

AFFIRMATIVE ACTION PLAN FOR MINORITIES & WOMEN

**City of Gainesville
General Government**

July 1, 2012 - June 30, 2013

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Preface

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

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

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

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

Introduction

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

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

As detailed in the Job Group Analysis, this AAP covers 1,421 employees, including 476 minorities (33.50%) and 480 (32.78%) women. It is expected that these employees will help us to reach mutual goals of profitability and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of the City of Gainesville has a continuing commitment to the practice and implemented action of this AAP.

Responsibility for Implementation

41 C.F.R. 60-2.17

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

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

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

Organizational Profile

41 C.F.R. 60-2.11

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

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

City of Gainesville

January 1, 2014 Annual Affirmative Action Plan

General Government

Workforce Analysis

620-Neighborhood Imp Neighborhood Improvement

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0103	\$22,563.29	Total 2	Mal	0	0	0	0	0	0
Techs - Temp	3	Tot Min 2	Fem	2	0	2	0	0	0
0105	\$61,451.75	Total 1	Mal	0	0	0	0	0	0
Professional - Temp	2	Tot Min 1	Fem	1	0	1	0	0	0
1147	\$35,181.53	Total 3	Mal	0	0	0	0	0	0
Staff Specialist	6	Tot Min 2	Fem	3	1	2	0	0	0
3007	\$35,647.59	Total 1	Mal	0	0	0	0	0	0
Account Clerk II	6	Tot Min 1	Fem	1	0	1	0	0	0
3061	\$39,064.38	Total 1	Mal	0	0	0	0	0	0
Field Collector - Occupational	6	Tot Min 0	Fem	1	1	0	0	0	0
7105	\$45,693.53	Total 12	Mal	7	6	1	0	0	0
Code Enforcement Officer	3	Tot Min 2	Fem	5	4	0	0	1	0
7119	\$49,700.25	Total 2	Mal	2	2	0	0	0	0
Code Enforcement Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0
9009	\$48,600.24	Total 1	Mal	1	1	0	0	0	0
Rehabilitation Specialist 2	3	Tot Min 0	Fem	0	0	0	0	0	0
2310	\$63,630.79	Total 2	Mal	0	0	0	0	0	0
Housing & Community Development	7	Tot Min 2	Fem	2	0	2	0	0	0
2322	\$67,988.63	Total 1	Mal	1	1	0	0	0	0
Neighborhood Planning Coordinator	2	Tot Min 0	Fem	0	0	0	0	0	0
7103	\$73,510.52	Total 1	Mal	1	1	0	0	0	0
Code Enforcement Manager	1	Tot Min 0	Fem	0	0	0	0	0	0
2308	\$92,507.61	Total 1	Mal	0	0	0	0	0	0
Housing & Community Development	1	Tot Min 1	Fem	1	0	1	0	0	0
Total for 620-Neighborhood Imp		Total 28	Mal	12	11	1	0	0	0
		Tot Min 11	Fem	16	6	9	0	1	0

Workforce Analysis

640-Economic Dev

Economic Development

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
2303	\$117,526.40	Total 1	1	1	0	0	0	0	0
Planning & Development Director	1	Tot Min 0	0	0	0	0	0	0	0
Total for 640-Economic Dev		Total 1	1	1	0	0	0	0	0
		Tot Min 0	0	0	0	0	0	0	0

660-Planning & Dev S

Planning & Development Svcs

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0105	\$61,451.75	Total 1	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min 1	1	0	0	1	0	0	0
3000	\$27,960.81	Total 1	0	0	0	0	0	0	0
Clerk 1	6	Tot Min 0	1	1	0	0	0	0	0
3048	\$31,570.03	Total 1	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min 0	1	1	0	0	0	0	0
1147	\$35,181.53	Total 1	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 1	1	0	0	0	1	0	0
2319	\$45,547.84	Total 1	1	1	0	0	0	0	0
Planning Assistant	3	Tot Min 0	0	0	0	0	0	0	0
2311	\$28,271.98	Total 1	1	1	0	0	0	0	0
Permit & Development Coordinator	6	Tot Min 0	0	0	0	0	0	0	0
3050	\$45,138.81	Total 1	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min 1	1	0	1	0	0	0	0
1142	\$45,037.82	Total 1	0	0	0	0	0	0	0
Development & Customer Service	6	Tot Min 0	1	1	0	0	0	0	0
1153	\$46,498.10	Total 1	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	1	1	0	0	0	0	0
7109	\$42,321.34	Total 1	1	1	0	0	0	0	0
Inspector 1	3	Tot Min 0	0	0	0	0	0	0	0
2331	\$57,309.41	Total 2	1	1	0	0	0	0	0
Plans Examiner 2	3	Tot Min 0	1	1	0	0	0	0	0
2315	\$59,614.07	Total 3	1	0	1	0	0	0	0
Planner	2	Tot Min 2	2	1	1	0	0	0	0

Workforce Analysis

660-Planning & Dev S Planning & Development Svcs

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2	
7111	\$53,213.50	Total	7	Mal	7	7	0	0	0	0	0	
Inspector 2	3	Tot Min	0	Fem	0	0	0	0	0	0	0	
7011	\$67,325.49	Total	2	Mal	2	2	0	0	0	0	0	
Fire Protection Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0	
2317	\$53,022.96	Total	2	Mal	2	2	0	0	0	0	0	
Planner Senior	2	Tot Min	0	Fem	0	0	0	0	0	0	0	
2590	\$55,232.04	Total	1	Mal	1	1	0	0	0	0	0	
Environmental Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	
7113	\$62,436.82	Total	1	Mal	1	1	0	0	0	0	0	
Inspector 3	3	Tot Min	0	Fem	0	0	0	0	0	0	0	
7114	\$66,536.36	Total	3	Mal	3	3	0	0	0	0	0	
Chief Inspector	3	Tot Min	0	Fem	0	0	0	0	0	0	0	
2402	\$66,666.85	Total	1	Mal	1	0	0	0	1	0	0	
CHIEF Plans Examiner	2	Tot Min	1	Fem	0	0	0	0	0	0	0	
2403	\$81,796.61	Total	2	Mal	2	1	1	0	0	0	0	
Planner Lead	2	Tot Min	1	Fem	0	0	0	0	0	0	0	
2404	\$77,580.48	Total	1	Mal	0	0	0	0	0	0	0	
Planner Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	
7101	\$82,000.00	Total	1	Mal	1	1	0	0	0	0	0	
Building Official	1	Tot Min	0	Fem	0	0	0	0	0	0	0	
2321	\$102,482.08	Total	1	Mal	1	0	1	0	0	0	0	
Planning Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	
Total for 660-Planning & Dev S			Total	37	Mal	26	22	3	0	1	0	0
			Tot Min	8	Fem	11	7	2	1	1	0	0

680-RTS RTS

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2	
0120	\$23,976.78	Total	3	Mal	2	0	0	0	1	0	0	1
Transit Operator - Temp	8	Tot Min	2	Fem	1	1	0	0	0	0	0	
0104	\$25,306.67	Total	3	Mal	0	0	0	0	0	0	0	
Intern	6	Tot Min	2	Fem	3	1	0	0	2	0	0	

Workforce Analysis

680-RTS

RTS

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
9507	\$23,976.78	Total	9	Mal	5	2	3	0	0	0	0
Transit Operator Trainee	8	Tot Min	6	Fem	4	1	1	0	1	0	1
5037	\$25,176.18	Total	3	Mal	2	1	1	0	0	0	0
Maintenance Worker I RTS	8	Tot Min	1	Fem	1	1	0	0	0	0	0
1144	\$27,378.52	Total	2	Mal	0	0	0	0	0	0	0
Clerk 1 RTS	6	Tot Min	1	Fem	2	1	1	0	0	0	0
9627	\$26,794.64	Total	8	Mal	8	5	2	1	0	0	0
Vehicle Svc Attendant RTS	8	Tot Min	3	Fem	0	0	0	0	0	0	0
9501	\$28,439.86	Total	182	Mal	131	54	61	1	12	0	2
Transit Operator	8	Tot Min	113	Fem	51	15	36	0	0	0	0
5042	\$36,599.68	Total	1	Mal	1	1	0	0	0	0	0
Maintenance Worker III RTS	7	Tot Min	0	Fem	0	0	0	0	0	0	0
3211	\$32,336.51	Total	3	Mal	2	2	0	0	0	0	0
Parts Specialist RTS	6	Tot Min	0	Fem	1	1	0	0	0	0	0
3008	\$33,745.50	Total	3	Mal	0	0	0	0	0	0	0
Account Clerk - RTS	6	Tot Min	0	Fem	3	3	0	0	0	0	0
9504	\$37,645.30	Total	2	Mal	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	2	Fem	2	0	2	0	0	0	0
1148	\$32,053.84	Total	2	Mal	0	0	0	0	0	0	0
Staff Specialist, RTS	6	Tot Min	1	Fem	2	1	0	0	1	0	0
7219	\$33,156.73	Total	3	Mal	0	0	0	0	0	0	0
Dispatcher RTS	6	Tot Min	1	Fem	3	2	1	0	0	0	0
9605	\$40,819.38	Total	7	Mal	7	6	1	0	0	0	0
Fleet Mechanic I RTS	7	Tot Min	1	Fem	0	0	0	0	0	0	0
9609	\$41,197.54	Total	10	Mal	10	8	0	0	1	0	1
Fleet Mech II RTS	7	Tot Min	2	Fem	0	0	0	0	0	0	0
2208	\$42,864.48	Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator RTS	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1221	\$50,978.87	Total	1	Mal	1	1	0	0	0	0	0
Trainer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
9505	\$51,090.85	Total	1	Mal	0	0	0	0	0	0	0
Transit Services Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

