.71	20.33								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	31.14	15.55								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	23.50	Raw Statistics	26.09	51.09								Feeder Job Computations
		Weighted Factor	6.13	12.01								
		Availability	37.27	27.56								

Availability Factor Computation Form

SERa - 8

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.47	35.05									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	25.47	35.05									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	25.47	35.05									

Availability Factor Computation Form

SERBU - 8

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	10.00	Raw Statistics	69.81	30.19								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	6.98	3.02								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	90.00	Raw Statistics	64.80	32.65								Feeder Job Computations
		Weighted Factor	58.32	29.38								
		Availability	65.30	32.41								

Availability Factor Computation Form

SK - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	9.98	0.30									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	7.48	0.22									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	33.33	0.00									Feeder Job Computations
		Weighted Factor	8.33	0.00									
		Availability	15.82	0.23									

Availability Factor Computation Form

SKAP - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.47	0.83									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	16.47	0.83									
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	16.47	0.83									

Availability Factor Computation Form

SKSPV - 7

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	15.76	3.63								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	7.88	1.82								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	26.55	0.88								Feeder Job Computations
		Weighted Factor	13.28	0.44								
		Availability	21.16	2.26								

Availability Factor Computation Form

TENG - 3

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	28.35	27.44								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	25.52	24.70								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	12.50	12.50								Feeder Job Computations
		Weighted Factor	1.25	1.25								
		Availability	26.77	25.95								

Availability Factor Computation Form

TGEN - 3

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	60.00	Raw Statistics	20.84	14.61								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	12.50	8.77								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.00	Raw Statistics	28.36	31.34								Feeder Job Computations
		Weighted Factor	11.34	12.54								
		Availability	23.84	21.31								

Availability Factor Computation Form

TGENa - 3

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

Availability Factor Computation Form

TSPV - 3

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	64.40	Raw Statistics	18.60	13.33									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	11.98	8.58									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	35.60	Raw Statistics	12.28	22.81									Feeder Job Computations
		Weighted Factor	4.37	8.12									
		Availability	16.35	16.70									

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		6	
Total Emp 56		Min	Fem
	Employment %	32.14	96.43
	Availability %	23.30	80.28
	Statistical Value		
ASFIN		6	
Total Emp 31		Min	Fem
	Employment %	12.90	87.10
	Availability %	15.36	88.38
	Statistical Value	0.379	0.223
ASGEN		6	
Total Emp 51		Min	Fem
	Employment %	31.37	64.71
	Availability %	39.99	67.71
	Statistical Value	1.256	0.459
ASGENa		6	
Total Emp 10		Min	Fem
	Employment %	50.00	70.00
	Availability %	24.34	69.43
	Statistical Value		
ASPV		6	
Total Emp 10		Min	Fem
	Employment %	20.00	50.00
	Availability %	31.06	72.80
	Statistical Value	0.355E	0.106E
EO		1	
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	16.10	17.80
	Statistical Value	0.839E	0.822E
EOa		1	
Total Emp 6		Min	Fem
	Employment %	16.67	33.33
	Availability %	16.10	17.80
	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

OAEM		1	
Total Emp 5		Min	Fem
	Employment %	20.00	20.00
	Availability %	22.50	37.16
	Statistical Value	0.685E	0.388E
OAM		1	
Total Emp 49		Min	Fem
	Employment %	22.45	30.61
	Availability %	25.45	36.79
	Statistical Value	0.482	0.897
OAMM		1	
Total Emp 19		Min	Fem
	Employment %	26.32	26.32
	Availability %	22.42	30.97
	Statistical Value		0.437E
OASM		1	
Total Emp 9		Min	Fem
	Employment %	33.33	22.22
	Availability %	21.54	37.16
	Statistical Value		0.289E
PADM		2	
Total Emp 69		Min	Fem
	Employment %	28.99	46.38
	Availability %	28.27	51.64
	Statistical Value		0.875
PADMa		2	
Total Emp 72		Min	Fem
	Employment %	44.44	61.11
	Availability %	18.71	38.58
	Statistical Value		
PANA		2	
Total Emp 27		Min	Fem
	Employment %	25.93	77.78
	Availability %	24.63	59.60
	Statistical Value		
PENG		2	
Total Emp 4		Min	Fem
	Employment %	0.00	0.00
	Availability %	20.60	10.52
	Statistical Value	0.397E	0.641E

