

AFFIRMATIVE ACTION PLAN FOR MINORITIES & WOMEN

City of Gainesville

Gainesville Regional Utilities

July 1, 2013 - June 30, 2014

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Preface

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

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

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

Introduction

The City of Gainesville, including General Government and Gainesville Regional Utilities is a full service City complete with public safety as well as a five-service utility. The utilities offered include: electricity, water, wastewater, gas and telecommunications. Offering such a wide variety of services to a large customer base, the City recognizes the importance of having a workforce that mirrors the community 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 in the following pages.

Ever committed to affirmative action, the City of Gainesville has prepared this AAP to cover employees reporting to and/or working in Gainesville Regional Utilities.

As detailed in the Job Group Analysis, this AAP covers 847 employees, including 168 minorities (19.83%) and 229 (27.04%) 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 Affirmative Action Officer, an official of the City. The Affirmative Action Officer has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP. The Equal Opportunity Director actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance. The name of the Affirmative Action Officer appears on internal and external communications on the City's Equal Employment Opportunity Policy and AAP.

1. The duties of the Affirmative Action Officer include:

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

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

Organizational Profile

41 C.F.R. 60-2.11

As one of the diagnostic components of City of Gainesville's AAP and to conform to applicable regulations, the City has completed a profile of the workforce at the Gainesville Regional Utilities 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 chart sets forth the Organizational Display for the Gainesville Regional Utilities establishment. For each appropriate organizational unit we have identified the following: the name of the unit, the job title, gender, race/ethnicity of the supervisor, 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

Gainesville Regional Utilities

Workforce Analysis

010-GRU-Administrati 010-GRU-Administration

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0006	\$18,764.20	Total 1	Mal	0	0	0	0	0	0
ACCOUNT Clerk - Temp	6	Tot Min 1	Fem	1	0	0	0	1	0
0104	\$14,009.41	Total 1	Mal	1	1	0	0	0	0
Intern	6	Tot Min 0	Fem	0	0	0	0	0	0
3007	\$36,819.36	Total 3	Mal	0	0	0	0	0	0
Account Clerk II	6	Tot Min 0	Fem	3	3	0	0	0	0
3015	\$43,041.90	Total 1	Mal	1	1	0	0	0	0
Account Clerk Senior	6	Tot Min 0	Fem	0	0	0	0	0	0
1153	\$45,139.28	Total 3	Mal	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 1	Fem	3	2	1	0	0	0
3021	\$48,000.00	Total 1	Mal	0	0	0	0	0	0
Accountant 2	2	Tot Min 0	Fem	1	1	0	0	0	0
3031	\$64,115.58	Total 1	Mal	0	0	0	0	0	0
Accounts Payable Supervisor	6	Tot Min 0	Fem	1	1	0	0	0	0
7302	\$48,591.00	Total 1	Mal	0	0	0	0	0	0
Community Relations Coordinator-	2	Tot Min 1	Fem	1	0	1	0	0	0
3023	\$62,048.52	Total 2	Mal	2	1	0	0	1	0
Accountant, Senior.	2	Tot Min 1	Fem	0	0	0	0	0	0
1241	\$61,498.77	Total 6	Mal	4	3	0	0	1	0
Analyst Senior	2	Tot Min 1	Fem	2	2	0	0	0	0
4002	\$62,057.43	Total 1	Mal	1	1	0	0	0	0
Enterprise Architect	2	Tot Min 0	Fem	0	0	0	0	0	0
3073	\$73,350.85	Total 1	Mal	0	0	0	0	0	0
Pension and Investment Officer	2	Tot Min 1	Fem	1	0	0	1	0	0
1242	\$78,215.05	Total 4	Mal	4	4	0	0	0	0
Analyst Lead	2	Tot Min 0	Fem	0	0	0	0	0	0
1414	\$95,800.22	Total 1	Mal	0	0	0	0	0	0
Rates and Economics Analysis	1	Tot Min 0	Fem	1	1	0	0	0	0

Workforce Analysis

010-GRU-Administrati 010-GRU-Administration

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
2306	\$93,361.23	Total 1	0	0	0	0	0	0	0
Public Affairs Director	1	Tot Min 1	1	0	1	0	0	0	0
1012	\$126,999.37	Total 1	1	1	0	0	0	0	0
COMPLIANCE OFFICER	2	Tot Min 0	0	0	0	0	0	0	0
3027	\$95,000.00	Total 1	0	0	0	0	0	0	0
Controller, Utilities	1	Tot Min 0	1	1	0	0	0	0	0
Total for 010-GRU-Administrati		Total 30	14	12	0	0	2	0	0
		Tot Min 7	16	11	3	1	1	0	0

010-GRU-Customer Sup 010-GRU-Customer Support and Administrative Serv

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0101	\$13,520.00	Total 1	0	0	0	0	0	0	0
Clerical - Temp	6	Tot Min 1	1	0	1	0	0	0	0
0104	\$14,009.41	Total 7	0	0	0	0	0	0	0
Intern	6	Tot Min 1	7	6	1	0	0	0	0
0237	\$17,443.14	Total 4	1	0	1	0	0	0	0
Customer Service Rep - Temp	6	Tot Min 2	3	2	1	0	0	0	0
0103	\$29,536.18	Total 1	1	0	1	0	0	0	0
Techs - Temp	3	Tot Min 1	0	0	0	0	0	0	0
0105	\$65,456.02	Total 2	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min 1	2	1	0	0	1	0	0
3000	\$29,456.96	Total 1	1	1	0	0	0	0	0
Clerk 1	6	Tot Min 0	0	0	0	0	0	0	0
5027	\$29,936.82	Total 1	1	1	0	0	0	0	0
Maintenance Mechanic 1	7	Tot Min 0	0	0	0	0	0	0	0
2105	\$40,016.84	Total 3	2	1	1	0	0	0	0
Residential Efficiency Program	2	Tot Min 2	1	0	0	0	1	0	0
3041	\$27,873.27	Total 7	0	0	0	0	0	0	0
Customer Accounts Rep	6	Tot Min 4	7	3	4	0	0	0	0

Workforce Analysis

010-GRU-Customer Sup 010-GRU-Customer Support and Administrative Servic

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
1145	\$30,430.19	Total	5	Mal	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	2	Fem	5	3	2	0	0	0	0
2107	\$49,919.47	Total	1	Mal	0	0	0	0	0	0	0
Residential Efficiency Program	2	Tot Min	0	Fem	1	1	0	0	0	0	0
3101	\$35,088.56	Total	1	Mal	0	0	0	0	0	0	0
Buyer	6	Tot Min	1	Fem	1	0	1	0	0	0	0
1147	\$36,138.40	Total	1	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	1	Fem	1	0	1	0	0	0	0
5029	\$41,432.25	Total	2	Mal	2	2	0	0	0	0	0
Maintenance Mechanic 2	7	Tot Min	0	Fem	0	0	0	0	0	0	0
3007	\$36,819.36	Total	3	Mal	0	0	0	0	0	0	0
Account Clerk II	6	Tot Min	1	Fem	3	2	1	0	0	0	0
3054	\$36,665.46	Total	22	Mal	2	1	1	0	0	0	0
Customer Service Rep 2	6	Tot Min	19	Fem	20	2	18	0	0	0	0
4132	\$40,671.16	Total	1	Mal	0	0	0	0	0	0	0
Operations Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3233	\$46,033.15	Total	9	Mal	5	5	0	0	0	0	0
Utilities Materials Specialist, Senior	6	Tot Min	0	Fem	4	4	0	0	0	0	0
3043	\$41,929.27	Total	2	Mal	0	0	0	0	0	0	0
Customer Accounts Rep Senior	6	Tot Min	0	Fem	2	2	0	0	0	0	0
3015	\$43,041.90	Total	2	Mal	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min	2	Fem	2	0	2	0	0	0	0
1111	\$51,147.62	Total	1	Mal	1	1	0	0	0	0	0
Mail Services Supervisor Utilities	6	Tot Min	0	Fem	0	0	0	0	0	0	0
3103	\$40,506.75	Total	1	Mal	0	0	0	0	0	0	0
Buyer 2	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3003	\$42,894.28	Total	2	Mal	0	0	0	0	0	0	0
New Services Specialist	6	Tot Min	1	Fem	2	1	1	0	0	0	0
3057	\$44,065.26	Total	4	Mal	0	0	0	0	0	0	0
Customer Service Rep Senior	6	Tot Min	2	Fem	4	2	2	0	0	0	0

Workforce Analysis

010-GRU-Customer Sup 010-GRU-Customer Support and Administrative Servic

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
1153	\$45,139.28	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
3224	\$47,410.80	Total	2	Mal	2	2	0	0	0	0	0	0
Supply Chain Specialist	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3227	\$49,342.08	Total	2	Mal	2	2	0	0	0	0	0	0
Warehouse Supervisor	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3004	\$51,340.85	Total	1	Mal	0	0	0	0	0	0	0	0
New Services Specialist Sr.	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2550	\$52,774.65	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Support Specialist III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
4068	\$47,027.12	Total	2	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst 1	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0
6424	\$47,181.33	Total	2	Mal	0	0	0	0	0	0	0	0
Marketing & Communication	2	Tot Min	1	Fem	2	1	1	0	0	0	0	0
1240	\$49,596.95	Total	2	Mal	1	0	0	0	1	0	0	0
Analyst	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
5017	\$63,643.53	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Maintenance Coordinator	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1401	\$52,232.13	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3047	\$57,481.42	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Records Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3045	\$57,481.42	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Accounts Supervisor	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3016	\$50,789.98	Total	1	Mal	0	0	0	0	0	0	0	0
Collections Recovery Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3104	\$58,963.37	Total	3	Mal	1	1	0	0	0	0	0	0
Buyer, Senior.	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2101	\$59,137.99	Total	2	Mal	1	1	0	0	0	0	0	0
Business Efficiency Program	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

010-GRU-Customer Sup 010-GRU-Customer Support and Administrative Servic

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
3115	\$68,518.52	Total 2	Mal	0	0	0	0	0	0	0
Land Rights Coordinator	2	Tot Min 0	Fem	2	2	0	0	0	0	0
3058	\$54,806.34	Total 1	Mal	0	0	0	0	0	0	0
Customer Service Supervisor-	6	Tot Min 1	Fem	1	0	1	0	0	0	0
6063	\$57,572.18	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
1241	\$61,498.77	Total 1	Mal	0	0	0	0	0	0	0
Analyst Senior	2	Tot Min 1	Fem	1	0	1	0	0	0	0
6057	\$75,462.18	Total 1	Mal	0	0	0	0	0	0	0
Utility Services Supervisor	2	Tot Min 0	Fem	1	1	0	0	0	0	0
7401	\$85,892.40	Total 1	Mal	1	1	0	0	0	0	0
Utility Security Coordinator	2	Tot Min 0	Fem	0	0	0	0	0	0	0
3225	\$79,839.99	Total 1	Mal	1	1	0	0	0	0	0
Util Stores Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0
4103	\$81,251.37	Total 3	Mal	2	2	0	0	0	0	0
Account Representative Sr.	2	Tot Min 1	Fem	1	0	1	0	0	0	0
3051	\$73,000.00	Total 1	Mal	1	0	1	0	0	0	0
Customer Service Manager	1	Tot Min 1	Fem	0	0	0	0	0	0	0
2109	\$78,975.00	Total 1	Mal	0	0	0	0	0	0	0
Conservation Services Manager	1	Tot Min 1	Fem	1	0	1	0	0	0	0
4100	\$80,000.00	Total 1	Mal	0	0	0	0	0	0	0
Marketing Manager Utilities	1	Tot Min 1	Fem	1	0	1	0	0	0	0
3117	\$84,247.02	Total 1	Mal	0	0	0	0	0	0	0
Purchasing Manager Utilities	1	Tot Min 0	Fem	1	1	0	0	0	0	0
1031	\$74,448.90	Total 1	Mal	1	1	0	0	0	0	0
Customer Operations Director	1	Tot Min 0	Fem	0	0	0	0	0	0	0
1067	\$113,054.61	Total 1	Mal	1	1	0	0	0	0	0
Utilities Administrative Services	1	Tot Min 0	Fem	0	0	0	0	0	0	0
1024	\$116,587.71	Total 1	Mal	1	1	0	0	0	0	0
Marketing & Business Solutions	1	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Customer Sup 010-GRU-Customer Support and Administrative Servic