680-RTS

RTS

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
9506	\$57,392.00	Total 1	Mal	0	0	0	0	0	0
RTS Marketing/Communication	2	Tot Min 0	Fem	1	1	0	0	0	0
9510	\$47,418.55	Total 2	Mal	2	1	0	0	1	0
Transit Planner	2	Tot Min 1	Fem	0	0	0	0	0	0
6424	\$54,275.81	Total 1	Mal	1	1	0	0	0	0
Marketing & Communication	2	Tot Min 0	Fem	0	0	0	0	0	0
9511	\$49,861.96	Total 10	Mal	8	5	2	0	1	0
Transit Supervisor	1	Tot Min 5	Fem	2	0	2	0	0	0
9513	\$51,691.63	Total 3	Mal	3	2	1	0	0	0
Transit Fleet Supervisor	1	Tot Min 1	Fem	0	0	0	0	0	0
9512	\$55,394.63	Total 1	Mal	1	1	0	0	0	0
Transit Operations Supervisor	1	Tot Min 0	Fem	0	0	0	0	0	0
4072	\$71,447.90	Total 1	Mal	1	1	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min 0	Fem	0	0	0	0	0	0
9508	\$74,190.18	Total 1	Mal	1	0	1	0	0	0
RTS Operations Manager	1	Tot Min 1	Fem	0	0	0	0	0	0
9601	\$83,680.28	Total 1	Mal	1	1	0	0	0	0
Transit Maintenance Manager	1	Tot Min 0	Fem	0	0	0	0	0	0
1065	\$111,543.41	Total 1	Mal	1	0	0	0	1	0
Transit Director	1	Tot Min 1	Fem	0	0	0	0	0	0
Total for 680-RTS		Total 266	Mal	188	92	72	2	17	0
		Tot Min 144	Fem	78	30	43	0	4	0

700-Admin Services

Administrative Services

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0104	\$25,306.67	Total 1	Mal	0	0	0	0	0	0
Intern	6	Tot Min 1	Fem	1	0	0	0	1	0
1153	\$46,498.10	Total 1	Mal	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 1	Fem	1	0	1	0	0	0
1241	\$58,997.95	Total 1	Mal	0	0	0	0	0	0
Analyst Senior	2	Tot Min 0	Fem	1	1	0	0	0	0

Workforce Analysis

700-Admin Services Administrative Services

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1070	\$74,199.20	Total 1	0	0	0	0	0	0	0
Strategic Planner, Sr.	2	Tot Min 0	1	1	0	0	0	0	0
1022	\$133,580.36	Total 1	0	0	0	0	0	0	0
Administrative Services Director	1	Tot Min 0	1	1	0	0	0	0	0
Total for 700-Admin Services		Total 5	0	0	0	0	0	0	0
		Tot Min 2	5	3	1	0	1	0	0

710-City Commission City Commission

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
10011	\$32,248.04	Total 6	4	4	0	0	0	0	0
City Commissioner	1	Tot Min 1	2	1	1	0	0	0	0
10031	\$41,043.00	Total 1	1	1	0	0	0	0	0
Mayor	1	Tot Min 0	0	0	0	0	0	0	0
Total for 710-City Commission		Total 7	5	5	0	0	0	0	0
		Tot Min 1	2	1	1	0	0	0	0

720-Clerk of City Co Clerk of City Commission

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1103	\$53,672.98	Total 4	0	0	0	0	0	0	0
Executive Assistant to	6	Tot Min 3	4	1	3	0	0	0	0
1023	\$99,531.92	Total 1	1	1	0	0	0	0	0
Clerk of the Commission	1	Tot Min 0	0	0	0	0	0	0	0
Total for 720-Clerk of City Co		Total 5	1	1	0	0	0	0	0
		Tot Min 3	4	1	3	0	0	0	0

730-City Manager City Manager

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0105	\$61,451.75	Total 1	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

730-City Manager

City Manager

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
1147	\$35,181.53	Total	1	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
1153	\$46,498.10	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
1401	\$54,231.63	Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0
1021	\$132,208.41	Total	2	Mal	2	1	1	0	0	0	0
Assistant City Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0
1019	\$178,455.33	Total	1	Mal	1	1	0	0	0	0	0
City Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 730-City Manager		Total	7	Mal	3	2	1	0	0	0	0
		Tot Min	2	Fem	4	3	1	0	0	0	0

740-City Auditor

City Auditor

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
1103	\$53,672.98	Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant to	6	Tot Min	0	Fem	1	1	0	0	0	0	0
9927	\$62,254.50	Total	1	Mal	0	0	0	0	0	0	0
Auditor, Senior.	2	Tot Min	1	Fem	1	0	1	0	0	0	0
3035	\$83,705.78	Total	2	Mal	0	0	0	0	0	0	0
City Auditor, Assistant	2	Tot Min	0	Fem	2	2	0	0	0	0	0
1017	\$115,971.25	Total	1	Mal	1	1	0	0	0	0	0
City Auditor	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 740-City Auditor		Total	5	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	4	3	1	0	0	0	0

750-City Attorney

City Attorney

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
7513	\$47,957.05	Total	4	Mal	0	0	0	0	0	0	0
Legal Assistant	6	Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

750-City Attorney

City Attorney

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
7511	\$61,046.34	Total 1	0	0	0	0	0	0	0
Legal Assistant Senior	6	Tot Min 0	1	1	0	0	0	0	0
1403A	\$71,442.53	Total 1	0	0	0	0	0	0	0
Office Manager, Law Office	1	Tot Min 1	1	0	0	1	0	0	0
7517	\$61,168.85	Total 1	1	1	0	0	0	0	0
City Attorney 1, Assistant	2	Tot Min 0	0	0	0	0	0	0	0
7501	\$88,632.04	Total 2	1	1	0	0	0	0	0
City Attorney 2, Assistant	2	Tot Min 0	1	1	0	0	0	0	0
7505	\$110,944.65	Total 1	0	0	0	0	0	0	0
City Attorney Utilities	2	Tot Min 0	1	1	0	0	0	0	0
7503	\$117,706.35	Total 2	1	0	1	0	0	0	0
City Attorney, Senior Assistant	2	Tot Min 1	1	1	0	0	0	0	0
7509	\$134,931.27	Total 2	1	1	0	0	0	0	0
Litigation Attorney	2	Tot Min 0	1	1	0	0	0	0	0
1015	\$159,000.00	Total 1	0	0	0	0	0	0	0
City Attorney	1	Tot Min 0	1	1	0	0	0	0	0
Total for 750-City Attorney		Total 15	4	3	1	0	0	0	0
		Tot Min 2	11	10	0	1	0	0	0

770-Budget & Finance

Budget & Finance

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0105	\$61,451.75	Total 1	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min 0	1	1	0	0	0	0	0
3000	\$27,960.81	Total 2	2	2	0	0	0	0	0
Clerk 1	6	Tot Min 0	0	0	0	0	0	0	0
3002	\$27,124.24	Total 1	0	0	0	0	0	0	0
Clerk 2	6	Tot Min 0	1	1	0	0	0	0	0
3041	\$25,937.60	Total 1	0	0	0	0	0	0	0
Customer Accounts Rep	6	Tot Min 1	1	0	1	0	0	0	0
3013	\$32,544.88	Total 1	0	0	0	0	0	0	0
Account Clerk	6	Tot Min 1	1	0	0	1	0	0	0