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		4	
Total Emp 119	Employment %	22.69	9.24
	Availability %	25.40	5.98
	Statistical Value	0.679	
PRFSP		4	
Total Emp 30	Employment %	23.33	6.67
	Availability %	22.69	9.24
	Statistical Value		0.487
PRP		4	
Total Emp 244	Employment %	24.59	20.49
	Availability %	36.24	33.62
	Statistical Value	3.786	4.341
PRPa		4	
Total Emp 3	Employment %	66.67	100.00
	Availability %	21.74	28.26
	Statistical Value		
PRPSP		4	
Total Emp 49	Employment %	18.37	16.33
	Availability %	24.59	20.49
	Statistical Value	1.012	0.722
PRS		4	
Total Emp 38	Employment %	42.11	73.68
	Availability %	7.44	24.62
	Statistical Value		
SER		8	
Total Emp 66	Employment %	57.58	18.18
	Availability %	37.27	27.56
	Statistical Value		1.705
SERa		8	
Total Emp 92	Employment %	26.09	51.09
	Availability %	25.47	35.05
	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		8	
Total Emp 196		Min	Fem
	Employment %	64.80	32.65
	Availability %	65.30	32.41
	Statistical Value	0.148	
SK		7	
Total Emp 113		Min	Fem
	Employment %	26.55	0.88
	Availability %	15.82	0.23
	Statistical Value		
SKAP		7	
Total Emp 3		Min	Fem
	Employment %	33.33	0.00
	Availability %	16.47	0.83
	Statistical Value		0.975E
SKSPV		7	
Total Emp 8		Min	Fem
	Employment %	37.50	25.00
	Availability %	21.16	2.26
	Statistical Value		
TENG		3	
Total Emp 8		Min	Fem
	Employment %	12.50	12.50
	Availability %	26.77	25.95
	Statistical Value	0.325E	0.344E
TGEN		3	
Total Emp 49		Min	Fem
	Employment %	12.24	24.49
	Availability %	23.84	21.31
	Statistical Value	1.905	
TGENa		3	
Total Emp 18		Min	Fem
	Employment %	72.22	50.00
	Availability %	18.35	43.90
	Statistical Value		
TSPV		3	
Total Emp 3		Min	Fem
	Employment %	0.00	0.00
	Availability %	16.35	16.70
	Statistical Value	0.585E	0.578E

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: 1458

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 has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

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

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

Placement Goals

Job Group & Name	Min	Fem								
ASGEN - 6	39.99	67.71								
ASPV - 6	31.06	72.80								
OAM - 1	25.45	36.79								
OASM - 1		37.16								
PADM - 2		51.64								
PRF - 4	25.40									
PRP - 4	36.24	33.62								
PRPSP - 4	24.59	20.49								
SER - 8		27.56								
TENG - 3	26.77	25.95								
TGEN - 3	23.84									

Identification of Problem Areas by Organizational Unit and Job Group

41 C.F.R. 60-2.17(b)

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

An analysis of each of these processes follows.

1. Composition of the Workforce by Organizational Unit

Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

2. Composition of the Workforce by Job Group

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

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

3. Analysis of Progress Towards Prior Year Goals

In establishing placement goals, the following principles apply:

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

require the City to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.