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
1005	\$112,441.01	Total 1	Mal	1	1	0	0	0	0	0
AGM - Customer/Administrative	1	Tot Min 0	Fem	0	0	0	0	0	0	0
1045	\$150,682.14	Total 1	Mal	0	0	0	0	0	0	0
General Mgr for Utilities	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 010-GRU-Customer Sup		Total 127	Mal	36	30	5	0	1	0	0
		Tot Min 51	Fem	91	46	42	0	3	0	0

010-GRU-Energy Deliv 010-GRU-Energy Delivery

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
0103	\$29,536.18	Total 5	Mal	4	4	0	0	0	0	0
Techs - Temp	3	Tot Min 0	Fem	1	1	0	0	0	0	0
0105	\$65,456.02	Total 3	Mal	3	2	1	0	0	0	0
Professional - Temp	2	Tot Min 1	Fem	0	0	0	0	0	0	0
6147	\$29,495.84	Total 22	Mal	21	18	2	0	1	0	0
Meter Reader	8	Tot Min 4	Fem	1	0	0	0	1	0	0
6401	\$24,302.30	Total 1	Mal	1	1	0	0	0	0	0
Gas Worker Trainee	7	Tot Min 0	Fem	0	0	0	0	0	0	0
3206	\$37,432.93	Total 1	Mal	1	1	0	0	0	0	0
Field Services Technician	7	Tot Min 0	Fem	0	0	0	0	0	0	0
6405	\$51,147.62	Total 5	Mal	5	3	2	0	0	0	0
Gas Worker	7	Tot Min 2	Fem	0	0	0	0	0	0	0
1145	\$30,430.19	Total 2	Mal	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min 0	Fem	2	2	0	0	0	0	0
6149	\$33,343.44	Total 1	Mal	1	1	0	0	0	0	0
Meter Reader Crew Leader	8	Tot Min 0	Fem	0	0	0	0	0	0	0
1147	\$36,138.40	Total 6	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 1	Fem	6	5	1	0	0	0	0
1136	\$40,192.78	Total 2	Mal	1	1	0	0	0	0	0
Dispatcher	6	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

010-GRU-Energy Deliv 010-GRU-Energy Delivery

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
1431		\$43,748.33	Total	2	Mal	1	1	0	0	0	0	0
Energy Delivery Facilities Specialist	7		Tot Min	0	Fem	1	1	0	0	0	0	0
4132		\$40,671.16	Total	8	Mal	0	0	0	0	0	0	0
Operations Assistant	6		Tot Min	1	Fem	8	7	1	0	0	0	0
2548		\$41,177.14	Total	3	Mal	1	1	0	0	0	0	0
Technical Support Specialist II	3		Tot Min	0	Fem	2	2	0	0	0	0	0
6116		\$51,147.62	Total	7	Mal	7	6	0	1	0	0	0
Line Technician	7		Tot Min	1	Fem	0	0	0	0	0	0	0
3207		\$51,147.62	Total	14	Mal	14	9	4	0	1	0	0
Field Services Technician	7		Tot Min	5	Fem	0	0	0	0	0	0	0
4134		\$44,300.26	Total	2	Mal	0	0	0	0	0	0	0
Energy Systems Dispatcher	6		Tot Min	1	Fem	2	1	1	0	0	0	0
6101		\$47,011.09	Total	7	Mal	6	5	1	0	0	0	0
Utilities Location Technician	3		Tot Min	1	Fem	1	1	0	0	0	0	0
6017		\$48,429.48	Total	2	Mal	2	1	1	0	0	0	0
Electric Utilities Inspector	3		Tot Min	1	Fem	0	0	0	0	0	0	0
6154		\$51,147.62	Total	1	Mal	0	0	0	0	0	0	0
Meter Programmer Tester	3		Tot Min	0	Fem	1	1	0	0	0	0	0
6111		\$55,243.24	Total	2	Mal	2	2	0	0	0	0	0
Electric Line Clearance Coordinator	7		Tot Min	0	Fem	0	0	0	0	0	0	0
6415		\$55,751.07	Total	2	Mal	2	2	0	0	0	0	0
Gas Worker Lead	7		Tot Min	0	Fem	0	0	0	0	0	0	0
6118		\$55,751.07	Total	2	Mal	2	2	0	0	0	0	0
Line Technician, Lead	7		Tot Min	0	Fem	0	0	0	0	0	0	0
1153		\$45,139.28	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
6441		\$53,348.25	Total	3	Mal	2	1	1	0	0	0	0
Gas Measurement Technician	3		Tot Min	1	Fem	1	1	0	0	0	0	0
3037		\$54,232.05	Total	1	Mal	1	1	0	0	0	0	0
Current Diversion Technician	3		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Energy Deliv 010-GRU-Energy Delivery

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
6409		\$55,751.07	Total	2	Mal	2	2	0	0	0	0	0
Facilities Protection Technician	3		Tot Min	0	Fem	0	0	0	0	0	0	0
1432		\$60,009.84	Total	8	Mal	3	3	0	0	0	0	0
Energy Delivery Facilities Specialist	7		Tot Min	1	Fem	5	4	1	0	0	0	0
6151		\$60,598.30	Total	1	Mal	1	1	0	0	0	0	0
Meter Reader Supervisor	6		Tot Min	0	Fem	0	0	0	0	0	0	0
2550		\$52,774.65	Total	1	Mal	0	0	0	0	0	0	0
Technical Support Specialist III	3		Tot Min	1	Fem	1	0	1	0	0	0	0
6107		\$60,768.86	Total	3	Mal	3	3	0	0	0	0	0
Electric Apparatus Technician	3		Tot Min	0	Fem	0	0	0	0	0	0	0
1240		\$49,596.95	Total	3	Mal	2	2	0	0	0	0	0
Analyst	2		Tot Min	1	Fem	1	0	1	0	0	0	0
6141		\$77,737.46	Total	2	Mal	2	2	0	0	0	0	0
Utility Forester	2		Tot Min	0	Fem	0	0	0	0	0	0	0
6187		\$62,587.05	Total	4	Mal	4	4	0	0	0	0	0
Substation Electrician	7		Tot Min	0	Fem	0	0	0	0	0	0	0
6119		\$65,845.56	Total	31	Mal	31	27	4	0	0	0	0
Electric Line Worker	7		Tot Min	4	Fem	0	0	0	0	0	0	0
6102		\$58,614.61	Total	1	Mal	1	1	0	0	0	0	0
Utilities Location Supervisor	3		Tot Min	0	Fem	0	0	0	0	0	0	0
6167		\$60,297.54	Total	1	Mal	1	1	0	0	0	0	0
Pwr Sys Control Specialist Senior	3		Tot Min	0	Fem	0	0	0	0	0	0	0
6159		\$60,669.48	Total	5	Mal	5	4	1	0	0	0	0
Electric Measurement Technician	3		Tot Min	1	Fem	0	0	0	0	0	0	0
2552		\$63,776.49	Total	2	Mal	1	1	0	0	0	0	0
Technical Support Specialist Senior	3		Tot Min	1	Fem	1	0	0	0	1	0	0
6175		\$66,237.81	Total	4	Mal	4	3	1	0	0	0	0
Relay Technician	3		Tot Min	1	Fem	0	0	0	0	0	0	0
6423		\$63,816.03	Total	2	Mal	2	1	1	0	0	0	0
Utility Marketing Rep	2		Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Energy Deliv 010-GRU-Energy Delivery

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
1427	\$61,367.83	Total 3	Mal	3	3	0	0	0	0	0
Energy Services Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0
1430	\$64,878.01	Total 2	Mal	2	2	0	0	0	0	0
Energy Delivery Facilities Specialist	7	Tot Min 0	Fem	0	0	0	0	0	0	0
3075	\$66,806.27	Total 1	Mal	1	1	0	0	0	0	0
Meter Services Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0
6419	\$70,081.02	Total 1	Mal	1	1	0	0	0	0	0
Gas Operations Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0
6115	\$71,694.31	Total 16	Mal	16	16	0	0	0	0	0
Lineworker, Lead	7	Tot Min 0	Fem	0	0	0	0	0	0	0
6190	\$72,199.30	Total 2	Mal	2	2	0	0	0	0	0
SUBSTATION ELECTRICIAN, LEAD 7		Tot Min 0	Fem	0	0	0	0	0	0	0
6046	\$59,128.04	Total 1	Mal	1	1	0	0	0	0	0
Utility GIS Technician	3	Tot Min 0	Fem	0	0	0	0	0	0	0
6443	\$66,806.27	Total 1	Mal	1	1	0	0	0	0	0
Gas Measurement Supervisor	3	Tot Min 0	Fem	0	0	0	0	0	0	0
6103	\$71,083.38	Total 1	Mal	1	1	0	0	0	0	0
Apparatus Repair Supervisor	3	Tot Min 0	Fem	0	0	0	0	0	0	0
6063	\$57,572.18	Total 1	Mal	1	0	0	0	1	0	0
Engineer Utility Designer 2	2	Tot Min 1	Fem	0	0	0	0	0	0	0
4070	\$59,564.99	Total 4	Mal	4	4	0	0	0	0	0
Technical Systems Analyst 2	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1241	\$61,498.77	Total 1	Mal	1	1	0	0	0	0	0
Analyst Senior	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1313	\$74,970.01	Total 1	Mal	1	1	0	0	0	0	0
Utility Safety Training Coordinator	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6421	\$76,794.32	Total 1	Mal	1	1	0	0	0	0	0
Marketing Rep Senior	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6161	\$69,657.85	Total 2	Mal	2	2	0	0	0	0	0
Electric Measurement Supervisor	3	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Energy Deliv 010-GRU-Energy Delivery

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
6170	\$70,091.01	Total 3	Mal	3	3	0	0	0	0	0
Distribution System Operator 2	7	Tot Min 0	Fem	0	0	0	0	0	0	0
6113	\$80,507.55	Total 2	Mal	2	2	0	0	0	0	0
Electric Systems Operations	7	Tot Min 0	Fem	0	0	0	0	0	0	0
6065	\$68,441.68	Total 1	Mal	1	0	0	0	1	0	0
Engineer Utility Designer 3	2	Tot Min 1	Fem	0	0	0	0	0	0	0
1213	\$73,752.94	Total 1	Mal	1	1	0	0	0	0	0
HR/OD Specialist	2	Tot Min 0	Fem	0	0	0	0	0	0	0
4072	\$77,581.98	Total 1	Mal	1	1	0	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6171	\$90,980.24	Total 2	Mal	2	2	0	0	0	0	0
Systems Operator 2	7	Tot Min 0	Fem	0	0	0	0	0	0	0
6067	\$81,055.40	Total 6	Mal	4	4	0	0	0	0	0
Engineer Utility Designer 4	2	Tot Min 1	Fem	2	1	0	0	1	0	0
6044	\$81,686.48	Total 1	Mal	1	1	0	0	0	0	0
Utility GIS Coordinator	2	Tot Min 0	Fem	0	0	0	0	0	0	0
4074	\$85,848.07	Total 1	Mal	1	1	0	0	0	0	0
Technical Systems Analyst	2	Tot Min 0	Fem	0	0	0	0	0	0	0
4078	\$86,226.00	Total 1	Mal	1	0	1	0	0	0	0
Operational Technology Network	2	Tot Min 1	Fem	0	0	0	0	0	0	0
3056	\$80,753.40	Total 1	Mal	1	1	0	0	0	0	0
Operations Manager' Utilities	1	Tot Min 0	Fem	0	0	0	0	0	0	0
6129	\$85,495.93	Total 2	Mal	2	2	0	0	0	0	0
Electric Systems Operations	1	Tot Min 0	Fem	0	0	0	0	0	0	0
6075	\$94,415.24	Total 5	Mal	5	5	0	0	0	0	0
Superv Engineer Ut Designer	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6077	\$96,857.86	Total 1	Mal	1	1	0	0	0	0	0
Utility Project /Team Leader	2	Tot Min 0	Fem	0	0	0	0	0	0	0
6176	\$99,713.04	Total 1	Mal	1	1	0	0	0	0	0
Systems Operations Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Energy Deliv 010-GRU-Energy Delivery