Workforce Analysis

770-Budget & Finance Budget & Finance

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
3071	\$37,202.98	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3007	\$35,647.59	Total	7	Mal	1	1	0	0	0	0	0	0
Account Clerk II	6	Tot Min	2	Fem	6	4	2	0	0	0	0	0
3061	\$39,064.38	Total	1	Mal	1	1	0	0	0	0	0	0
Field Collector - Occupational	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3015	\$43,410.85	Total	3	Mal	0	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
3103	\$40,905.90	Total	1	Mal	0	0	0	0	0	0	0	0
Buyer 2	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3018	\$46,832.55	Total	2	Mal	1	1	0	0	0	0	0	0
Financial Services Coordinator	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3021	\$52,723.02	Total	2	Mal	0	0	0	0	0	0	0	0
Accountant 2	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
3214	\$53,987.44	Total	1	Mal	0	0	0	0	0	0	0	0
Property Control Specialist Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3063	\$60,574.10	Total	1	Mal	0	0	0	0	0	0	0	0
Grant Fiscal Coordinator	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3104	\$62,254.43	Total	3	Mal	0	0	0	0	0	0	0	0
Buyer, Senior.	2	Tot Min	1	Fem	3	2	0	0	0	0	0	1
1241	\$58,997.95	Total	3	Mal	1	1	0	0	0	0	0	0
Analyst Senior	2	Tot Min	1	Fem	2	1	1	0	0	0	0	0
3024	\$64,709.35	Total	1	Mal	0	0	0	0	0	0	0	0
Payroll and Payables Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3029	\$75,044.00	Total	1	Mal	1	1	0	0	0	0	0	0
Accounting Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3073	\$80,449.14	Total	2	Mal	2	2	0	0	0	0	0	0
Pension and Investment Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3300	\$76,656.38	Total	1	Mal	0	0	0	0	0	0	0	0
Budget Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1040	\$108,662.53	Total	1	Mal	0	0	0	0	0	0	0	0
Assistant Finance Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

770-Budget & Finance Budget & Finance

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1037	\$131,389.98	Total 1	1	0	0	0	0	0	0
Finance Director	1	Tot Min 0	0	0	0	0	0	0	0
Total for 770-Budget & Finance		Total 38	10	0	0	0	0	0	0
		Tot Min 8	28	20	6	1	0	0	1

780-Office of EO Office of Equal Opportunity

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0105	\$61,451.75	Total 2	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min 2	2	0	2	0	0	0	0
1211	\$32,852.35	Total 1	0	0	0	0	0	0	0
Human Resources Technician	6	Tot Min 1	1	0	1	0	0	0	0
1205	\$51,765.00	Total 1	1	0	0	0	0	0	0
Equal Opportunity Specialist	2	Tot Min 0	0	0	0	0	0	0	0
1220	\$57,963.60	Total 1	0	0	0	0	0	0	0
Equal Opportunity Office Coordinator	2	Tot Min 1	1	0	1	0	0	0	0
1215	\$74,860.69	Total 1	0	0	0	0	0	0	0
Equal Opportunity Specialist Senior	2	Tot Min 1	1	0	1	0	0	0	0
1035	\$106,120.80	Total 1	1	0	1	0	0	0	0
Equal Opportunity Dir	1	Tot Min 1	0	0	0	0	0	0	0
Total for 780-Office of EO		Total 7	2	1	1	0	0	0	0
		Tot Min 6	5	0	5	0	0	0	0

790-Community Dev Community Development

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0105	\$61,451.75	Total 1	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min 0	1	1	0	0	0	0	0
1147	\$35,181.53	Total 1	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 1	1	0	1	0	0	0	0
3015	\$43,410.85	Total 1	1	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min 0	0	0	0	0	0	0	0

Workforce Analysis

790-Community Dev Community Development

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
2305	\$48,919.57	Total	3	Mal	2	1	1	0	0	0	0
Project Coordinator	2	Tot Min	1	Fem	1	1	0	0	0	0	0
1241	\$58,997.95	Total	1	Mal	0	0	0	0	0	0	0
Analyst Senior	2	Tot Min	0	Fem	1	1	0	0	0	0	0
6065	\$68,371.02	Total	1	Mal	0	0	0	0	0	0	0
Engineer Utility Designer 3	2	Tot Min	1	Fem	1	0	0	0	1	0	0
2705	\$69,834.94	Total	1	Mal	0	0	0	0	0	0	0
Community Redevelopment Agency 1	1	Tot Min	0	Fem	1	1	0	0	0	0	0
2304	\$117,500.00	Total	1	Mal	1	1	0	0	0	0	0
Community Redevelopment Agency 1	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 790-Community Dev		Total	10	Mal	4	3	1	0	0	0	0
		Tot Min	3	Fem	6	4	1	0	1	0	0

800-Public Works Public Works

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
0104	\$25,306.67	Total	2	Mal	0	0	0	0	0	0	0
Intern	6	Tot Min	0	Fem	2	2	0	0	0	0	0
0103	\$22,563.29	Total	1	Mal	1	1	0	0	0	0	0
Techs - Temp	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0105	\$61,451.75	Total	2	Mal	2	2	0	0	0	0	0
Professional - Temp	2	Tot Min	0	Fem	0	0	0	0	0	0	0
9741	\$23,549.97	Total	2	Mal	2	0	2	0	0	0	0
Parking Operations Attendant 1	8	Tot Min	2	Fem	0	0	0	0	0	0	0
5035	\$24,816.01	Total	11	Mal	11	6	5	0	0	0	0
Maintenance Worker 1	8	Tot Min	5	Fem	0	0	0	0	0	0	0
9743	\$26,314.18	Total	4	Mal	2	2	0	0	0	0	0
Parking Operations Attendant 2	8	Tot Min	0	Fem	2	2	0	0	0	0	0
5071	\$24,302.30	Total	2	Mal	2	2	0	0	0	0	0
Tree Surgeon 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0
5045	\$31,479.34	Total	1	Mal	1	0	1	0	0	0	0
Motor Equipment Operator 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

800-Public Works

Public Works

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
3215	\$26,764.82	Total 1	Mal	0	0	0	0	0	0
Storekeeper 1	6	Tot Min 0	Fem	1	1	0	0	0	0
5039	\$32,339.35	Total 6	Mal	6	3	3	0	0	0
Maintenance Worker 2	8	Tot Min 3	Fem	0	0	0	0	0	0
9729	\$29,218.70	Total 2	Mal	2	1	1	0	0	0
Traffic Signs/Markings Technician 1	7	Tot Min 1	Fem	0	0	0	0	0	0
2003	\$30,719.21	Total 4	Mal	4	4	0	0	0	0
Mosquito Control Services	3	Tot Min 0	Fem	0	0	0	0	0	0
5033	\$29,547.02	Total 1	Mal	1	1	0	0	0	0
Maintenance Mechanic Repair &	7	Tot Min 0	Fem	0	0	0	0	0	0
5041	\$34,600.82	Total 14	Mal	14	8	5	0	1	0
Maintenance Worker 3	7	Tot Min 6	Fem	0	0	0	0	0	0
5047	\$36,158.23	Total 9	Mal	9	5	4	0	0	0
Motor Equipment Operator 2	7	Tot Min 4	Fem	0	0	0	0	0	0
3217	\$28,271.98	Total 1	Mal	1	1	0	0	0	0
Storekeeper 2	6	Tot Min 0	Fem	0	0	0	0	0	0
3048	\$31,570.03	Total 1	Mal	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0
1145	\$31,848.63	Total 1	Mal	0	0	0	0	0	0
Staff Assistant	6	Tot Min 1	Fem	1	0	1	0	0	0
1147	\$35,181.53	Total 3	Mal	0	0	0	0	0	0
Staff Specialist	6	Tot Min 0	Fem	3	3	0	0	0	0
3071	\$37,202.98	Total 1	Mal	0	0	0	0	0	0
Program Assistant	6	Tot Min 0	Fem	1	1	0	0	0	0
6047	\$35,843.19	Total 2	Mal	2	1	1	0	0	0
Survey Technician 2	3	Tot Min 1	Fem	0	0	0	0	0	0
5073	\$35,636.64	Total 3	Mal	3	3	0	0	0	0
Tree Surgeon 2	7	Tot Min 0	Fem	0	0	0	0	0	0
5023	\$37,032.26	Total 8	Mal	7	3	4	0	0	0
Labor Crew Leader 1	7	Tot Min 5	Fem	1	0	1	0	0	0
9725	\$39,301.92	Total 4	Mal	4	2	2	0	0	0
Traffic Signs/Markings Technician 2	7	Tot Min 2	Fem	0	0	0	0	0	0