A review of progress and goal attainment by job group for the period from July 1, 2013 to June 30, 2014 reveals the following:

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General Government (GG)

Goal Attainment

ASPV		6													
	Total	Min		Fem											
Prior Year Goal				78.54											
New Hire	0			0	N/A										
Promotion	0			0	N/A										
Total Opps	0			0	N/A										
Achieved? *				NO OPPS											

PRF		4													
	Total	Min		Fem											
Prior Year Goal		40.41		49.52											
New Hire	10	1	10.00	0	0.00										
Promotion	0	0	N/A	0	N/A										
Total Opps	10	1	10.00	0	0.00										
Achieved? *		NO		NO											

PRP		4													
	Total	Min		Fem											
Prior Year Goal		37.18		32.80											
New Hire	18	6	33.33	6	33.33										
Promotion	1	0	0.00	0	0.00										
Total Opps	19	6	31.58	6	31.58										
Achieved? *		NO		YES											

Goal Attainment

PRPSP		4												
	Total	Min	Fem											
Prior Year Goal		25.10												
New Hire	1	0	0.00											
Promotion	0	0	N/A											
Total Opps	1	0	0.00											
Achieved? *		LIMITED												

SER		8												
	Total	Min	Fem											
Prior Year Goal			35.27											
New Hire	11		2	18.18										
Promotion	0		0	N/A										
Total Opps	11		2	18.18										
Achieved? *			NO											

SK		7												
	Total	Min	Fem											
Prior Year Goal			4.28											
New Hire	5		0	0.00										
Promotion	7		0	0.00										
Total Opps	12		0	0.00										
Achieved? *			LIMITED											

TENG		3												
	Total	Min	Fem											
Prior Year Goal			29.64											
New Hire	1		1	100.00										
Promotion	0		0	N/A										
Total Opps	1		1	100.00										
Achieved? *			YES											

Goal Attainment

TGEN		3																	
	Total	Min	Fem																
Prior Year Goal			36.57																
New Hire	0		0 N/A																
Promotion	0		0 N/A																
Total Opps	0		0 N/A																
Achieved? *			NO OPPS																

TSPV		3																	
	Total	Min	Fem																
Prior Year Goal			32.92																
New Hire	0		0 N/A																
Promotion	0		0 N/A																
Total Opps	0		0 N/A																
Achieved? *			NO OPPS																

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

* YES = within one person of exceeding prior year goal

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

4. Personnel Activity

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

A. Applicant Flow

During the plan year, July 1, 2013 to June 30, 2014 the City posted the majority of all open positions with the State Employment Service. The Human Resources Department accepted applications for open positions, and all persons interested in obtaining employment with the City were advised to apply according to our current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

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

The following report summarizes applicant flow by job group:

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

General Government (GG)

Applicant Summary

For Period: 7/1/2013 to 6/30/2014

EEO Code 1 Officials & Administrators

		Total	Unk Race	Unk Gend	Min	Fem							
OAM	S	4	0	0	2	3							
1	P	440	17	1	147	136							
OASM	S	1	0	0	0	0							
1	P	1	0	0	0	0							

EEO Code 2 Professionals

		Total	Unk Race	Unk Gend	Min	Fem							
PADM	S	12	0	0	6	5							
2	P	675	31	0	255	322							
PADMa	S	492	6	0	338	344							
2	P	2,855	113	0	1,916	1,835							
PANA	S	9	0	0	1	6							
2	P	636	27	0	240	294							

EEO Code 3 Technicians

		Total	Unk Race	Unk Gend	Min	Fem							
TENG	S	1	0	0	0	1							
3	P	51	3	0	18	10							
TGENa	S	13	0	0	9	6							
3	P	308	14	0	166	118							

S - Selected, P - Pool

Applicant Summary

For Period: 7/1/2013 to 6/30/2014

EEO Code 4

Protective Service Workers

		Total	Unk Race	Unk Gend	Min	Fem							
PRF	S	320	0	0	60	10							
4	P	7,740	180	0	2,990	340							
PRP	S	260	0	0	116	94							
4	P	11,757	169	0	5,345	1,604							
PRPa	S	13	0	0	9	10							
4	P	136	9	0	83	44							
PRS	S	41	0	0	9	4							
4	P	1,489	39	0	851	582							