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
3055	\$103,966.56	Total	1	Mal	1	1	0	0	0	0	0
Util Field Services Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
1043	\$107,273.71	Total	1	Mal	1	1	0	0	0	0	0
Gas T & D Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6164	\$117,853.74	Total	1	Mal	0	0	0	0	0	0	0
Operational Technology Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
6127	\$123,783.45	Total	1	Mal	1	1	0	0	0	0	0
System Control Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6013	\$127,016.52	Total	1	Mal	1	0	0	0	1	0	0
Energy Delivery Engineering Mgr	1	Tot Min	1	Fem	0	0	0	0	0	0	0
6123	\$127,582.33	Total	1	Mal	1	1	0	0	0	0	0
Energy Measurement & Regulation	1	Tot Min	0	Fem	0	0	0	0	0	0	0
1007	\$135,131.73	Total	2	Mal	2	2	0	0	0	0	0
AGM - Energy Delivery	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 010-GRU-Energy Deliv		Total	250	Mal	211	185	20	1	5	0	0
		Tot Min	35	Fem	39	30	6	0	2	1	0

010-GRU-Energy Suppl 010-GRU-Energy Supply

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
0111	\$58,988.80	Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft Workers - Temp	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0104	\$14,009.41	Total	1	Mal	1	1	0	0	0	0	0
Intern	6	Tot Min	0	Fem	0	0	0	0	0	0	0
0255	\$36,296.00	Total	1	Mal	0	0	0	0	0	0	0
Support Staff I - Temp	6	Tot Min	1	Fem	1	0	0	0	1	0	0
0004	\$15,080.00	Total	2	Mal	2	1	0	0	1	0	0
Temporary Engineering Intern	3	Tot Min	1	Fem	0	0	0	0	0	0	0
0105	\$65,456.02	Total	2	Mal	2	2	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Energy Suppl 010-GRU-Energy Supply

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
2517	\$46,771.37	Total	1	Mal	1	1	0	0	0	0	0
Wstwtr Plant Trainee	7	Tot Min	0	Fem	0	0	0	0	0	0	0
6302	\$36,974.29	Total	2	Mal	2	2	0	0	0	0	0
Coal/Ash Equipment Operator 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0
6343	\$46,599.49	Total	5	Mal	5	4	0	0	1	0	0
Power Plant Apprentice Operator	7	Tot Min	1	Fem	0	0	0	0	0	0	0
1147	\$36,138.40	Total	1	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3007	\$36,819.36	Total	1	Mal	0	0	0	0	0	0	0
Account Clerk II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
6301	\$43,056.83	Total	5	Mal	5	4	1	0	0	0	0
Coal/Ash Equipment Operator 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0
6357	\$46,144.93	Total	5	Mal	5	4	1	0	0	0	0
Process Plant Operator 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0
3015	\$43,041.90	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
1153	\$45,139.28	Total	2	Mal	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min	1	Fem	2	1	0	0	1	0	0
6345	\$55,434.37	Total	8	Mal	8	6	2	0	0	0	0
Power Plant Journeyman Operator	7	Tot Min	2	Fem	0	0	0	0	0	0	0
6337	\$58,443.75	Total	15	Mal	15	13	2	0	0	0	0
Pwr Plant Mech Journeyman	7	Tot Min	2	Fem	0	0	0	0	0	0	0
6327	\$54,958.59	Total	3	Mal	2	2	0	0	0	0	0
Pwr Plant Lab Technician	3	Tot Min	0	Fem	1	1	0	0	0	0	0
1240	\$49,596.95	Total	3	Mal	2	1	1	0	0	0	0
Analyst	2	Tot Min	1	Fem	1	1	0	0	0	0	0
1311	\$64,533.40	Total	1	Mal	1	1	0	0	0	0	0
Utility Training Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
5017	\$63,643.53	Total	1	Mal	1	1	0	0	0	0	0
Facilities Maintenance Coordinator	7	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Energy Suppl 010-GRU-Energy Supply

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
6316	\$64,522.57	Total	25	Mal	24	24	0	0	0	0	0
Production Technician	7	Tot Min	0	Fem	1	1	0	0	0	0	0
6314	\$64,917.31	Total	9	Mal	7	6	0	0	1	0	0
Pwr Plant Instrumentation,Controls & 7		Tot Min	1	Fem	2	2	0	0	0	0	0
6061	\$65,448.00	Total	1	Mal	1	0	0	0	1	0	0
Engineer Utility Designer 1	2	Tot Min	1	Fem	0	0	0	0	0	0	0
1403B	\$67,166.80	Total	1	Mal	0	0	0	0	0	0	0
Office Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
6332	\$50,627.41	Total	1	Mal	1	1	0	0	0	0	0
Pwr Plant Materials Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
6318	\$68,943.82	Total	3	Mal	3	2	1	0	0	0	0
Control Room Operator	7	Tot Min	1	Fem	0	0	0	0	0	0	0
6310	\$72,199.30	Total	1	Mal	1	1	0	0	0	0	0
Power Plant Control Specialist	7	Tot Min	0	Fem	0	0	0	0	0	0	0
6325	\$65,267.76	Total	3	Mal	2	1	1	0	0	0	0
Pwr Plant Lab Supervisor	3	Tot Min	1	Fem	1	1	0	0	0	0	0
6361	\$65,427.02	Total	1	Mal	1	1	0	0	0	0	0
Process Plant Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
1241	\$61,498.77	Total	3	Mal	1	1	0	0	0	0	0
Analyst Senior	2	Tot Min	1	Fem	2	1	1	0	0	0	0
6330	\$66,129.72	Total	3	Mal	3	3	0	0	0	0	0
Pwr Plant Maintenance Planner	3	Tot Min	0	Fem	0	0	0	0	0	0	0
6313	\$73,320.62	Total	1	Mal	1	1	0	0	0	0	0
Pwr Plant Instrumentation,Controls & 7		Tot Min	0	Fem	0	0	0	0	0	0	0
6331	\$71,398.50	Total	1	Mal	1	1	0	0	0	0	0
Pwr Plant Maintenance Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
6065	\$68,441.68	Total	1	Mal	1	1	0	0	0	0	0
Engineer Utility Designer 3	2	Tot Min	0	Fem	0	0	0	0	0	0	0
6304	\$71,936.16	Total	1	Mal	0	0	0	0	0	0	0
Business Services Support	2	Tot Min	1	Fem	1	0	0	0	1	0	0

Workforce Analysis

010-GRU-Energy Suppl 010-GRU-Energy Supply

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
6160	\$71,947.26	Total	1	Mal	1	1	0	0	0	0	0
Generation Training Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0
6349	\$76,455.29	Total	8	Mal	8	5	2	0	1	0	0
Pwr Plant Shift Supervisor	7	Tot Min	3	Fem	0	0	0	0	0	0	0
6173	\$89,912.54	Total	5	Mal	5	3	2	0	0	0	0
Pwr System Coordinator 2	7	Tot Min	2	Fem	0	0	0	0	0	0	0
6067	\$81,055.40	Total	4	Mal	4	2	1	1	0	0	0
Engineer Utility Designer 4	2	Tot Min	2	Fem	0	0	0	0	0	0	0
6336	\$81,999.55	Total	1	Mal	1	1	0	0	0	0	0
Major Maintenance Leader	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6350	\$85,484.24	Total	2	Mal	2	2	0	0	0	0	0
Production Leader	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6168	\$87,075.00	Total	1	Mal	1	1	0	0	0	0	0
System Operations Training	2	Tot Min	0	Fem	0	0	0	0	0	0	0
6073	\$96,576.50	Total	3	Mal	2	2	0	0	0	0	0
Principal Engineer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
6344	\$94,023.35	Total	1	Mal	1	1	0	0	0	0	0
Production Manager I	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6306	\$105,787.50	Total	1	Mal	1	0	1	0	0	0	0
Fuels Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0
6075	\$94,415.24	Total	1	Mal	1	1	0	0	0	0	0
Superv Engineer Ut Designer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
6041	\$108,237.88	Total	1	Mal	1	1	0	0	0	0	0
Project Engineer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1415	\$92,970.86	Total	1	Mal	1	1	0	0	0	0	0
Managing Utility Analyst Planning	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6342	\$94,000.00	Total	1	Mal	1	1	0	0	0	0	0
Manager of Outage Planning &	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6341	\$95,865.00	Total	1	Mal	1	1	0	0	0	0	0
Production Manager II	1	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Energy Suppl 010-GRU-Energy Supply

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
6334	\$122,588.53	Total 1	Mal	1	1	0	0	0	0	0
Job Knowledge & Proficiency	1	Tot Min 0	Fem	0	0	0	0	0	0	0
6174	\$105,858.17	Total 1	Mal	0	0	0	0	0	0	0
Power Systems Operations Manager	1	Tot Min 0	Fem	1	1	0	0	0	0	0
6340	\$53,750.00	Total 2	Mal	2	2	0	0	0	0	0
Production Manager III	1	Tot Min 0	Fem	0	0	0	0	0	0	0
6305	\$101,835.51	Total 2	Mal	1	0	1	0	0	0	0
Administrative & Fuels Operations	1	Tot Min 2	Fem	1	0	1	0	0	0	0
6333	\$121,500.00	Total 1	Mal	0	0	0	0	0	0	0
Director of Production	1	Tot Min 0	Fem	1	1	0	0	0	0	0
6040	\$124,537.50	Total 1	Mal	1	1	0	0	0	0	0
Production Assurance Support	1	Tot Min 0	Fem	0	0	0	0	0	0	0
1009	\$187,499.49	Total 1	Mal	1	1	0	0	0	0	0
AGM - Energy Supply	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 010-GRU-Energy Suppl		Total 157	Mal	137	115	16	1	5	0	0
		Tot Min 27	Fem	20	15	2	0	3	0	0

010-GRU-Human Resour 010-GRU-Human Resources

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
1209	\$59,574.69	Total 2	Mal	0	0	0	0	0	0	0
HR/OD Representative, Sr.	2	Tot Min 0	Fem	2	2	0	0	0	0	0
1213	\$73,752.94	Total 2	Mal	1	0	0	0	1	0	0
HR/OD Specialist	2	Tot Min 1	Fem	1	1	0	0	0	0	0
1208	\$69,039.98	Total 1	Mal	0	0	0	0	0	0	0
Learning & Development Manager	1	Tot Min 0	Fem	1	1	0	0	0	0	0
1202	\$73,542.33	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
1216	\$87,007.83	Total 1	Mal	1	1	0	0	0	0	0
Chief Negotiator	2	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Human Resour 010-GRU-Human Resources

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1047	\$119,541.67	Total 1	0	0	0	0	0	0	0
Human Resources Director	1	Tot Min 0	1	1	0	0	0	0	0
Total for 010-GRU-Human Resour		Total 8	2	1	0	0	1	0	0
		Tot Min 2	6	5	1	0	0	0	0

010-GRU-Information 010-GRU-Information Technology

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0104	\$14,009.41	Total 1	0	0	0	0	0	0	0
Intern	6	Tot Min 0	1	1	0	0	0	0	0
0103	\$29,536.18	Total 1	1	1	0	0	0	0	0
Techs - Temp	3	Tot Min 0	0	0	0	0	0	0	0
1147	\$36,138.40	Total 1	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 0	1	1	0	0	0	0	0
4023	\$42,780.82	Total 3	3	2	1	0	0	0	0
IT Support Technician	3	Tot Min 1	0	0	0	0	0	0	0
4025	\$57,378.57	Total 2	1	1	0	0	0	0	0
IT Support Specialist	3	Tot Min 0	1	1	0	0	0	0	0
4034	\$60,782.42	Total 2	2	2	0	0	0	0	0
Application Security Analyst	2	Tot Min 0	0	0	0	0	0	0	0
4019	\$53,154.54	Total 3	1	1	0	0	0	0	0
Network Specialist	3	Tot Min 0	2	2	0	0	0	0	0
4027	\$58,767.49	Total 2	2	2	0	0	0	0	0
IT Support Analyst	3	Tot Min 0	0	0	0	0	0	0	0
4063	\$49,875.02	Total 2	2	1	0	0	1	0	0
Business Systems Analyst 1	2	Tot Min 1	0	0	0	0	0	0	0
4021	\$64,162.38	Total 1	1	1	0	0	0	0	0
Network Analyst	3	Tot Min 0	0	0	0	0	0	0	0
4028	\$51,396.38	Total 1	0	0	0	0	0	0	0
IT Support Supervisor	2	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