Workforce Analysis

800-Public Works

Public Works

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
4132	\$40,456.83	Total	1	Mal	0	0	0	0	0	0	0	0
Operations Assistant	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
5049	\$48,485.49	Total	10	Mal	10	10	0	0	0	0	0	0
Motor Equipment Operator 3	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3015	\$43,410.85	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
3050	\$45,138.81	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2419	\$46,279.38	Total	1	Mal	1	0	1	0	0	0	0	0
Bicycle/Pedestrian Coordinator	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
3102	\$43,041.25	Total	1	Mal	0	0	0	0	0	0	0	0
Public Works Contract Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5025	\$43,656.18	Total	2	Mal	2	1	1	0	0	0	0	0
Labor Crew Leader 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
5075	\$44,550.48	Total	1	Mal	1	1	0	0	0	0	0	0
Tree Surgeon 3	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2005	\$50,449.98	Total	1	Mal	1	1	0	0	0	0	0	0
Stormwater Services Coordinator	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2115	\$47,577.57	Total	3	Mal	2	1	1	0	0	0	0	0
Solid Waste Collection Inspector	6	Tot Min	1	Fem	1	1	0	0	0	0	0	0
9717	\$42,634.12	Total	4	Mal	4	3	0	0	0	0	0	1
Traffic Signal Technician 2	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
6043	\$50,458.72	Total	1	Mal	1	1	0	0	0	0	0	0
Survey Party Chief	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2316	\$40,995.00	Total	1	Mal	1	1	0	0	0	0	0	0
GIS Specialist - Planning	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2207	\$48,918.38	Total	1	Mal	0	0	0	0	0	0	0	0
Program Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2550	\$50,979.22	Total	5	Mal	4	4	0	0	0	0	0	0
Technical Support Specialist III	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1240	\$50,787.88	Total	1	Mal	0	0	0	0	0	0	0	0
Analyst	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0

Workforce Analysis

800-Public Works

Public Works

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2		
5063	\$52,964.84	Total 2	Mal	2	1	1	0	0	0	0	0
Operations Supervisor	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
2118	\$55,477.14	Total 1	Mal	1	1	0	0	0	0	0	0
Solid Waste Field Operations	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0
9723	\$55,026.96	Total 6	Mal	6	6	0	0	0	0	0	0
Traffic Signal Technician 3	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2318	\$57,539.68	Total 1	Mal	1	1	0	0	0	0	0	0
GIS Supervisor	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2317	\$53,022.96	Total 1	Mal	1	1	0	0	0	0	0	0
Planner Senior	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
1402	\$49,562.82	Total 1	Mal	0	0	0	0	0	0	0	0
Office Manager	1	Tot Min 1	Fem	1	0	1	0	0	0	0	0
9745	\$59,863.56	Total 1	Mal	0	0	0	0	0	0	0	0
Parking Operations Supervisor	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0
9731	\$60,730.18	Total 1	Mal	1	1	0	0	0	0	0	0
Traffic Operations Supervisor	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2001	\$35,171.34	Total 1	Mal	0	0	0	0	0	0	0	0
Entomologist	2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
6063	\$58,326.65	Total 1	Mal	1	1	0	0	0	0	0	0
Engineer Utility Designer 2	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
6049	\$68,289.17	Total 1	Mal	1	1	0	0	0	0	0	0
Surveyor	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
5062	\$56,794.72	Total 1	Mal	1	1	0	0	0	0	0	0
Assistant Operations Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
6065	\$68,371.02	Total 1	Mal	1	1	0	0	0	0	0	0
Engineer Utility Designer 3	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2117	\$64,995.54	Total 1	Mal	1	1	0	0	0	0	0	0
Solid Waste Manager	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
6067	\$84,475.99	Total 2	Mal	2	2	0	0	0	0	0	0
Engineer Utility Designer 4	2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
1064	\$65,465.69	Total 1	Mal	0	0	0	0	0	0	0	0
Planning Manager-PUBLIC WORKS	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

800-Public Works

Public Works

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
5061	\$70,176.50	Total 1	1	0	0	0	0	0	0
Operations Division Manager	1	Tot Min 0	0	0	0	0	0	0	0
1054	\$113,677.78	Total 1	1	0	0	0	0	0	0
Assistant Public Works Director	1	Tot Min 0	0	0	0	0	0	0	0
1055	\$143,745.56	Total 1	0	0	0	0	0	0	0
Public Works Director	1	Tot Min 0	1	0	0	0	0	0	0
Total for 800-Public Works		Total 147	122	32	0	1	0	0	1
		Tot Min 40	25	6	0	0	0	0	0

810-GPD

Gainesville Police Dept

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0257	\$34,673.60	Total 1	0	0	0	0	0	0	0
Support Staff II - Temp	6	Tot Min 0	1	0	0	0	0	0	0
0107	\$16,640.00	Total 1	0	0	0	0	0	0	0
Temporary Police Cadet -1	4	Tot Min 1	1	1	0	0	0	0	0
0108	\$18,460.00	Total 2	2	1	0	0	0	0	0
Temporary Police Cader -2	4	Tot Min 1	0	0	0	0	0	0	0
7341	\$24,315.20	Total 26	5	3	0	0	0	0	0
School Crossing Guard	4	Tot Min 14	21	10	0	0	0	0	1
0235	\$26,999.86	Total 2	2	2	0	0	0	0	0
Reichert House Youth Dev Crd	2	Tot Min 2	0	0	0	0	0	0	0
0105	\$61,451.75	Total 7	2	0	0	0	0	0	0
Professional - Temp	2	Tot Min 1	5	1	0	0	0	0	0
7205	\$25,500.80	Total 1	1	0	0	0	0	0	0
Tel Serve Operator	6	Tot Min 0	0	0	0	0	0	0	0
3215	\$26,764.82	Total 1	1	0	0	0	0	0	0
Storekeeper 1	6	Tot Min 0	0	0	0	0	0	0	0
7345	\$30,721.39	Total 2	2	2	0	0	0	0	0
Riechart House Youth Developer	8	Tot Min 2	0	0	0	0	0	0	0
1123	\$31,645.07	Total 12	1	0	0	0	0	0	1
Records Technician	6	Tot Min 7	11	6	0	0	0	0	0

Workforce Analysis

810-GPD

Gainesville Police Dept

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
1145	\$31,848.63	Total 2	Mal	1	1	0	0	0	0	0
Staff Assistant	6	Tot Min 0	Fem	1	1	0	0	0	0	0
3013	\$32,544.88	Total 1	Mal	0	0	0	0	0	0	0
Account Clerk	6	Tot Min 0	Fem	1	1	0	0	0	0	0
1315	\$38,089.79	Total 1	Mal	1	0	1	0	0	0	0
Community Program Coordinator	6	Tot Min 1	Fem	0	0	0	0	0	0	0
7335	\$32,672.28	Total 7	Mal	2	2	0	0	0	0	0
Police Services Technician 1	4	Tot Min 1	Fem	5	4	1	0	0	0	0
7307	\$31,070.83	Total 1	Mal	1	1	0	0	0	0	0
Photographic Lab Technician	3	Tot Min 0	Fem	0	0	0	0	0	0	0
1212	\$34,604.44	Total 2	Mal	0	0	0	0	0	0	0
Police Personnel Clerk	6	Tot Min 0	Fem	2	2	0	0	0	0	0
1147	\$35,181.53	Total 6	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 2	Fem	6	4	2	0	0	0	0
3071	\$37,202.98	Total 2	Mal	0	0	0	0	0	0	0
Program Assistant	6	Tot Min 0	Fem	2	2	0	0	0	0	0
7327	\$35,104.58	Total 1	Mal	0	0	0	0	0	0	0
Police Property Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0	0
7337	\$40,825.62	Total 3	Mal	1	0	1	0	0	0	0
Police Services Technician 2	4	Tot Min 2	Fem	2	1	1	0	0	0	0
7304	\$40,496.77	Total 1	Mal	0	0	0	0	0	0	0
Forensic Crime Technician	3	Tot Min 0	Fem	1	1	0	0	0	0	0
1121	\$41,281.14	Total 1	Mal	1	0	1	0	0	0	0
Police Records Supervisor	6	Tot Min 1	Fem	0	0	0	0	0	0	0
7329	\$42,375.63	Total 1	Mal	0	0	0	0	0	0	0
Police Property/Evidence Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0	0
3015	\$43,410.85	Total 1	Mal	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min 0	Fem	1	1	0	0	0	0	0
7315	\$43,239.32	Total 3	Mal	0	0	0	0	0	0	0
Police Crime Analyst	3	Tot Min 2	Fem	3	1	1	0	0	0	1
7323	\$37,284.62	Total 3	Mal	2	1	1	0	0	0	0
Police Officer (Non-certified)	4	Tot Min 1	Fem	1	1	0	0	0	0	0