EEO Code 6

Administrative Support

		Total	Unk Race	Unk Gend	Min	Fem							
ASCS	S	2	0	0	1	2							
6	P	235	11	0	125	189							
ASFIN	S	3	0	0	0	3							
6	P	473	18	0	209	377							
ASGEN	S	5	1	0	1	1							
6	P	685	24	0	307	433							
ASGENa	S	66	0	0	31	38							
6	P	1,107	33	2	528	559							

Applicant Summary

For Period: 7/1/2013 to 6/30/2014

EEO Code 7

Skilled Workers

		Total	Unk Race	Unk Gend	Min	Fem							
SK	S	11	0	0	3	0							
7	P	637	9	0	263	42							
SKAP	S	1	0	0	0	0							
7	P	104	3	0	40	8							

EEO Code 8

Service

		Total	Unk Race	Unk Gend	Min	Fem							
SER	S	60	5	0	29	5							
8	P	2,783	81	0	1,656	523							
SERa	S	917	30	0	206	394							
8	P	3,458	133	0	1,243	1,483							
SERBU	S	956	37	0	630	382							
8	P	15,522	644	0	11,196	5,270							

		Total	Unk Race	Unk Gend	Min	Fem							
Totals	S	3,187	79	0	1,451	1,308							
	%		2.48	0.00	45.53	41.04							
	P	51,092	1,558	3	27,578	14,169							
	%		3.05	0.01	53.98	27.73							

S - Selected, P - Pool

B. Hires

The Human Resources Department develops all procedures and all hiring at the City is conducted on the basis of nondiscriminatory criteria. Specifically, the following criteria and procedures have resulted in hiring decisions that are free of discrimination:

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

A review of external hires for the prior plan year indicates the presence of equal employment opportunity and a strong commitment to affirmative action. There were 212 new employees hired during the period from July 1, 2013 to June 30, 2014 including 90 minorities at 42.45% and 90 women at 42.45%. The following report summarizes hiring activity by job group:

City of Gainesville

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General Government (GG)

New Hire Summary For Period: 7/1/2013 to 6/30/2014

	Total	Min	Fem								
EOa - 1	2	0	1								
OAM - 1	3	0	1								
OASM - 1	1	0	0								
PADM - 2	9	3	3								
PADMa - 2	32	23	18								
PANA - 2	6	0	4								
TENG - 3	1	0	1								
TGENa - 3	6	5	4								
PRF - 4	10	1	0								
PRP - 4	18	6	6								
PRPa - 4	2	1	2								
PRPSP - 4	1	0	0								
PRS - 4	7	3	2								
ASCS - 6	2	1	2								
ASFIN - 6	3	0	3								
ASGEN - 6	3	0	1								
ASGENa - 6	10	4	7								
SK - 7	5	2	0								
SKAP - 7	1	0	0								
SKSPV - 7	1	0	0								
SER - 8	11	8	2								
SERa - 8	41	8	17								
SERBU - 8	37	25	16								
Totals	# 212	90	90								
	%	42.45	42.45								

C. Promotion Practices

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

- i. The City provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- ii. Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within the City.
- iii. Management-initiated promotions are based on performance and other job-related criteria without discrimination on account of race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.
- iv. Most promotional opportunities are posted, providing all interested employees with an opportunity to apply and call their special skills to the attention of the manager.

All of these factors strongly indicate that promotions represent an area of substantial employment opportunity for minority and female employees. A summary of promotion actions for the year is included on the following page:

City of Gainesville

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General Government (GG)

Promotion Summary by Old Job For Period: 7/1/2013 to 6/30/2014

	Total	Min	Fem								
OAMM - 1	2	1	1								
PADM - 2	1	0	1								
PADMa - 2	11	3	5								
PENG - 2	1	0	0								
TGEN - 3	1	0	0								
TGENa - 3	1	1	1								
PRF - 4	5	3	1								
PRP - 4	8	2	2								
PRPa - 4	1	1	1								
PRS - 4	1	0	0								
ASCS - 6	3	1	3								
ASGEN - 6	2	1	1								
SK - 7	5	0	0								
SER - 8	8	1	0								
SERa - 8	2	0	1								
SERBU - 8	38	25	14								
Totals	# 90	39	31								
	%	43.33	34.44								