010-GRU-Information

010-GRU-Information Technology

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
4064		\$55,794.78	Total	7	Mal	2	0	1	1	0	0	0
Business Systems Analyst 2	2		Tot Min	3	Fem	5	4	1	0	0	0	0
4065		\$70,747.37	Total	6	Mal	1	1	0	0	0	0	0
Business Systems Analyst Sr	2		Tot Min	0	Fem	5	5	0	0	0	0	0
4022		\$73,191.52	Total	1	Mal	1	1	0	0	0	0	0
IT WEB Applications Developer Sr.	2		Tot Min	0	Fem	0	0	0	0	0	0	0
4059		\$74,554.91	Total	14	Mal	11	11	0	0	0	0	0
IT Infrastructure Designer and	2		Tot Min	2	Fem	3	1	1	1	0	0	0
4013		\$77,904.04	Total	4	Mal	2	2	0	0	0	0	0
Computer Systems Analyst	2		Tot Min	1	Fem	2	1	1	0	0	0	0
4040		\$80,723.58	Total	4	Mal	2	2	0	0	0	0	0
IT Supervisor	2		Tot Min	0	Fem	2	2	0	0	0	0	0
4060		\$87,366.11	Total	4	Mal	4	4	0	0	0	0	0
IT Infrastructure Designer and	2		Tot Min	0	Fem	0	0	0	0	0	0	0
4011		\$90,914.59	Total	1	Mal	0	0	0	0	0	0	0
Computer Project Leader	2		Tot Min	0	Fem	1	1	0	0	0	0	0
4039		\$87,316.05	Total	2	Mal	1	1	0	0	0	0	0
Business Operations Support	1		Tot Min	0	Fem	1	1	0	0	0	0	0
4062		\$93,288.00	Total	1	Mal	1	1	0	0	0	0	0
IT Applications Development	1		Tot Min	0	Fem	0	0	0	0	0	0	0
4030		\$107,525.69	Total	1	Mal	1	1	0	0	0	0	0
IT Infrastructure and Administration	1		Tot Min	0	Fem	0	0	0	0	0	0	0
1049		\$97,082.37	Total	1	Mal	1	1	0	0	0	0	0
Information Technology Director,	1		Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 010-GRU-Information			Total	65	Mal	40	36	2	1	1	0	0
			Tot Min	8	Fem	25	21	3	1	0	0	0

Workforce Analysis

010-GRU-Telecommunic 010-GRU-Telecommunications

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
0104	\$14,009.41	Total	1	Mal	1	0	1	0	0	0	0
Intern	6	Tot Min	1	Fem	0	0	0	0	0	0	0
0103	\$29,536.18	Total	1	Mal	0	0	0	0	0	0	0
Techs - Temp	3	Tot Min	0	Fem	1	1	0	0	0	0	0
1145	\$30,430.19	Total	1	Mal	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3048	\$32,337.92	Total	8	Mal	6	5	1	0	0	0	0
Customer Service Support Specialist	6	Tot Min	3	Fem	2	0	2	0	0	0	0
2546	\$43,049.97	Total	1	Mal	1	1	0	0	0	0	0
Technical Support Specialist I	3	Tot Min	0	Fem	0	0	0	0	0	0	0
4053	\$34,661.64	Total	2	Mal	2	2	0	0	0	0	0
Network Cabling Specialist 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2548	\$41,177.14	Total	1	Mal	1	1	0	0	0	0	0
Technical Support Specialist II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
3015	\$43,041.90	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
3057	\$44,065.26	Total	1	Mal	1	1	0	0	0	0	0
Customer Service Rep Senior	6	Tot Min	0	Fem	0	0	0	0	0	0	0
4020	\$44,400.43	Total	1	Mal	0	0	0	0	0	0	0
GRUCOM Work Management	2	Tot Min	0	Fem	1	1	0	0	0	0	0
4055	\$50,244.97	Total	3	Mal	3	2	1	0	0	0	0
Network Cabling Specialist 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0
2550	\$52,774.65	Total	1	Mal	1	1	0	0	0	0	0
Technical Support Specialist III	3	Tot Min	0	Fem	0	0	0	0	0	0	0
4045	\$61,273.97	Total	5	Mal	5	4	1	0	0	0	0
Telecomm Specialist 2	3	Tot Min	1	Fem	0	0	0	0	0	0	0
3059	\$64,815.50	Total	1	Mal	0	0	0	0	0	0	0
Customer Service Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0
4046	\$67,323.57	Total	1	Mal	1	1	0	0	0	0	0
Lead Telecomm Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Telecommunic 010-GRU-Telecommunications

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
4057	\$69,236.13	Total	1	Mal	1	1	0	0	0	0	0
Network Cabling Supervisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
4058	\$61,421.36	Total	1	Mal	1	1	0	0	0	0	0
IT Infrastructure Designer and	2	Tot Min	0	Fem	0	0	0	0	0	0	0
4102	\$62,262.62	Total	2	Mal	1	0	0	0	1	0	0
Account Representative	2	Tot Min	1	Fem	1	1	0	0	0	0	0
1241	\$61,498.77	Total	2	Mal	2	2	0	0	0	0	0
Analyst Senior	2	Tot Min	0	Fem	0	0	0	0	0	0	0
4047	\$71,243.33	Total	2	Mal	2	1	0	0	1	0	0
Network & Telecommunications	3	Tot Min	1	Fem	0	0	0	0	0	0	0
4059	\$74,554.91	Total	2	Mal	1	1	0	0	0	0	0
IT Infrastructure Designer and	2	Tot Min	1	Fem	1	0	1	0	0	0	0
4060	\$87,366.11	Total	1	Mal	1	1	0	0	0	0	0
IT Infrastructure Designer and	2	Tot Min	0	Fem	0	0	0	0	0	0	0
6073	\$96,576.50	Total	2	Mal	2	2	0	0	0	0	0
Principal Engineer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1415	\$92,970.86	Total	1	Mal	1	1	0	0	0	0	0
Managing Utility Analyst Planning	1	Tot Min	0	Fem	0	0	0	0	0	0	0
4031	\$115,397.61	Total	1	Mal	1	1	0	0	0	0	0
Technical Services Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
1046	\$120,632.05	Total	1	Mal	1	1	0	0	0	0	0
Director Of Sales and New Services	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 010-GRU-Telecommunic		Total	45	Mal	36	30	4	0	2	0	0
		Tot Min	9	Fem	9	6	3	0	0	0	0

010-GRU-Water/Wastew 010-GRU-Water/Wastewater

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
0104	\$14,009.41	Total	6	Mal	4	3	1	0	0	0	0
Intern	6	Tot Min	1	Fem	2	2	0	0	0	0	0

Workforce Analysis

010-GRU-Water/Wastew 010-GRU-Water/Wastewater

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
0105		\$65,456.02	Total	2	Mal	0	0	0	0	0	0	0
Professional - Temp		2	Tot Min	0	Fem	2	2	0	0	0	0	0
2504		\$27,245.50	Total	3	Mal	3	2	0	0	1	0	0
Wastewater Mechanic Trainee		7	Tot Min	1	Fem	0	0	0	0	0	0	0
2579		\$28,733.95	Total	1	Mal	1	1	0	0	0	0	0
Services Operator Trainee		7	Tot Min	0	Fem	0	0	0	0	0	0	0
5027		\$29,936.82	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
2517		\$46,771.37	Total	2	Mal	2	2	0	0	0	0	0
Wstwtr Plant Trainee		7	Tot Min	0	Fem	0	0	0	0	0	0	0
2571		\$34,889.30	Total	2	Mal	2	2	0	0	0	0	0
Services Operator Apprentice		7	Tot Min	0	Fem	0	0	0	0	0	0	0
1145		\$30,430.19	Total	2	Mal	0	0	0	0	0	0	0
Staff Assistant		6	Tot Min	0	Fem	2	2	0	0	0	0	0
1223		\$39,495.46	Total	1	Mal	0	0	0	0	0	0	0
Training Technician		6	Tot Min	0	Fem	1	1	0	0	0	0	0
2511		\$36,089.87	Total	3	Mal	3	2	1	0	0	0	0
Wstwtr Plant Operator 1		7	Tot Min	1	Fem	0	0	0	0	0	0	0
1147		\$36,138.40	Total	4	Mal	0	0	0	0	0	0	0
Staff Specialist		6	Tot Min	0	Fem	4	4	0	0	0	0	0
2505		\$31,675.90	Total	2	Mal	2	1	1	0	0	0	0
Wastewater Mechanic Apprentice		7	Tot Min	1	Fem	0	0	0	0	0	0	0
4132		\$40,671.16	Total	1	Mal	0	0	0	0	0	0	0
Operations Assistant		6	Tot Min	1	Fem	1	0	1	0	0	0	0
2555		\$46,619.25	Total	1	Mal	1	1	0	0	0	0	0
Wtr/Wstwtr Instrument Technician		3	Tot Min	0	Fem	0	0	0	0	0	0	0
2513		\$39,547.83	Total	5	Mal	5	4	1	0	0	0	0
Wstwtr Plant Operator 2		7	Tot Min	1	Fem	0	0	0	0	0	0	0
5031		\$47,359.45	Total	3	Mal	3	1	2	0	0	0	0
Maintenance Mechanic 3		7	Tot Min	2	Fem	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Water/Wastew 010-GRU-Water/Wastewater

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
2573	\$47,731.87	Total	41	Mal	41	32	8	0	1	0	0	0
Services Operator	7	Tot Min	9	Fem	0	0	0	0	0	0	0	0
2506	\$49,398.96	Total	2	Mal	2	1	1	0	0	0	0	0
Wastewater Mechanic	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2582	\$54,115.36	Total	1	Mal	1	1	0	0	0	0	0	0
Wtr/Wstwtr Grease Trap Inspector	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2543	\$54,862.20	Total	16	Mal	16	12	4	0	0	0	0	0
Wtr/Wstwtr Crew Leader	7	Tot Min	4	Fem	0	0	0	0	0	0	0	0
1153	\$45,139.28	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
2515	\$45,558.59	Total	3	Mal	3	2	0	1	0	0	0	0
Wstwtr Plant Operator 3	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2538	\$57,147.17	Total	6	Mal	6	4	2	0	0	0	0	0
Water Plant Operator/Mechanic	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
2537	\$57,712.72	Total	1	Mal	0	0	0	0	0	0	0	0
Water Plant Operator 3	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2568	\$58,950.25	Total	3	Mal	2	2	0	0	0	0	0	0
Water Reclamation Laboratory	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2550	\$52,774.65	Total	8	Mal	7	7	0	0	0	0	0	0
Technical Support Specialist III	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
2567	\$60,768.86	Total	1	Mal	1	1	0	0	0	0	0	0
Wtr/Wstwtr Laboratory Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2581	\$59,493.85	Total	9	Mal	9	8	1	0	0	0	0	0
Wtr/Wstwtr Supervisor	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2559	\$60,604.44	Total	8	Mal	8	8	0	0	0	0	0	0
Wtr/Wstwtr Instrument Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2552	\$63,776.49	Total	2	Mal	2	1	1	0	0	0	0	0
Technical Support Specialist Senior	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2591	\$70,458.00	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Programs	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