Workforce Analysis

810-GPD

Gainesville Police Dept

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
7339	\$44,231.82	Total	1	Mal	1	1	0	0	0	0	0	0
Police Services Technician 3	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1119	\$45,461.52	Total	1	Mal	0	0	0	0	0	0	0	0
Police Records Coordinator	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7330	\$46,130.24	Total	1	Mal	1	1	0	0	0	0	0	0
Police Property/Evidence Super	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1103	\$53,672.98	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant to	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7305	\$56,769.86	Total	2	Mal	0	0	0	0	0	0	0	0
Latent Fingerprint Examiner	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
7321	\$48,814.08	Total	206	Mal	167	124	28	2	13	0	0	0
Police Officer	4	Tot Min	55	Fem	39	27	8	0	4	0	0	0
8015	\$54,186.49	Total	1	Mal	1	0	1	0	0	0	0	0
Recreation Supervisor	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
7303	\$58,687.50	Total	1	Mal	0	0	0	0	0	0	0	0
Community Relations Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7313	\$60,011.90	Total	29	Mal	23	20	2	1	0	0	0	0
Police Corporal	4	Tot Min	4	Fem	6	5	1	0	0	0	0	0
7331	\$67,282.04	Total	35	Mal	28	23	3	0	2	0	0	0
Police Sergeant	4	Tot Min	7	Fem	7	5	2	0	0	0	0	0
4072	\$71,447.90	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst, Sr.	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
4074	\$80,099.02	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Systems Analyst	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7317	\$79,094.80	Total	15	Mal	14	13	0	0	1	0	0	0
Police Lieutenant	4	Tot Min	2	Fem	1	0	0	0	1	0	0	0
7309	\$93,992.74	Total	3	Mal	2	1	1	0	0	0	0	0
Police Captain	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
5204	\$114,482.32	Total	1	Mal	1	1	0	0	0	0	0	0
POLICE MAJOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1053	\$132,759.88	Total	1	Mal	1	0	1	0	0	0	0	0
Police Chief	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

810-GPD

Gainesville Police Dept

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
7325	\$53,472.02	Total 1	1	1	0	0	0	0	0
Police Officer - Admin	4	Tot Min 0	0	0	0	0	0	0	0
Total for 810-GPD		Total 392	267	199	48	3	16	0	0
		Tot Min 109	125	84	34	0	5	0	1

820-GFR

Gainesville Fire & Rescue

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0103	\$22,563.29	Total 5	3	3	0	0	0	0	0
Techs - Temp	3	Tot Min 0	2	2	0	0	0	0	0
1145	\$31,848.63	Total 1	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min 0	1	1	0	0	0	0	0
3221	\$32,449.66	Total 1	1	1	0	0	0	0	0
Supply & Equipment Control	6	Tot Min 0	0	0	0	0	0	0	0
1147	\$35,181.53	Total 2	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 0	2	2	0	0	0	0	0
7211	\$37,936.29	Total 1	1	1	0	0	0	0	0
Communication Equipment	3	Tot Min 0	0	0	0	0	0	0	0
3015	\$43,410.85	Total 1	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min 0	1	1	0	0	0	0	0
1153	\$46,498.10	Total 1	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	1	1	0	0	0	0	0
7021	\$44,796.82	Total 72	68	50	9	0	8	0	0
Firefighter (52 hours)	4	Tot Min 18	4	4	0	0	0	0	0
7013	\$48,636.61	Total 1	0	0	0	0	0	0	0
Fire Risk Reduction Specialist/Public	2	Tot Min 0	1	1	0	0	0	0	0
7005	\$55,344.58	Total 36	29	21	6	1	1	0	0
Fire Driver-Operator	4	Tot Min 8	7	7	0	0	0	0	0
7027	\$60,663.41	Total 3	2	1	1	0	0	0	0
Fire Inspector	4	Tot Min 1	1	1	0	0	0	0	0
7009	\$65,136.42	Total 30	28	22	4	0	1	0	0
Fire Lieutenant	4	Tot Min 6	2	2	0	0	0	0	0

Workforce Analysis

820-GFR

Gainesville Fire & Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
7018	\$60,547.76	Total	1	Mal	1	1	0	0	0	0	0
Fire Training Captain-Hazmat	4	Tot Min	0	Fem	0	0	0	0	0	0	0
7017	\$65,191.78	Total	2	Mal	2	2	0	0	0	0	0
Fire Training Captain	4	Tot Min	0	Fem	0	0	0	0	0	0	0
7007	\$76,056.86	Total	1	Mal	1	1	0	0	0	0	0
Fire Investigative Svcs Off	4	Tot Min	0	Fem	0	0	0	0	0	0	0
4072	\$71,447.90	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
7003	\$81,158.09	Total	7	Mal	7	6	1	0	0	0	0
Fire District Chief	1	Tot Min	1	Fem	0	0	0	0	0	0	0
7015	\$92,333.55	Total	2	Mal	1	1	0	0	0	0	0
Fire Assistant Chief	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1039	\$112,200.00	Total	1	Mal	1	1	0	0	0	0	0
Fire Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 820-GFR		Total	169	Mal	146	112	21	1	10	0	2
		Tot Min	34	Fem	23	23	0	0	0	0	0

840-General Services

General Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
0103	\$22,563.29	Total	1	Mal	1	1	0	0	0	0	0
Techs - Temp	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0105	\$61,451.75	Total	2	Mal	2	1	1	0	0	0	0
Professional - Temp	2	Tot Min	1	Fem	0	0	0	0	0	0	0
5013	\$25,673.63	Total	9	Mal	7	2	5	0	0	0	0
Custodial Worker	8	Tot Min	7	Fem	2	0	2	0	0	0	0
5027	\$32,267.25	Total	1	Mal	1	0	1	0	0	0	0
Maintenance Mechanic 1	7	Tot Min	1	Fem	0	0	0	0	0	0	0
5053	\$34,627.22	Total	1	Mal	1	1	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
3209	\$30,902.42	Total	3	Mal	3	3	0	0	0	0	0
General Services Support Specialist	6	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

840-General Services General Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
3013	\$32,544.88	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1237	\$31,876.62	Total	1	Mal	1	0	1	0	0	0	0	0
Energy Management Specialist	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
5029	\$38,134.93	Total	1	Mal	1	1	0	0	0	0	0	0
Maintenance Mechanic 2	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5009	\$39,636.76	Total	3	Mal	3	3	0	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9603	\$42,125.62	Total	1	Mal	1	1	0	0	0	0	0	0
Fleet Mechanic 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9607	\$43,402.72	Total	14	Mal	14	13	0	0	0	1	0	0
Fleet Mechanic 2	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
3015	\$43,410.85	Total	1	Mal	0	0	0	0	0	0	0	0
Account Clerk Senior	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5015	\$41,707.95	Total	1	Mal	1	1	0	0	0	0	0	0
Electrician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5001	\$50,742.64	Total	2	Mal	2	2	0	0	0	0	0	0
A/C and Heating Mech	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1153	\$46,498.10	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
3212	\$50,933.00	Total	1	Mal	0	0	0	0	0	0	0	0
General Services Support	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5005	\$56,796.31	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Management Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
9615	\$70,972.14	Total	2	Mal	2	2	0	0	0	0	0	0
Fleet Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 840-General Services		Total	47	Mal	41	32	8	0	0	1	0	0
		Tot Min	12	Fem	6	3	3	0	0	0	0	0

Workforce Analysis

850-PRCA

Parks, Recreation & Cultural Affairs

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
0234	\$12,168.00	Total	8	Mal	0	0	0	0	0	0	0
Server	8	Tot Min	1	Fem	8	7	0	0	1	0	0
0218	\$16,203.20	Total	8	Mal	2	0	2	0	0	0	0
Rec Center Monitor - Temp	8	Tot Min	6	Fem	6	2	4	0	0	0	0
0207	\$16,203.20	Total	11	Mal	2	2	0	0	0	0	0
Pool Attendant	8	Tot Min	5	Fem	9	4	3	1	0	0	1
0109	\$16,996.20	Total	8	Mal	7	6	1	0	0	0	0
Svc/Maintenance - Temp	8	Tot Min	2	Fem	1	0	1	0	0	0	0
0201	\$17,680.00	Total	26	Mal	13	11	0	0	1	0	1
Lifeguard - Temp	8	Tot Min	4	Fem	13	11	0	0	2	0	0
0255	\$22,484.80	Total	1	Mal	0	0	0	0	0	0	0
Support Staff I - Temp	6	Tot Min	1	Fem	1	0	1	0	0	0	0
0103	\$22,563.29	Total	9	Mal	5	2	3	0	0	0	0
Techs - Temp	3	Tot Min	7	Fem	4	0	2	0	1	0	1
0204	\$17,680.00	Total	22	Mal	5	0	5	0	0	0	0
Recreation Counselor I Temp	2	Tot Min	22	Fem	17	0	15	0	0	0	2
0202	\$18,936.67	Total	12	Mal	6	3	0	0	3	0	0
Swim Instructor Temp	2	Tot Min	3	Fem	6	6	0	0	0	0	0
0212	\$20,800.00	Total	3	Mal	0	0	0	0	0	0	0
Temporary Instructor	2	Tot Min	0	Fem	3	3	0	0	0	0	0
0206	\$20,800.00	Total	4	Mal	2	0	2	0	0	0	0
Site Supervisor Temp	2	Tot Min	4	Fem	2	0	2	0	0	0	0
0211	\$21,320.00	Total	8	Mal	3	2	0	0	1	0	0
Pool Manager	2	Tot Min	2	Fem	5	4	0	0	1	0	0
0105	\$61,451.75	Total	2	Mal	0	0	0	0	0	0	0
Professional - Temp	2	Tot Min	1	Fem	2	1	1	0	0	0	0
5078	\$22,645.10	Total	3	Mal	3	2	1	0	0	0	0
Parks Maintenance Worker 1	8	Tot Min	1	Fem	0	0	0	0	0	0	0
8009	\$23,549.97	Total	2	Mal	0	0	0	0	0	0	0
Recreation Aide 1	8	Tot Min	2	Fem	2	0	2	0	0	0	0
8005	\$23,549.97	Total	1	Mal	0	0	0	0	0	0	0
Golf Course Attendant	8	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