D. 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.

E. Terminations

The City has evaluated its termination practices to determine whether there are disparities on the basis of gender, race or ethnicity. When terminations or reductions in force are necessary, the City makes its decisions without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law. A report summarizing terminations by job group follows:

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

General Government (GG)

Termination Summary For Period: 7/1/2013 to 6/30/2014

	Total	Min	Fem								
EOa - 1	2	0	1								
OAM - 1	1	0	0								
OAMM - 1	1	0	1								
PADM - 2	8	2	2								
PADMa - 2	30	25	20								
PANA - 2	4	0	2								
TENG - 3	1	1	1								
TGEN - 3	6	1	3								
TGENa - 3	6	1	3								
TSPV - 3	1	0	0								
PRF - 4	5	0	1								
PRFSP - 4	1	0	0								
PRP - 4	14	6	2								
PRPSP - 4	1	0	0								
PRS - 4	3	2	1								
ASCS - 6	5	1	4								
ASCSa - 6	1	0	1								
ASFIN - 6	2	1	2								
ASGEN - 6	1	0	1								
ASGENa - 6	6	3	6								
SK - 7	9	1	0								
SKAP - 7	1	0	0								
SKSPV - 7	2	0	0								
SER - 8	7	3	2								
SERa - 8	2	0	1								
SERBU - 8	28	15	6								
Totals	# 148	62	60								
	%	41.89	40.54								

5. Technical Phases of Compliance

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

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

Development and Implementation of Action Oriented Programs

41 C.F.R. 60-2.17

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

1. The City has analyzed and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions. Due to the use of a position description format, they are and will continue to be consistent for the same position from one organizational unit to another.
2. Job descriptions have been and will continue to be reviewed to determine the knowledge, skills, abilities, and other requirements necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of race, color, religion, sex, age, disability, veteran status, national origin, or other characteristic protected by law.
3. Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees, applicants, and recruiting sources as appropriate.
4. The City has carefully evaluated the total selection process and found it to be free from discrimination.
 - A. We have instructed all supervisory personnel to ensure elimination of discrimination in all personnel actions in which they are involved.
 - B. The tests administered by the City are job-related and given to all applicants for applicable position.
 - C. Application forms do not contain questions with potential discriminatory effects.
 - D. The City does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women.
5. The City has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:
 - A. Minority and women, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.
 - B. The City relies on the State Department of Employment as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations.
 - C. The City provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.
 - D. Local organizations will continue to be contacted for referrals of potential minority and female employees.
 - E. The City utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.
 - F. Furthermore, we plan to take the following additional steps to ensure adequate representation of all minorities and women:
 - i. Where placement goals exist as defined by the OFCCP, we will continue to contact universities

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

ii.

G. We will continue to contact our normal sources of recruitment (e.g., State Employment) and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the period from July 1, 2013 to June 30, 2014 targeted recruitment activities were conducted.

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

- A. On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher-level jobs. In addition, a tuition reimbursement benefit is also available to all qualified employees.
- B. The City utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.
- C. Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.
- D. Seniority practices are not a problem since the City has no formal seniority system. Promotions are based on merit selection principles.
- E. We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.
- F. Special internal training programs are provided as necessary to ensure the achievement of our placement goals. Programs are offered to eligible employees without regard to race, color, religion, sex, age, disability, veteran status, national origin or any other characteristic protected by applicable law.
- G. We will continue to participate in targeted external training programs.

Internal Audit and Reporting System

41 C.F.R. 60-2.17

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

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

Conclusion

The AAP Year, January 1, 2014 through December 31, 2014 shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

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

At the close of the City of Gainesville's most recent Plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by department to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed five 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, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

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