010-GRU-Water/Wastew 010-GRU-Water/Wastewater

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
6046	\$59,128.04	Total	1	Mal	1	1	0	0	0	0	0
Utility GIS Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2561	\$67,062.53	Total	1	Mal	0	0	0	0	0	0	0
Wtr/Wstwtr Laboratory Supervisor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
1313	\$74,970.01	Total	1	Mal	1	1	0	0	0	0	0
Utility Safety Training Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2509	\$73,955.88	Total	3	Mal	3	3	0	0	0	0	0
Wtr/Wstwtr Facilities Operations &	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6065	\$68,441.68	Total	3	Mal	2	2	0	0	0	0	0
Engineer Utility Designer 3	2	Tot Min	0	Fem	1	1	0	0	0	0	0
4072	\$77,581.98	Total	1	Mal	1	1	0	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2531	\$86,463.77	Total	1	Mal	1	1	0	0	0	0	0
Water Plant Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
6067	\$81,055.40	Total	4	Mal	1	1	0	0	0	0	0
Engineer Utility Designer 4	2	Tot Min	0	Fem	3	3	0	0	0	0	0
6073	\$96,576.50	Total	1	Mal	1	1	0	0	0	0	0
Principal Engineer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
6075	\$94,415.24	Total	4	Mal	2	2	0	0	0	0	0
Superv Engineer Ut Designer	2	Tot Min	0	Fem	2	2	0	0	0	0	0
1071	\$108,906.90	Total	1	Mal	1	1	0	0	0	0	0
Wtr/Wstwtr Engineering Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
1011	\$127,230.92	Total	1	Mal	1	1	0	0	0	0	0
AGM - Water/Waste Water Systems	1	Tot Min	0	Fem	0	0	0	0	0	0	0
1069	\$147,911.75	Total	1	Mal	1	1	0	0	0	0	0
Chief Financial Officer, Utilities	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 010-GRU-Water/Wastew		Total	165	Mal	142	115	24	1	2	0	0
		Tot Min	29	Fem	23	21	2	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

Gainesville Regional Utilities

Job Group Analysis

ASCS

6

EEO Code: 6

Job Code & Title		Min	Fem							
1401 - Administrative Assistant	#	0	1							
1 Employee	%	0.00	100.00							
1153 - Executive Assistant Senior	#	2	8							
8 Employees	%	25.00	100.00							
4134 - Energy Systems Dispatcher	#	1	2							
2 Employees	%	50.00	100.00							
4132 - Operations Assistant	#	2	10							
10 Employees	%	20.00	100.00							
1136 - Dispatcher	#	0	1							
2 Employees	%	0.00	50.00							
1147 - Staff Specialist	#	2	13							
13 Employees	%	15.38	100.00							
1145 - Staff Assistant	#	2	10							
10 Employees	%	20.00	100.00							
46 Employees										
	Totals	#	9	45						
		%	19.57	97.83						

Job Group Analysis

ASCSa

6

EEO Code: 6

Job Code & Title		Min	Fem							
0101 - Clerical - Temp	#	1	1							
1 Employee	%	100.00	100.00							
1 Employee	#	1	1							
Totals	%	100.00	100.00							

Job Group Analysis

ASFIN

6

EEO Code: 6

Job Code & Title		Min	Fem							
3224 - Supply Chain Specialist	#	0	0							
2 Employees	%	0.00	0.00							
3103 - Buyer 2	#	0	1							
1 Employee	%	0.00	100.00							
3015 - Account Clerk Senior	#	2	4							
5 Employees	%	40.00	80.00							
3043 - Customer Accounts Rep Senior	#	0	2							
2 Employees	%	0.00	100.00							
3007 - Account Clerk II	#	1	7							
7 Employees	%	14.29	100.00							
3101 - Buyer	#	1	1							
1 Employee	%	100.00	100.00							
3041 - Customer Accounts Rep	#	4	7							
7 Employees	%	57.14	100.00							
3000 - Clerk 1	#	0	0							
1 Employee	%	0.00	0.00							
26 Employees	Totals #	8	22							
	%	30.77	84.62							

Job Group Analysis

ASFINa

6

EEO Code: 6

Job Code & Title		Min	Fem							
0006 - ACCOUNT Clerk - Temp	#	1	1							
1 Employee	%	100.00	100.00							
1 Employee	#	1	1							
Totals	%	100.00	100.00							

Job Group Analysis

ASGEN

6

EEO Code: 6

Job Code & Title		Min	Fem							
3004 - New Services Specialist Sr.	#	0	1							
1 Employee	%	0.00	100.00							
3057 - Customer Service Rep Senior	#	2	4							
5 Employees	%	40.00	80.00							
3003 - New Services Specialist	#	1	2							
2 Employees	%	50.00	100.00							
3233 - Utilities Materials Specialist, Senior	#	0	4							
9 Employees	%	0.00	44.44							
3054 - Customer Service Rep 2	#	19	20							
22 Employees	%	86.36	90.91							
1223 - Training Technician	#	0	1							
1 Employee	%	0.00	100.00							
3048 - Customer Service Support Specialist 1	#	3	2							
8 Employees	%	37.50	25.00							
48 Employees	Totals #	25	34							
	Totals %	52.08	70.83							

Job Group Analysis

ASGENa

6

EEO Code: 6

Job Code & Title		Min	Fem							
0255 - Support Staff I - Temp	#	1	1							
1 Employee	%	100.00	100.00							
0237 - Customer Service Rep - Temp	#	2	3							
4 Employees	%	50.00	75.00							
0104 - Intern	#	3	10							
17 Employees	%	17.65	58.82							
22 Employees	#	6	14							
	Totals	%	27.27	63.64						

Job Group Analysis

ASPV

6

EEO Code: 6

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

Job Group Analysis

OAEM

1

EEO Code: 1

Job Code & Title		Min	Fem							
1045 - General Mgr for Utilities	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

Job Group Analysis

OAM

1

EEO Code: 1

Job Code & Title		Min	Fem							
4031 - Technical Services Manager	#	0	0							
1 Employee	%	0.00	0.00							
4030 - IT Infrastructure and Administration Manager	#	0	0							
1 Employee	%	0.00	0.00							
4062 - IT Applications Development Manager	#	0	0							
1 Employee	%	0.00	0.00							
4039 - Business Operations Support Manager	#	0	1							
2 Employees	%	0.00	50.00							
6341 - Production Manager II	#	0	0							
1 Employee	%	0.00	0.00							
1415 - Managing Utility Analyst Planning	#	0	0							
2 Employees	%	0.00	0.00							
1414 - Rates and Economics Analysis Manager	#	0	1							
1 Employee	%	0.00	100.00							
6306 - Fuels Manager	#	1	0							
1 Employee	%	100.00	0.00							
6344 - Production Manager I	#	0	0							
1 Employee	%	0.00	0.00							
6350 - Production Leader	#	0	0							
2 Employees	%	0.00	0.00							
3117 - Purchasing Manager Utilities	#	0	1							
1 Employee	%	0.00	100.00							
6336 - Major Maintenance Leader	#	0	0							
1 Employee	%	0.00	0.00							
3056 - Operations Manager' Utilities	#	0	0							
1 Employee	%	0.00	0.00							
3051 - Customer Service Manager	#	1	0							
1 Employee	%	100.00	0.00							
3225 - Util Stores Manager	#	0	0							
1 Employee	%	0.00	0.00							
1208 - Learning & Development Manager	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

OAM

1

EEO Code: 1

Job Code & Title		Min	Fem							
2509 - Wtr/Wstwtr Facilities Operations & Maintenance Man	#	0	0							
3 Employees	%	0.00	0.00							
1403B - Office Manager	#	0	1							
1 Employee	%	0.00	100.00							
23 Employees	Totals #	2	5							
	%	8.70	21.74							

Job Group Analysis

OAMM

1

EEO Code: 1

Job Code & Title		Min	Fem							
6123 - Energy Measurement & Regulation Manager	#	0	0							
1 Employee	%	0.00	0.00							
6013 - Energy Delivery Engineering Mgr	#	1	0							
1 Employee	%	100.00	0.00							
6040 - Production Assurance Support Director	#	0	0							
1 Employee	%	0.00	0.00							
6127 - System Control Manager	#	0	0							
1 Employee	%	0.00	0.00							
6333 - Director of Production	#	0	1							
1 Employee	%	0.00	100.00							
6305 - Administrative & Fuels Operations Director	#	2	1							
2 Employees	%	100.00	50.00							
1049 - Information Technology Director, GRU	#	0	0							
1 Employee	%	0.00	0.00							
1046 - Director Of Sales and New Services	#	0	0							
1 Employee	%	0.00	0.00							
6164 - Operational Technology Manager	#	0	1							
1 Employee	%	0.00	100.00							
1024 - Marketing & Business Solutions Director	#	0	0							
1 Employee	%	0.00	0.00							
1067 - Utilities Administrative Services Director	#	0	0							
1 Employee	%	0.00	0.00							
1071 - Wtr/Wstwrtr Engineering Director	#	0	0							
1 Employee	%	0.00	0.00							
6340 - Production Manager III	#	0	0							
2 Employees	%	0.00	0.00							
1043 - Gas T & D Manager	#	0	0							
1 Employee	%	0.00	0.00							
6174 - Power Systems Operations Manager	#	0	1							
1 Employee	%	0.00	100.00							
1031 - Customer Operations Director	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

OAMM

1

EEO Code: 1

Job Code & Title		Min	Fem							
3027 - Controller, Utilities	#	0	1							
1 Employee	%	0.00	100.00							
6334 - Job Knowledge & Proficiency Development Manager	#	0	0							
1 Employee	%	0.00	0.00							
3055 - Util Field Services Manager	#	0	0							
1 Employee	%	0.00	0.00							
6176 - Systems Operations Manager	#	0	0							
1 Employee	%	0.00	0.00							
6342 - Manager of Outage Planning & Major Maintenance	#	0	0							
1 Employee	%	0.00	0.00							
6129 - Electric Systems Operations Manager	#	0	0							
2 Employees	%	0.00	0.00							
4100 - Marketing Manager Utilities	#	1	1							
1 Employee	%	100.00	100.00							
2109 - Conservation Services Manager	#	1	1							
1 Employee	%	100.00	100.00							
1202 - Human Resources Manager	#	1	1							
1 Employee	%	100.00	100.00							
2531 - Water Plant Manager	#	0	0							
1 Employee	%	0.00	0.00							
29 Employees	Totals #	6	8							
	%	20.69	27.59							

Job Group Analysis

OASM

1

EEO Code: 1

Job Code & Title		Min	Fem							
1009 - AGM - Energy Supply	#	0	0							
1 Employee	%	0.00	0.00							
1007 - AGM - Energy Delivery	#	0	0							
2 Employees	%	0.00	0.00							
1069 - Chief Financial Officer, Utilities	#	0	0							
1 Employee	%	0.00	0.00							
1011 - AGM - Water/Waste Water Systems	#	0	0							
1 Employee	%	0.00	0.00							
1005 - AGM - Customer/Administrative Services	#	0	0							
1 Employee	%	0.00	0.00							
1047 - Human Resources Director	#	0	1							
1 Employee	%	0.00	100.00							
2306 - Public Affairs Director	#	1	1							
1 Employee	%	100.00	100.00							
8 Employees	Totals #	1	2							
	Totals %	12.50	25.00							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
1216 - Chief Negotiator	#	0	0							
1 Employee	%	0.00	0.00							
6168 - System Operations Training Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
4011 - Computer Project Leader	#	0	1							
1 Employee	%	0.00	100.00							
4060 - IT Infrastructure Designer and Administrator,Lead.	#	0	0							
5 Employees	%	0.00	0.00							
4078 - Operational Technology Network Analyst Lead	#	1	0							
1 Employee	%	100.00	0.00							
4074 - Technical Systems Analyst Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
6044 - Utility GIS Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
4103 - Account Representative Sr.	#	1	1							
3 Employees	%	33.33	33.33							
4040 - IT Supervisor	#	0	2							
4 Employees	%	0.00	50.00							
7401 - Utility Security Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
4013 - Computer Systems Analyst	#	1	2							
4 Employees	%	25.00	50.00							
4072 - Technical Systems Analyst, Sr.	#	0	0							
2 Employees	%	0.00	0.00							
4059 - IT Infrastructure Designer and Administrator,Sr.	#	3	4							
16 Employees	%	18.75	25.00							
4022 - IT WEB Applications Developer Sr.	#	0	0							
1 Employee	%	0.00	0.00							
6160 - Generation Training Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
6304 - Business Services Support Coordinator	#	1	1							
1 Employee	%	100.00	100.00							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
6421 - Marketing Rep Senior	#	0	0							
1 Employee	%	0.00	0.00							
6057 - Utility Services Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
1313 - Utility Safety Training Coordinator	#	0	0							
2 Employees	%	0.00	0.00							
4058 - IT Infrastructure Designer and Administrator	#	0	0							
1 Employee	%	0.00	0.00							
4070 - Technical Systems Analyst 2	#	0	0							
4 Employees	%	0.00	0.00							
4028 - IT Support Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
3115 - Land Rights Coordinator	#	0	2							
2 Employees	%	0.00	100.00							
6423 - Utility Marketing Rep	#	1	0							
2 Employees	%	50.00	0.00							
1209 - HR/OD Representative, Sr.	#	0	2							
2 Employees	%	0.00	100.00							
2101 - Business Efficiency Program Coordinator	#	0	1							
2 Employees	%	0.00	50.00							
3016 - Collections Recovery Specialist	#	0	1							
1 Employee	%	0.00	100.00							
7302 - Community Relations Coordinator-Utilities	#	1	1							
1 Employee	%	100.00	100.00							
6141 - Utility Forester	#	0	0							
2 Employees	%	0.00	0.00							
1311 - Utility Training Officer	#	0	0							
1 Employee	%	0.00	0.00							
6424 - Marketing & Communication Specialist, Senior	#	1	2							
2 Employees	%	50.00	100.00							
4068 - Technical Systems Analyst 1	#	1	1							
2 Employees	%	50.00	50.00							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
4020 - GRUCOM Work Management Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2107 - Residential Efficiency Program Coordinatiior 3	#	0	1							
1 Employee	%	0.00	100.00							
2105 - Residential Efficiency Program Coordinator 2	#	2	1							
3 Employees	%	66.67	33.33							
76 Employees	Totals #	13	26							
	%	17.11	34.21							