850-PRCA

Parks, Recreation & Cultural Affairs

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2	
8105	\$24,509.79	Total 4	Mal	4	1	3	0	0	0	0
Cultural/Nature Bldg Attend	8	Tot Min 3	Fem	0	0	0	0	0	0	0
5079	\$25,012.24	Total 6	Mal	6	3	3	0	0	0	0
Parks Maintenance Worker 2	8	Tot Min 3	Fem	0	0	0	0	0	0	0
2203	\$25,526.59	Total 3	Mal	1	1	0	0	0	0	0
Nature Assistant	8	Tot Min 0	Fem	2	2	0	0	0	0	0
8011	\$30,664.19	Total 4	Mal	1	0	1	0	0	0	0
Recreation Aide 2	8	Tot Min 3	Fem	3	1	2	0	0	0	0
5080	\$29,190.75	Total 8	Mal	8	5	3	0	0	0	0
Parks Maintenance Worker 3	7	Tot Min 3	Fem	0	0	0	0	0	0	0
5021	\$28,271.98	Total 1	Mal	1	1	0	0	0	0	0
Irrigation Mech	7	Tot Min 0	Fem	0	0	0	0	0	0	0
5081	\$34,393.56	Total 3	Mal	3	2	1	0	0	0	0
Parks Maintenance Worker 4	7	Tot Min 1	Fem	0	0	0	0	0	0	0
8002	\$29,120.00	Total 1	Mal	0	0	0	0	0	0	0
Aquatic Leader	6	Tot Min 0	Fem	1	1	0	0	0	0	0
1145	\$31,848.63	Total 2	Mal	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min 0	Fem	2	2	0	0	0	0	0
3013	\$32,544.88	Total 1	Mal	0	0	0	0	0	0	0
Account Clerk	6	Tot Min 0	Fem	1	1	0	0	0	0	0
8012	\$33,525.37	Total 3	Mal	2	0	2	0	0	0	0
Recreation Leader	6	Tot Min 2	Fem	1	1	0	0	0	0	0
1147	\$35,181.53	Total 2	Mal	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 1	Fem	2	1	1	0	0	0	0
3071	\$37,202.98	Total 1	Mal	0	0	0	0	0	0	0
Program Assistant	6	Tot Min 0	Fem	1	1	0	0	0	0	0
5023	\$37,032.26	Total 3	Mal	3	2	1	0	0	0	0
Labor Crew Leader 1	7	Tot Min 1	Fem	0	0	0	0	0	0	0
5029	\$38,134.93	Total 1	Mal	1	1	0	0	0	0	0
Maintenance Mechanic 2	7	Tot Min 0	Fem	0	0	0	0	0	0	0
4107	\$38,900.37	Total 3	Mal	1	0	0	1	0	0	0
Marketing Technician	3	Tot Min 1	Fem	2	2	0	0	0	0	0

Workforce Analysis

850-PRCA

Parks, Recreation & Cultural Affairs

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
2201	\$45,916.62	Total 2	2	2	0	0	0	0	0
Habitat Naturalist	3	Tot Min 0	0	0	0	0	0	0	0
8108	\$47,266.72	Total 2	1	1	0	0	0	0	0
Events Coordinator	2	Tot Min 0	1	1	0	0	0	0	0
5025	\$43,656.18	Total 2	2	2	0	0	0	0	0
Labor Crew Leader 2	7	Tot Min 0	0	0	0	0	0	0	0
5007	\$42,959.90	Total 1	1	1	0	0	0	0	0
Cemetery Coordinator	6	Tot Min 0	0	0	0	0	0	0	0
8103	\$45,908.72	Total 1	0	0	0	0	0	0	0
Facilities Coordinator	6	Tot Min 0	1	1	0	0	0	0	0
1153	\$46,498.10	Total 1	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	1	1	0	0	0	0	0
2210	\$45,857.64	Total 1	0	0	0	0	0	0	0
Program Coordinator - PRCA	2	Tot Min 0	1	1	0	0	0	0	0
2207	\$48,918.38	Total 4	2	2	0	0	0	0	0
Program Coordinator	2	Tot Min 0	2	2	0	0	0	0	0
8015	\$54,186.49	Total 1	1	1	0	0	0	0	0
Recreation Supervisor	2	Tot Min 0	0	0	0	0	0	0	0
6142	\$56,167.07	Total 1	0	0	0	0	0	0	0
Urban Forestry Inspector	2	Tot Min 0	1	1	0	0	0	0	0
5063	\$52,964.84	Total 1	1	1	0	0	0	0	0
Operations Supervisor	7	Tot Min 0	0	0	0	0	0	0	0
5003	\$52,239.53	Total 1	1	1	0	0	0	0	0
CITY ARBORIST	2	Tot Min 0	0	0	0	0	0	0	0
8007	\$50,232.54	Total 1	1	1	0	0	0	0	0
Golf Course Manager	1	Tot Min 0	0	0	0	0	0	0	0
2204	\$56,634.17	Total 1	0	0	0	0	0	0	0
Nature and Culture Manager	1	Tot Min 0	1	1	0	0	0	0	0
8013	\$75,191.50	Total 1	0	0	0	0	0	0	0
Recreation Manager	1	Tot Min 0	1	1	0	0	0	0	0
1058	\$90,372.39	Total 1	0	0	0	0	0	0	0
Assistant Recreation and Parks	1	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

850-PRCA

Parks, Recreation & Cultural Affairs

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1057	\$103,236.17	Total 1	1	0	0	0	0	0	0
Director of Parks, Recreation and	1	Tot Min 0	0	0	0	0	0	0	0
Total for 850-PRCA		Total 197	92	57	28	1	5	0	1
		Tot Min 79	105	61	34	1	5	0	3

900-Human Resources

Human Resources

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
3048	\$31,570.03	Total 1	0	0	0	0	0	0	0
Customer Service Support Specialist	6	Tot Min 0	1	1	0	0	0	0	0
1211	\$32,852.35	Total 2	0	0	0	0	0	0	0
Human Resources Technician	6	Tot Min 0	2	2	0	0	0	0	0
1223	\$37,174.18	Total 1	0	0	0	0	0	0	0
Training Technician	6	Tot Min 0	1	1	0	0	0	0	0
1147	\$35,181.53	Total 1	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 0	1	1	0	0	0	0	0
1207	\$35,750.00	Total 2	1	1	0	0	0	0	0
HR/OD Representative I	2	Tot Min 1	1	0	1	0	0	0	0
1214	\$37,532.35	Total 1	1	1	0	0	0	0	0
Compensation Assistant	6	Tot Min 0	0	0	0	0	0	0	0
1153	\$46,498.10	Total 1	0	0	0	0	0	0	0
Executive Assistant Senior	6	Tot Min 0	1	1	0	0	0	0	0
1219	\$60,620.96	Total 2	1	1	0	0	0	0	0
Learning & Development Specialist	2	Tot Min 0	1	1	0	0	0	0	0
1217	\$68,000.00	Total 1	1	1	0	0	0	0	0
Labor Relations Specialist	2	Tot Min 0	0	0	0	0	0	0	0
1218	\$74,324.20	Total 1	0	0	0	0	0	0	0
Compensation Manager	1	Tot Min 0	1	1	0	0	0	0	0
1202	\$53,576.25	Total 1	0	0	0	0	0	0	0
Human Resources Manager	1	Tot Min 1	1	0	1	0	0	0	0
1048	\$82,553.81	Total 1	0	0	0	0	0	0	0
Assistant Human Resources Director	1	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

900-Human Resources Human Resources

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1047	\$79,189.57	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 900-Human Resources		Total 16	4	4	0	0	0	0	0
		Tot Min 2	12	10	2	0	0	0	0

920-Risk Management Risk Management

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0105	\$61,451.75	Total 1	1	1	0	0	0	0	0
Professional - Temp	2	Tot Min 0	0	0	0	0	0	0	0
3002	\$27,124.24	Total 1	0	0	0	0	0	0	0
Clerk 2	6	Tot Min 1	1	0	1	0	0	0	0
1145	\$31,848.63	Total 1	0	0	0	0	0	0	0
Staff Assistant	6	Tot Min 0	1	1	0	0	0	0	0
1147	\$35,181.53	Total 1	0	0	0	0	0	0	0
Staff Specialist	6	Tot Min 0	1	1	0	0	0	0	0
3071	\$37,202.98	Total 1	1	1	0	0	0	0	0
Program Assistant	6	Tot Min 0	0	0	0	0	0	0	0
1302	\$41,980.64	Total 1	1	1	0	0	0	0	0
Health Services Coordinator	2	Tot Min 0	0	0	0	0	0	0	0
2207	\$48,918.38	Total 2	1	0	1	0	0	0	0
Program Coordinator	2	Tot Min 2	1	0	1	0	0	0	0
1240	\$50,787.88	Total 1	0	0	0	0	0	0	0
Analyst	2	Tot Min 0	1	1	0	0	0	0	0
1317	\$54,630.72	Total 1	1	1	0	0	0	0	0
Injury Care and Prevention	2	Tot Min 0	0	0	0	0	0	0	0
1305	\$56,161.51	Total 2	0	0	0	0	0	0	0
Occupational Health Nurse	2	Tot Min 2	2	0	2	0	0	0	0
1309	\$55,276.68	Total 1	1	0	0	0	1	0	0
Safety Specialist	2	Tot Min 1	0	0	0	0	0	0	0
1241	\$58,997.95	Total 1	0	0	0	0	0	0	0
Analyst Senior	2	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

920-Risk Management Risk Management

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
1307	\$74,750.50	Total 1	1	0	0	0	0	0	0
Workers' Compensation & Loss	2	Tot Min 0	0	0	0	0	0	0	0
1304	\$87,129.64	Total 1	0	0	0	0	0	0	0
Nurse Practitioner	2	Tot Min 1	1	0	1	0	0	0	0
1059	\$102,482.08	Total 1	1	1	0	0	0	0	0
Risk Management Director	1	Tot Min 0	0	0	0	0	0	0	0
Total for 920-Risk Management		Total 17	8	6	1	0	1	0	0
		Tot Min 7	9	4	5	0	0	0	0

960-Comm & Marketing Communications and Marketing

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
0103	\$22,563.29	Total 1	1	0	0	0	0	0	0
Techs - Temp	3	Tot Min 0	0	0	0	0	0	0	0
1234	\$40,040.00	Total 1	1	0	0	1	0	0	0
Broadcast Digital Media Assistant	3	Tot Min 1	0	0	0	0	0	0	0
2112	\$47,300.65	Total 1	0	0	0	0	0	0	0
Marketing & Communications	2	Tot Min 0	1	1	0	0	0	0	0
1239	\$54,553.82	Total 1	1	1	0	0	0	0	0
Broadcast Technical Services	3	Tot Min 0	0	0	0	0	0	0	0
1066	\$79,797.68	Total 1	1	0	1	0	0	0	0
Communications & Marketing	1	Tot Min 1	0	0	0	0	0	0	0
Total for 960-Comm & Marketing		Total 5	4	2	1	0	1	0	0
		Tot Min 2	1	1	0	0	0	0	0

Job Group Analysis

41 C.F.R. 60-2.12

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

In designing our job groups we considered the following elements:

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

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

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

City of Gainesville

January 1, 2014 Annual Affirmative Action Plan

General Government

Job Group Analysis

ASCS

6

EEO Code: 6

Job Code & Title		Min	Fem							
7511 - Legal Assistant Senior	#	0	1							
1 Employee	%	0.00	100.00							
1401 - Administrative Assistant	#	1	1							
1 Employee	%	100.00	100.00							
1103 - Executive Assistant to	#	3	6							
6 Employees	%	50.00	100.00							
7513 - Legal Assistant	#	0	4							
4 Employees	%	0.00	100.00							
1153 - Executive Assistant Senior	#	2	7							
7 Employees	%	28.57	100.00							
4132 - Operations Assistant	#	1	1							
1 Employee	%	100.00	100.00							
3071 - Program Assistant	#	0	5							
6 Employees	%	0.00	83.33							
1147 - Staff Specialist	#	7	21							
21 Employees	%	33.33	100.00							
1148 - Staff Specialist, RTS	#	1	2							
2 Employees	%	50.00	100.00							
1145 - Staff Assistant	#	1	6							
7 Employees	%	14.29	85.71							
1144 - Clerk 1 RTS	#	1	2							
2 Employees	%	50.00	100.00							
58 Employees	Totals #	17	56							
	%	29.31	96.55							

Job Group Analysis

ASFIN

6

EEO Code: 6

Job Code & Title		Min	Fem							
3214 - Property Control Specialist Senior	#	0	1							
1 Employee	%	0.00	100.00							
3103 - Buyer 2	#	0	1							
1 Employee	%	0.00	100.00							
3015 - Account Clerk Senior	#	0	7							
8 Employees	%	0.00	87.50							
3061 - Field Collector - Occupational License	#	0	1							
2 Employees	%	0.00	50.00							
1214 - Compensation Assistant	#	0	0							
1 Employee	%	0.00	0.00							
3007 - Account Clerk II	#	3	7							
8 Employees	%	37.50	87.50							
3013 - Account Clerk	#	1	4							
4 Employees	%	25.00	100.00							
3008 - Account Clerk - RTS	#	0	3							
3 Employees	%	0.00	100.00							
3041 - Customer Accounts Rep	#	1	1							
1 Employee	%	100.00	100.00							
3002 - Clerk 2	#	1	2							
2 Employees	%	50.00	100.00							
3000 - Clerk 1	#	0	1							
3 Employees	%	0.00	33.33							
34 Employees	Totals #	6	28							
	Totals %	17.65	82.35							

Job Group Analysis

ASGEN

6

EEO Code: 6

Job Code & Title		Min	Fem							
2115 - Solid Waste Collection Inspector	#	1	1							
3 Employees	%	33.33	33.33							
2419 - Bicycle/Pedestrian Coordinator	#	1	0							
1 Employee	%	100.00	0.00							
3050 - Customer Service Support Specialist 2	#	1	2							
2 Employees	%	50.00	100.00							
7329 - Police Property/Evidence Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2311 - Permit & Development Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
7327 - Police Property Specialist	#	0	1							
1 Employee	%	0.00	100.00							
1212 - Police Personnel Clerk	#	0	2							
2 Employees	%	0.00	100.00							
7219 - Dispatcher RTS	#	1	3							
3 Employees	%	33.33	100.00							
1315 - Community Program Coordinator	#	1	0							
1 Employee	%	100.00	0.00							
1223 - Training Technician	#	0	1							
1 Employee	%	0.00	100.00							
8012 - Recreation Leader	#	2	1							
3 Employees	%	66.67	33.33							
1211 - Human Resources Technician	#	1	3							
3 Employees	%	33.33	100.00							
3221 - Supply & Equipment Control Specialist	#	0	0							
1 Employee	%	0.00	0.00							
3048 - Customer Service Support Specialist 1	#	0	3							
3 Employees	%	0.00	100.00							
3209 - General Services Support Specialist	#	0	0							
3 Employees	%	0.00	0.00							

Job Group Analysis

ASGEN

6

EEO Code: 6

Job Code & Title		Min	Fem							
8002 - Aquatic Leader	#	0	1							
1 Employee	%	0.00	100.00							
3217 - Storekeeper 2	#	0	0							
1 Employee	%	0.00	0.00							
9504 - Customer Service Support Specialist 1 - RTS	#	2	2							
2 Employees	%	100.00	100.00							
3211 - Parts Specialist RTS	#	0	1							
3 Employees	%	0.00	33.33							
1123 - Records Technician	#	7	11							
12 Employees	%	58.33	91.67							
3215 - Storekeeper 1	#	0	1							
2 Employees	%	0.00	50.00							
7205 - Tel Serve Operator	#	0	0							
1 Employee	%	0.00	0.00							
51 Employees	Totals #	17	34							
	Totals %	33.33	66.67							

Job Group Analysis

ASGENa

6

EEO Code: 6

Job Code & Title		Min	Fem							
0257 - Support Staff II - Temp	#	0	1							
1 Employee	%	0.00	100.00							
0104 - Intern	#	3	6							
6 Employees	%	50.00	100.00							
0255 - Support Staff I - Temp	#	1	1							
1 Employee	%	100.00	100.00							
8 Employees										
	Totals	#	4	8						
		%	50.00	100.00						