Job Group Analysis

PADMa

2

EEO Code: 2

Job Code & Title		Min	Fem							
0105 - Professional - Temp	#	2	4							
9 Employees	%	22.22	44.44							
9 Employees	Totals	#	2	4						
		%	22.22	44.44						

Job Group Analysis

PANA

2

EEO Code: 2

Job Code & Title		Min	Fem							
1012 - COMPLIANCE OFFICER	#	0	0							
1 Employee	%	0.00	0.00							
1213 - HR/OD Specialist	#	1	1							
3 Employees	%	33.33	33.33							
4065 - Business Systems Analyst Sr	#	0	5							
6 Employees	%	0.00	83.33							
1242 - Analyst Lead	#	0	0							
4 Employees	%	0.00	0.00							
3073 - Pension and Investment Officer	#	1	1							
1 Employee	%	100.00	100.00							
4002 - Enterprise Architect	#	0	0							
1 Employee	%	0.00	0.00							
1241 - Analyst Senior	#	3	5							
13 Employees	%	23.08	38.46							
4102 - Account Representative	#	1	1							
2 Employees	%	50.00	50.00							
4064 - Business Systems Analyst 2	#	3	5							
7 Employees	%	42.86	71.43							
3023 - Accountant, Senior.	#	1	0							
2 Employees	%	50.00	0.00							
2591 - Environmental Programs Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
3104 - Buyer, Senior.	#	0	2							
3 Employees	%	0.00	66.67							
4063 - Business Systems Analyst 1	#	1	0							
2 Employees	%	50.00	0.00							
4034 - Application Security Analyst	#	0	0							
2 Employees	%	0.00	0.00							
1240 - Analyst	#	3	3							
8 Employees	%	37.50	37.50							
3021 - Accountant 2	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

PANA

2

EEO Code: 2

Job Code & Title

57 Employees

Totals

	Min	Fem								
#	14	24								
%	24.56	42.11								

Job Group Analysis

PENG

2

EEO Code: 2

Job Code & Title		Min	Fem							
6041 - Project Engineer	#	0	0							
1 Employee	%	0.00	0.00							
6077 - Utility Project /Team Leader	#	0	0							
1 Employee	%	0.00	0.00							
6075 - Superv Engineer Ut Designer	#	0	2							
10 Employees	%	0.00	20.00							
6073 - Principal Engineer	#	0	1							
6 Employees	%	0.00	16.67							
6067 - Engineer Utility Designer 4	#	3	5							
14 Employees	%	21.43	35.71							
6065 - Engineer Utility Designer 3	#	1	1							
5 Employees	%	20.00	20.00							
6063 - Engineer Utility Designer 2	#	1	0							
2 Employees	%	50.00	0.00							
6061 - Engineer Utility Designer 1	#	1	0							
1 Employee	%	100.00	0.00							
40 Employees										
	Totals	#	6	9						
		%	15.00	22.50						

Job Group Analysis

SER

8

EEO Code: 8

Job Code & Title		Min	Fem							
6149 - Meter Reader Crew Leader	#	0	0							
1 Employee	%	0.00	0.00							
6147 - Meter Reader	#	4	1							
22 Employees	%	18.18	4.55							
23 Employees	Totals		#	4	1					
		%	17.39	4.35						

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
6171 - Systems Operator 2	#	0	0							
2 Employees	%	0.00	0.00							
6173 - Pwr System Coordinator 2	#	2	0							
5 Employees	%	40.00	0.00							
6113 - Electric Systems Operations Coordinator	#	0	0							
2 Employees	%	0.00	0.00							
6170 - Distribution System Operator 2	#	0	0							
3 Employees	%	0.00	0.00							
6190 - SUBSTATION ELECTRICIAN, LEAD	#	0	0							
2 Employees	%	0.00	0.00							
6310 - Power Plant Control Specialist	#	0	0							
1 Employee	%	0.00	0.00							
6115 - Lineworker, Lead	#	0	0							
16 Employees	%	0.00	0.00							
6318 - Control Room Operator	#	1	0							
3 Employees	%	33.33	0.00							
6119 - Electric Line Worker	#	4	0							
31 Employees	%	12.90	0.00							
6314 - Pwr Plant Instrumentation,Controls & Electrical Te	#	1	2							
9 Employees	%	11.11	22.22							
6316 - Production Technician	#	0	1							
25 Employees	%	0.00	4.00							
6187 - Substation Electrician	#	0	0							
4 Employees	%	0.00	0.00							
1432 - Energy Delivery Facilities Specialist 2	#	1	5							
8 Employees	%	12.50	62.50							
2568 - Water Reclamation Laboratory Technician	#	0	1							
3 Employees	%	0.00	33.33							
6337 - Pwr Plant Mech Journeyman	#	2	0							
15 Employees	%	13.33	0.00							
2537 - Water Plant Operator 3	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
2538 - Water Plant Operator/Mechanic	#	2	0							
6 Employees	%	33.33	0.00							
6345 - Power Plant Journeyman Operator	#	2	0							
8 Employees	%	25.00	0.00							
4055 - Network Cabling Specialist 2	#	1	0							
3 Employees	%	33.33	0.00							
2515 - Wstwr Plant Operator 3	#	1	0							
3 Employees	%	33.33	0.00							
6118 - Line Technician, Lead	#	0	0							
2 Employees	%	0.00	0.00							
6415 - Gas Worker Lead	#	0	0							
2 Employees	%	0.00	0.00							
6111 - Electric Line Clearance Coordinator	#	0	0							
2 Employees	%	0.00	0.00							
2543 - Wtr/Wstwr Crew Leader	#	4	0							
16 Employees	%	25.00	0.00							
2582 - Wtr/Wstwr Grease Trap Inspector	#	0	0							
1 Employee	%	0.00	0.00							
3207 - Field Services Technician	#	5	0							
14 Employees	%	35.71	0.00							
2506 - Wastewater Mechanic	#	1	0							
2 Employees	%	50.00	0.00							
2573 - Services Operator	#	9	0							
41 Employees	%	21.95	0.00							
5031 - Maintenance Mechanic 3	#	2	0							
3 Employees	%	66.67	0.00							
6357 - Process Plant Operator 2	#	1	0							
5 Employees	%	20.00	0.00							
6301 - Coal/Ash Equipment Operator 2	#	1	0							
5 Employees	%	20.00	0.00							
2513 - Wstwr Plant Operator 2	#	1	0							
5 Employees	%	20.00	0.00							

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
1431 - Energy Delivery Facilities Specialist 1	#	0	1							
2 Employees	%	0.00	50.00							
5029 - Maintenance Mechanic 2	#	0	0							
2 Employees	%	0.00	0.00							
6302 - Coal/Ash Equipment Operator 1	#	0	0							
2 Employees	%	0.00	0.00							
6405 - Gas Worker	#	2	0							
5 Employees	%	40.00	0.00							
5027 - Maintenance Mechanic 1	#	1	0							
2 Employees	%	50.00	0.00							
261 Employees	Totals #	44	11							
	%	16.86	4.21							

Job Group Analysis

SKa

7

EEO Code: 7

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

Job Group Analysis

SKAP

7

EEO Code: 7

Job Code & Title		Min	Fem							
6116 - Line Technician	#	1	0							
7 Employees	%	14.29	0.00							
4053 - Network Cabling Specialist 1	#	0	0							
2 Employees	%	0.00	0.00							
2505 - Wastewater Mechanic Apprentice	#	1	0							
2 Employees	%	50.00	0.00							
6343 - Power Plant Apprentice Operator	#	1	0							
5 Employees	%	20.00	0.00							
2511 - Wstwtr Plant Operator 1	#	1	0							
3 Employees	%	33.33	0.00							
3206 - Field Services Technician Apprentice	#	0	0							
1 Employee	%	0.00	0.00							
2571 - Services Operator Apprentice	#	0	0							
2 Employees	%	0.00	0.00							
22 Employees	Totals #	4	0							
	Totals %	18.18	0.00							

Job Group Analysis

SKSPV

7

EEO Code: 7

Job Code & Title		Min	Fem							
6349 - Pwr Plant Shift Supervisor	#	3	0							
8 Employees	%	37.50	0.00							
6313 - Pwr Plant Instrumentation,Controls & Electrical Su	#	0	0							
1 Employee	%	0.00	0.00							
6419 - Gas Operations Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
3075 - Meter Services Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
1430 - Energy Delivery Facilities Specialist Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
1427 - Energy Services Supervisor	#	0	0							
3 Employees	%	0.00	0.00							
6332 - Pwr Plant Materials Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
5017 - Facilities Maintenance Coordinator	#	0	0							
2 Employees	%	0.00	0.00							
2581 - Wtr/Wstwtr Supervisor	#	1	0							
9 Employees	%	11.11	0.00							
28 Employees	Totals #	4	0							
	%	14.29	0.00							

Job Group Analysis

SKT

7

EEO Code: 7

Job Code & Title		Min	Fem							
2517 - Wstwtr Plant Trainee	#	0	0							
3 Employees	%	0.00	0.00							
2579 - Services Operator Trainee	#	0	0							
1 Employee	%	0.00	0.00							
2504 - Wastewater Mechanic Trainee	#	1	0							
3 Employees	%	33.33	0.00							
6401 - Gas Worker Trainee	#	0	0							
1 Employee	%	0.00	0.00							
8 Employees	Totals #	1	0							
	Totals %	12.50	0.00							

Job Group Analysis

TENG

3

EEO Code: 3

Job Code & Title		Min	Fem							
6046 - Utility GIS Technician	#	0	0							
2 Employees	%	0.00	0.00							
2552 - Technical Support Specialist Senior	#	2	1							
4 Employees	%	50.00	25.00							
2550 - Technical Support Specialist III	#	2	2							
11 Employees	%	18.18	18.18							
2548 - Technical Support Specialist II	#	0	2							
4 Employees	%	0.00	50.00							
2546 - Technical Support Specialist I	#	0	0							
1 Employee	%	0.00	0.00							
22 Employees										
	Totals	#	4	5						
		%	18.18	22.73						

Job Group Analysis

TENGa

3

EEO Code: 3

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

Job Group Analysis

TGEN

3

EEO Code: 3

Job Code & Title		Min	Fem							
4047 - Network & Telecommunications Supervisor	#	1	0							
2 Employees	%	50.00	0.00							
6330 - Pwr Plant Maintenance Planner	#	0	0							
3 Employees	%	0.00	0.00							
4046 - Lead Telecomm Specialist	#	0	0							
1 Employee	%	0.00	0.00							
4021 - Network Analyst	#	0	0							
1 Employee	%	0.00	0.00							
6175 - Relay Technician	#	1	0							
4 Employees	%	25.00	0.00							
2559 - Wtr/Wstwrtr Instrument Technician	#	0	0							
8 Employees	%	0.00	0.00							
4045 - Telecomm Specialist 2	#	1	0							
5 Employees	%	20.00	0.00							
6159 - Electric Measurement Technician	#	1	0							
5 Employees	%	20.00	0.00							
6167 - Pwr Sys Control Specialist Senior	#	0	0							
1 Employee	%	0.00	0.00							
4027 - IT Support Analyst	#	0	0							
2 Employees	%	0.00	0.00							
4019 - Network Specialist	#	0	2							
3 Employees	%	0.00	66.67							
2567 - Wtr/Wstwrtr Laboratory Technician Senior	#	0	0							
1 Employee	%	0.00	0.00							
6107 - Electric Apparatus Technician	#	0	0							
3 Employees	%	0.00	0.00							
4025 - IT Support Specialist	#	0	1							
2 Employees	%	0.00	50.00							
6327 - Pwr Plant Lab Technician	#	0	1							
3 Employees	%	0.00	33.33							
6409 - Facilities Protection Technician	#	0	0							
2 Employees	%	0.00	0.00							

Job Group Analysis

TGEN

3

EEO Code: 3

Job Code & Title		Min	Fem							
3037 - Current Diversion Technician	#	0	0							
1 Employee	%	0.00	0.00							
6441 - Gas Measurement Technician	#	1	1							
3 Employees	%	33.33	33.33							
6154 - Meter Programmer Tester	#	0	1							
1 Employee	%	0.00	100.00							
6017 - Electric Utilities Inspector	#	1	0							
2 Employees	%	50.00	0.00							
6101 - Utilities Location Technician	#	1	1							
7 Employees	%	14.29	14.29							
4023 - IT Support Technician	#	1	0							
3 Employees	%	33.33	0.00							
2555 - Wtr/Wstwtr Instrument Technician Apprentice	#	0	0							
1 Employee	%	0.00	0.00							
64 Employees	Totals #	8	7							
	%	12.50	10.94							

Job Group Analysis

TGENa

3

EEO Code: 3

Job Code & Title		Min	Fem							
0103 - Techs - Temp	#	1	2							
8 Employees	%	12.50	25.00							
8 Employees	Totals		#	1	2					
	%	12.50	25.00							

Job Group Analysis

TSPV

3

EEO Code: 3

Job Code & Title		Min	Fem							
6331 - Pwr Plant Maintenance Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
6161 - Electric Measurement Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
6103 - Apparatus Repair Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
4057 - Network Cabling Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2561 - Wtr/Wstwrtr Laboratory Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
6443 - Gas Measurement Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
6361 - Process Plant Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
6325 - Pwr Plant Lab Supervisor	#	1	1							
3 Employees	%	33.33	33.33							
6102 - Utilities Location Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
12 Employees	Totals #	1	2							
	%	8.33	16.67							

Availability Analysis

41 C.F.R. 60-2.14

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

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

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

ASCS - 6

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

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

ASCSa - 6

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

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

ASFIN - 6

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

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

ASFINa - 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 ASFINa - 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.

ASGEN - 6

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

Factor 2: *Feeder Job Computations ASCSa, ASGENa* - This pool of feeder positions for job group ASGEN - 6 was

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

ASGENa - 6

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

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

ASPV - 6

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

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

OAEM - 1

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

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

OAM - 1

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

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

OAMM - 1

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

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

OASM - 1

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

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

PADM - 2

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

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

PADMa - 2

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

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

PANA - 2

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

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

PENG - 2

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

Factor 2: *Feeder Job Computations PENG, 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.

SER - 8

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

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

SK - 7

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

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

SKa - 7

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

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

SKAP - 7

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

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

SKSPV - 7

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

Factor 2: *Feeder Job Computations SK* - This pool of feeder positions for job group SKSPV - 7 was chosen based on reasonable paths of progression within the and includes all promotable, transferable, and trainable employees. This pool

reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

SKT - 7

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

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

TENG - 3

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

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

TENGA - 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 TENGA - 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.

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

Gainesville Regional Utilities

Availability Factor Computation Form

ASCS - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	72.70	Raw Statistics	21.03	74.82								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	15.29	54.39								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	27.30	Raw Statistics	35.04	80.34								Feeder Job Computations
		Weighted Factor	9.57	21.93								
		Availability	24.86	76.32								

Availability Factor Computation Form

ASCSa - 6

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.92	69.16									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	24.92	69.16									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	24.92	69.16									

Availability Factor Computation Form

ASFIN - 6

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	40.00	Raw Statistics	16.97	86.89									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	6.79	34.76									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	60.00	Raw Statistics	30.77	84.62									Feeder Job Computations
		Weighted Factor	18.46	50.77									
		Availability	25.25	85.53									

Availability Factor Computation Form

ASFIna - 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	14.78	97.54									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	14.78	97.54									
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	14.78	97.54									

Availability Factor Computation Form

ASGEN - 6

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	83.30	Raw Statistics	37.61	64.02									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	31.33	53.33									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	16.70	Raw Statistics	30.43	65.22									Feeder Job Computations
		Weighted Factor	5.08	10.89									
		Availability	36.41	64.22									

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	27.50	68.14									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	27.50	68.14									
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	27.50	68.14									

Availability Factor Computation Form

ASPV - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	60.00	Raw Statistics	33.64	65.00								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	20.18	39.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.00	Raw Statistics	44.59	75.68								Feeder Job Computations
		Weighted Factor	17.84	30.27								
		Availability	38.02	69.27								

Availability Factor Computation Form

OAEM - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	13.60	22.19									United States
		Weighted Factor	12.24	19.97									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	12.50	25.00									Feeder Job Computations
		Weighted Factor	1.25	2.50									
		Availability	13.49	22.47									

Availability Factor Computation Form

OAM - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	21.66	34.17									United States
		Weighted Factor	17.33	27.34									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	15.15	31.31									Feeder Job Computations
		Weighted Factor	3.03	6.26									
		Availability	20.36	33.60									

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	20.44	34.62									United States
		Weighted Factor	6.81	11.53									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	66.70	Raw Statistics	8.70	21.74									Feeder Job Computations
		Weighted Factor	5.80	14.50									
		Availability	12.61	26.03									

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	20.98	39.91									United States
		Weighted Factor	15.74	29.93									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	20.69	27.59									Feeder Job Computations
		Weighted Factor	5.17	6.90									
		Availability	20.91	36.83									

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.	100.00	Raw Statistics	25.01	47.79									United States
		Weighted Factor	25.01	47.79									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	17.65	35.29									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	25.01	47.79									

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	19.48	45.12									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	19.48	45.12									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	19.48	45.12									

Availability Factor Computation Form

PANA - 2

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	57.10	Raw Statistics	26.01	43.30									United States
		Weighted Factor	14.85	24.72									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	42.90	Raw Statistics	24.56	42.11									Feeder Job Computations
		Weighted Factor	10.54	18.07									
		Availability	25.39	42.79									

Availability Factor Computation Form

PENG - 2

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	34.67	15.73								United States
		Weighted Factor	17.34	7.86								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	16.13	22.58								Feeder Job Computations
		Weighted Factor	8.06	11.29								
		Availability	25.41	19.16								

Availability Factor Computation Form

SER - 8

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	97.15	2.80									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	97.15	2.80									
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	97.15	2.80									

Availability Factor Computation Form

SK - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	23.50	Raw Statistics	8.76	1.64									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	2.06	0.39									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	76.50	Raw Statistics	17.39	0.00									Feeder Job Computations
		Weighted Factor	13.30	0.00									
		Availability	15.36	0.39									

Availability Factor Computation Form

SKa - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	56.12	27.34									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	56.12	27.34									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	56.12	27.34									

Availability Factor Computation Form

SKAP - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	7.99	9.67									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	4.00	4.84									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	11.11	0.00									Feeder Job Computations
		Weighted Factor	5.56	0.00									
		Availability	9.56	4.84									

Availability Factor Computation Form

SKSPV - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	13.92	21.38									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	16.86	4.21									Feeder Job Computations
		Weighted Factor	16.86	4.21									
		Availability	16.86	4.21									

Availability Factor Computation Form

SKT - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	19.52	7.26									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	19.52	7.26									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	19.52	7.26									

Availability Factor Computation Form

TENG - 3

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	19.56	28.59									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	18.18	22.73									Feeder Job Computations
		Weighted Factor	18.18	22.73									
		Availability	18.18	22.73									

Availability Factor Computation Form

TENGA - 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	50.00	13.64									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	50.00	13.64									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	50.00	13.64									

Availability Factor Computation Form

TGEN - 3

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	71.40	Raw Statistics	21.96	24.30									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	15.68	17.35									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	28.60	Raw Statistics	12.50	12.50									Feeder Job Computations
		Weighted Factor	3.58	3.58									
		Availability	19.26	20.93									

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.	80.00	Raw Statistics	18.35	43.90								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	14.68	35.12								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	14.68	35.12								

Availability Factor Computation Form

TSPV - 3

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	17.25	40.81									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	15.52	36.73									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	13.95	13.95									Feeder Job Computations
		Weighted Factor	1.40	1.40									
		Availability	16.93	38.13									

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 46		Min	Fem
	Employment %	19.57	97.83
	Availability %	24.86	76.32
	Statistical Value	0.831	
ASCSa		6	
Total Emp 1		Min	Fem
	Employment %	100.00	100.00
	Availability %	24.92	69.16
	Statistical Value		
ASFIN		6	
Total Emp 26		Min	Fem
	Employment %	30.77	84.62
	Availability %	25.25	85.53
	Statistical Value		0.531E
ASFINa		6	
Total Emp 1		Min	Fem
	Employment %	100.00	100.00
	Availability %	14.78	97.54
	Statistical Value		
ASGEN		6	
Total Emp 48		Min	Fem
	Employment %	52.08	70.83
	Availability %	36.41	64.22
	Statistical Value		
ASGENa		6	
Total Emp 22		Min	Fem
	Employment %	27.27	63.64
	Availability %	27.50	68.14
	Statistical Value	0.598E	0.401E

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

ASPV		6	
Total Emp 9		Min	Fem
	Employment %	22.22	55.56
	Availability %	38.02	69.27
	Statistical Value	0.271E	0.287E
OAEM		1	
Total Emp 1		Min	Fem
	Employment %	0.00	100.00
	Availability %	13.49	22.47
	Statistical Value	0.865E	
OAM		1	
Total Emp 23		Min	Fem
	Employment %	8.70	21.74
	Availability %	20.36	33.60
	Statistical Value	0.125E	0.163E
OAMM		1	
Total Emp 29		Min	Fem
	Employment %	20.69	27.59
	Availability %	12.61	26.03
	Statistical Value		
OASM		1	
Total Emp 8		Min	Fem
	Employment %	12.50	25.00
	Availability %	20.91	36.83
	Statistical Value	0.477E	0.385E
PADM		2	
Total Emp 76		Min	Fem
	Employment %	17.11	34.21
	Availability %	25.01	47.79
	Statistical Value	1.591	2.370
PADMa		2	
Total Emp 9		Min	Fem
	Employment %	22.22	44.44
	Availability %	19.48	45.12
	Statistical Value		0.619E

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

PANA		2	
Total Emp 57		Min	Fem
	Employment %	24.56	42.11
	Availability %	25.39	42.79
	Statistical Value	0.144	0.104
PENG		2	
Total Emp 40		Min	Fem
	Employment %	15.00	22.50
	Availability %	25.41	19.16
	Statistical Value	1.512	
SER		8	
Total Emp 23		Min	Fem
	Employment %	17.39	4.35
	Availability %	97.15	2.80
	Statistical Value	0.000E	
SK		7	
Total Emp 261		Min	Fem
	Employment %	16.86	4.21
	Availability %	15.36	0.39
	Statistical Value		
SKa		7	
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	56.12	27.34
	Statistical Value	0.439E	0.727E
SKAP		7	
Total Emp 22		Min	Fem
	Employment %	18.18	0.00
	Availability %	9.56	4.84
	Statistical Value		0.336E
SKSPV		7	
Total Emp 28		Min	Fem
	Employment %	14.29	0.00
	Availability %	16.86	4.21
	Statistical Value	0.478E	0.300E

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

SKT		7	
Total Emp 8		Min	Fem
	Employment %	12.50	0.00
	Availability %	19.52	7.26
	Statistical Value	0.517E	0.547E
TENG		3	
Total Emp 22		Min	Fem
	Employment %	18.18	22.73
	Availability %	18.18	22.73
	Statistical Value		0.617E
TENGa		3	
Total Emp 2		Min	Fem
	Employment %	50.00	0.00
	Availability %	50.00	13.64
	Statistical Value	0.750E	0.746E
TGEN		3	
Total Emp 64		Min	Fem
	Employment %	12.50	10.94
	Availability %	19.26	20.93
	Statistical Value	1.371	1.965
TGENa		3	
Total Emp 8		Min	Fem
	Employment %	12.50	25.00
	Availability %	14.68	35.12
	Statistical Value	0.667E	0.425E
TSPV		3	
Total Emp 12		Min	Fem
	Employment %	8.33	16.67
	Availability %	16.93	38.13
	Statistical Value	0.372E	0.105E

Total Employment: 847

W - Whole Person Rule

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

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

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

Placement Goals

41 C.F.R. 60-2.16

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

In establishing placement goals, we applied the following principles:

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								
ASCS - 6	24.86									
ASPV - 6	38.02	69.27								
OAM - 1	20.36	33.60								
PADM - 2	25.01	47.79								
PENG - 2	25.41									
SER - 8	97.15									
SKAP - 7		4.84								
SKSPV - 7		4.21								
TGEN - 3	19.26	20.93								
TSPV - 3	16.93	38.13								

Identification of Problem Areas by Organizational Unit and Job Group

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

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

An analysis of each of these processes follows.

1. Composition of the Workforce by Organizational Unit

Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. Minorities are employed at a rate of 19.83% and are represented in 100% of the City's 10 department. Women are employed at a rate of 27.04% and are represented in 100% of the City's departments. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

2. Composition of the Workforce by Job Group

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

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

3. Analysis of Progress Towards Prior Year Goals

In establishing placement goals, the following principles apply:

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

proportional representation or equal results.

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

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

City of Gainesville

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Goal Attainment

ASCS		6													
	Total	Min		Fem											
Prior Year Goal		25.75													
New Hire	3	0	0.00												
Promotion	1	0	0.00												
Total Opps	4	0	0.00												
Achieved? *		NO													

ASPV		6													
	Total	Min		Fem											
Prior Year Goal		38.18		70.00											
New Hire	0	0	N/A	0	N/A										
Promotion	0	0	N/A	0	N/A										
Total Opps	0	0	N/A	0	N/A										
Achieved? *		NO OPPS		NO OPPS											

OAM		1													
	Total	Min		Fem											
Prior Year Goal		20.43		34.51											
New Hire	0	0	N/A	0	N/A										
Promotion	2	0	0.00	0	0.00										
Total Opps	2	0	0.00	0	0.00										
Achieved? *		LIMITED		LIMITED											

Goal Attainment

OASM		1															
	Total	Min		Fem													
Prior Year Goal		21.77															
New Hire	1	0	0.00														
Promotion	0	0	N/A														
Total Opps	1	0	0.00														
Achieved? *		LIMITED															

PADM		2															
	Total	Min		Fem													
Prior Year Goal		25.12		48.57													
New Hire	6	2	33.33	2	33.33												
Promotion	1	0	0.00	0	0.00												
Total Opps	7	2	28.57	2	28.57												
Achieved? *		YES		NO													

PADMa		2															
	Total	Min		Fem													
Prior Year Goal				45.12													
New Hire	4			3	75.00												
Promotion	0			0	N/A												
Total Opps	4			3	75.00												
Achieved? *				YES													

Goal Attainment

PANA		2																
	Total	Min	Fem															
Prior Year Goal		24.29																
New Hire	3	1	33.33															
Promotion	1	1	100.00															
Total Opps	4	2	50.00															
Achieved? *		YES																

PENG		2																
	Total	Min	Fem															
Prior Year Goal		23.92																
New Hire	2	1	50.00															
Promotion	0	0	N/A															
Total Opps	2	1	50.00															
Achieved? *		YES																

SER		8																
	Total	Min	Fem															
Prior Year Goal		94.23	5.66															
New Hire	5	1	20.00	1	20.00													
Promotion	0	0	N/A	0	N/A													
Total Opps	5	1	20.00	1	20.00													
Achieved? *		NO	YES															

Goal Attainment

SKAP		7									
	Total	Min		Fem							
Prior Year Goal				4.72							
New Hire	0			0	N/A						
Promotion	5			0	0.00						
Total Opps	5			0	0.00						
Achieved? *				LIMITED							

SKSPV		7									
	Total	Min		Fem							
Prior Year Goal		17.27		3.96							
New Hire	0	0	N/A	0	N/A						
Promotion	4	1	25.00	0	0.00						
Total Opps	4	1	25.00	0	0.00						
Achieved? *		YES		LIMITED							

TGEN		3									
	Total	Min		Fem							
Prior Year Goal		19.47		20.70							
New Hire	5	0	0.00	2	40.00						
Promotion	2	0	0.00	0	0.00						
Total Opps	7	0	0.00	2	28.57						
Achieved? *		NO		YES							

Goal Attainment

TGENa		3																	
	Total	Min		Fem															
Prior Year Goal				35.12															
New Hire	1			0	0.00														
Promotion	0			0	N/A														
Total Opps	1			0	0.00														
Achieved? *				LIMITED															

TSPV		3																	
	Total	Min		Fem															
Prior Year Goal		17.06		38.02															
New Hire	0	0	N/A	0	N/A														
Promotion	0	0	N/A	0	N/A														
Total Opps	0	0	N/A	0	N/A														
Achieved? *		NO OPPS		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. The City's success in implementing and communicating affirmative action and outreach efforts is demonstrated by these statistics.

The following report summarizes applicant flow by job group: Please note that applicants with an identified gender but no race will be included in the Applicant Detail by Gender and applicants with an identified race but no gender will be included in the Applicant Detail by Race.

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Applicant Summary

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

EEO Code 1 Officials & Administrators

		Total	Unk Race	Unk Gend	Min	Fem							
OAMM	S	132	0	0	26	57							
1	P	132	0	0	26	57							

EEO Code 2 Professionals

		Total	Unk Race	Unk Gend	Min	Fem							
PADM	S	377	0	2	73	144							
2	P	377	0	2	73	144							
PADMa	S	1,246	0	0	424	604							
2	P	1,246	0	0	424	604							
PANA	S	316	0	0	77	176							
2	P	316	0	0	77	176							
PENG	S	105	0	0	27	18							
2	P	105	0	0	27	18							

S - Selected, P - Pool

Applicant Summary

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

EEO Code 3

Technicians

		Total	Unk Race	Unk Gend	Min	Fem								
TENG	S	50	0	0	7	4								
3	P	50	0	0	7	4								
TENGa	S	112	0	0	40	12								
3	P	112	0	0	40	12								
TGEN	S	614	0	0	118	79								
3	P	614	0	0	118	79								
TGENa	S	413	0	0	141	202								
3	P	413	0	0	141	202								

EEO Code 6

Administrative Support

		Total	Unk Race	Unk Gend	Min	Fem								
ASCS	S	456	0	0	165	356								
6	P	456	0	0	165	356								
ASFIN	S	204	0	0	84	168								
6	P	204	0	0	84	168								
ASFINa	S	412	0	0	140	201								
6	P	412	0	0	140	201								
ASGEN	S	442	0	0	198	334								
6	P	442	0	0	198	334								
ASGENa	S	4,329	0	0	1,614	2,352								
6	P	4,329	0	0	1,614	2,352								

S - Selected, P - Pool

Applicant Summary

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

EEO Code 7

Skilled Workers

		Total	Unk Race	Unk Gend	Min	Fem							
SKAP	S	34	0	0	6	0							
7	P	34	0	0	6	0							
SKT	S	265	0	0	74	11							
7	P	265	0	0	74	11							

EEO Code 8

Service

		Total	Unk Race	Unk Gend	Min	Fem							
SER	S	2,028	0	0	660	383							
8	P	2,028	0	0	660	383							

		Total	Unk Race	Unk Gend	Min	Fem							
Totals	S	11,535	0	2	3,874	5,101							
	%		0.00	0.02	33.58	44.22							
	P	11,535	0	2	3,874	5,101							
	%		0.00	0.02	33.58	44.22							

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 59 hired during the period from July 1, 2013 to June 30, 2014. There were 19 minority hires (32.20%) and 31 females (52.54%). The following report summarizes hiring activity by job group:

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

	Total	Min	Fem								
OAMM - 1	1	0	1								
OASM - 1	1	0	1								
PADM - 2	6	2	2								
PADMa - 2	4	2	3								
PANA - 2	3	1	1								
PENG - 2	2	1	0								
TENG - 3	1	0	0								
TENGa - 3	2	1	0								
TGEN - 3	5	0	2								
TGENa - 3	1	1	0								
ASCS - 6	3	0	3								
ASFIN - 6	1	1	1								
ASFINa - 6	1	1	1								
ASGEN - 6	2	2	2								
ASGENa - 6	18	6	13								
SK - 7	1	0	0								
SKT - 7	2	0	0								
SER - 8	5	1	1								
Totals	# 59	19	31								
	%	32.20	52.54								

C. Promotion Practices

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

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

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

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

	Total	Min	Fem								
OAM - 1	2	1	0								
OAMM - 1	3	1	2								
OASM - 1	1	0	1								
PADM - 2	9	3	4								
PADMa - 2	1	0	1								
PANA - 2	1	1	1								
PENG - 2	6	2	1								
TENG - 3	1	0	0								
TGEN - 3	5	1	0								
ASCS - 6	4	0	4								
ASFIN - 6	2	1	1								
ASGEN - 6	2	1	2								
SK - 7	14	2	0								
SKAP - 7	6	1	0								
SKSPV - 7	1	0	0								
SKT - 7	4	1	0								
Totals	# 62	15	17								
	%	24.19	27.42								

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:

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 of Gainesville files annual EEO-1, VETS-100, and VETS-100A reports with the appropriate agencies.

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

Gainesville Regional Utilities

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

	Total	Min	Fem								
OAEM - 1	1	0	0								
OAM - 1	1	1	1								
OAMM - 1	1	0	0								
PADM - 2	7	1	3								
PADMa - 2	3	1	1								
PANA - 2	2	0	2								
PENG - 2	2	0	0								
TENGa - 3	2	1	0								
TGEN - 3	5	1	1								
TGENa - 3	6	1	1								
ASCS - 6	4	0	3								
ASCSa - 6	1	1	1								
ASFIN - 6	2	1	2								
ASGEN - 6	5	4	5								
ASGENa - 6	10	6	9								
SK - 7	11	2	0								
SKAP - 7	4	1	0								
SKSPV - 7	3	1	0								
SER - 8	5	0	0								
Totals	# 75	22	29								
	%	29.33	38.67								

Development and Implementation of Action Oriented Programs

41 C.F.R. 60-2.17

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

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

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

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 that 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 City affords the Affirmative Action Officer full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.

At the close of the City of Gainesville's most recent Plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by department to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed one area in which the difference between incumbency versus estimated availability was statistically significant, showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruiting population. Nonetheless, the City expects to continue its successful outreach efforts and to ensure that all applicants and employees are treated fairly, based on job-related criteria and without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

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

List of Exhibits

Exhibit A - Policy of Affirmative Action Letter

Exhibit A

Policy of Affirmative Action Letter

Dear Outreach and Placement Professional:

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

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

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