Job Group Analysis

ASPV

6

EEO Code: 6

Job Code & Title		Min	Fem							
3024 - Payroll and Payables Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
2118 - Solid Waste Field Operations Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
3018 - Financial Services Coordinator	#	1	1							
2 Employees	%	50.00	50.00							
7330 - Police Property/Evidence Super	#	0	0							
1 Employee	%	0.00	0.00							
1119 - Police Records Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
8103 - Facilities Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
1142 - Development & Customer Service Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
5007 - Cemetery Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
1121 - Police Records Supervisor	#	1	0							
1 Employee	%	100.00	0.00							
10 Employees	Totals #	2	5							
	%	20.00	50.00							

Job Group Analysis

EO

1

EEO Code: 1

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

Job Group Analysis

EOa

1

EEO Code: 1

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

Job Group Analysis

OAEM

1

EEO Code: 1

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

Job Group Analysis

OAM

1

EEO Code: 1

Job Code & Title		Min	Fem							
1054 - Assistant Public Works Director	#	0	0							
1 Employee	%	0.00	0.00							
1058 - Assistant Recreation and Parks Director	#	0	1							
1 Employee	%	0.00	100.00							
7101 - Building Official	#	0	0							
1 Employee	%	0.00	0.00							
7003 - Fire District Chief	#	1	0							
7 Employees	%	14.29	0.00							
9601 - Transit Maintenance Manager	#	0	0							
1 Employee	%	0.00	0.00							
2404 - Planner Principal	#	0	1							
1 Employee	%	0.00	100.00							
9508 - RTS Operations Manager	#	1	0							
1 Employee	%	100.00	0.00							
1064 - Planning Manager-PUBLIC WORKS	#	0	1							
1 Employee	%	0.00	100.00							
3300 - Budget Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
1218 - Compensation Manager	#	0	1							
1 Employee	%	0.00	100.00							
2705 - Community Redevelopment Agency Finance Manager	#	0	1							
1 Employee	%	0.00	100.00							
8013 - Recreation Manager	#	0	1							
1 Employee	%	0.00	100.00							
1403A - Office Manager, Law Office	#	1	1							
1 Employee	%	100.00	100.00							
9615 - Fleet Operations Manager	#	0	0							
2 Employees	%	0.00	0.00							
5005 - Facilities Management Manager	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

OAM

1

EEO Code: 1

Job Code & Title		Min	Fem							
5062 - Assistant Operations Manager	#	0	0							
1 Employee	%	0.00	0.00							
2204 - Nature and Culture Manager	#	0	1							
1 Employee	%	0.00	100.00							
8007 - Golf Course Manager	#	0	0							
1 Employee	%	0.00	0.00							
9745 - Parking Operations Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
9512 - Transit Operations Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
1402 - Office Manager	#	1	1							
1 Employee	%	100.00	100.00							
9513 - Transit Fleet Supervisor	#	1	0							
3 Employees	%	33.33	0.00							
9511 - Transit Supervisor	#	5	2							
10 Employees	%	50.00	20.00							
41 Employees	Totals #	10	13							
	%	24.39	31.71							

Job Group Analysis

OAMM

1

EEO Code: 1

Job Code & Title		Min	Fem							
1037 - Finance Director	#	0	0							
1 Employee	%	0.00	0.00							
5204 - POLICE MAJOR	#	0	0							
1 Employee	%	0.00	0.00							
1065 - Transit Director	#	1	0							
1 Employee	%	100.00	0.00							
1040 - Assistant Finance Director	#	0	1							
1 Employee	%	0.00	100.00							
1057 - Director of Parks, Recreation and Cultural Affairs	#	0	0							
1 Employee	%	0.00	0.00							
2304 - Community Redevelopment Agency Director	#	0	0							
1 Employee	%	0.00	0.00							
1059 - Risk Management Director	#	0	0							
1 Employee	%	0.00	0.00							
2321 - Planning Manager	#	1	0							
1 Employee	%	100.00	0.00							
7309 - Police Captain	#	1	1							
3 Employees	%	33.33	33.33							
2308 - Housing & Community Development Manager	#	1	1							
1 Employee	%	100.00	100.00							
7015 - Fire Assistant Chief	#	0	1							
2 Employees	%	0.00	50.00							
1048 - Assistant Human Resources Director	#	0	1							
1 Employee	%	0.00	100.00							
7103 - Code Enforcement Manager	#	0	0							
1 Employee	%	0.00	0.00							
5061 - Operations Division Manager	#	0	0							
1 Employee	%	0.00	0.00							
1202 - Human Resources Manager	#	1	1							
1 Employee	%	100.00	100.00							

Job Group Analysis

OAMM

1

EEO Code: 1

Job Code & Title		Min	Fem							
2117 - Solid Waste Manager	#	0	0							
1 Employee	%	0.00	0.00							
19 Employees	Totals #	5	6							
	Totals %	26.32	31.58							

Job Group Analysis

OASM

1

EEO Code: 1

Job Code & Title		Min	Fem							
1055 - Public Works Director	#	0	1							
1 Employee	%	0.00	100.00							
1022 - Administrative Services Director	#	0	1							
1 Employee	%	0.00	100.00							
1053 - Police Chief	#	1	0							
1 Employee	%	100.00	0.00							
1021 - Assistant City Manager	#	1	0							
2 Employees	%	50.00	0.00							
2303 - Planning & Development Director	#	0	0							
1 Employee	%	0.00	0.00							
1039 - Fire Chief	#	0	0							
1 Employee	%	0.00	0.00							
1047 - Human Resources Director	#	0	1							
1 Employee	%	0.00	100.00							
1066 - Communications & Marketing Manager	#	1	0							
1 Employee	%	100.00	0.00							
9 Employees	Totals #	3	3							
	%	33.33	33.33							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
7509 - Litigation Attorney	#	0	1							
2 Employees	%	0.00	50.00							
7503 - City Attorney, Senior Assistant	#	1	1							
2 Employees	%	50.00	50.00							
7505 - City Attorney Utilities	#	0	1							
1 Employee	%	0.00	100.00							
7501 - City Attorney 2, Assistant	#	0	1							
2 Employees	%	0.00	50.00							
1304 - Nurse Practitioner	#	1	1							
1 Employee	%	100.00	100.00							
4074 - Technical Systems Analyst Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2403 - Planner Lead	#	1	0							
2 Employees	%	50.00	0.00							
1215 - Equal Opportunity Specialist Senior	#	1	1							
1 Employee	%	100.00	100.00							
1307 - Workers' Compensation & Loss Control Manager	#	0	0							
1 Employee	%	0.00	0.00							
4072 - Technical Systems Analyst, Sr.	#	0	0							
3 Employees	%	0.00	0.00							
1217 - Labor Relations Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2402 - CHIEF Plans Examiner	#	1	0							
1 Employee	%	100.00	0.00							
7517 - City Attorney 1, Assistant	#	0	0							
1 Employee	%	0.00	0.00							
6049 - Surveyor	#	0	0							
1 Employee	%	0.00	0.00							
2322 - Neighborhood Planning Coordinator	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
2001 - Entomologist	#	0	1							
1 Employee	%	0.00	100.00							
1220 - Equal Opportunity Office Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
1309 - Safety Specialist	#	1	0							
1 Employee	%	100.00	0.00							
2317 - Planner Senior	#	0	0							
3 Employees	%	0.00	0.00							
5003 - CITY ARBORIST	#	0	0							
1 Employee	%	0.00	0.00							
1205 - Equal Opportunity Specialist	#	0	0							
1 Employee	%	0.00	0.00							
1219 - Learning & Development Specialist	#	0	1							
2 Employees	%	0.00	50.00							
2315 - Planner	#	2	2							
3 Employees	%	66.67	66.67							
7303 - Community Relations Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
6142 - Urban Forestry Inspector	#	0	1							
1 Employee	%	0.00	100.00							
1305 - Occupational Health Nurse	#	2	2							
2 Employees	%	100.00	100.00							
1317 - Injury Care and Prevention Specialsit	#	0	0							
1 Employee	%	0.00	0.00							
6424 - Marketing & Communication Specialist, Senior	#	0	0							
1 Employee	%	0.00	0.00							
8015 - Recreation Supervisor	#	1	0							
2 Employees	%	50.00	0.00							
2305 - Project Coordinator	#	1	1							
3 Employees	%	33.33	33.33							

Job Group Analysis

PADM

2

EEO Code: 2

Job Code & Title		Min	Fem							
9510 - Transit Planner	#	1	0							
2 Employees	%	50.00	0.00							
9506 - RTS Marketing/Communication Specialist	#	0	1							
1 Employee	%	0.00	100.00							
9505 - Transit Services Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
1221 - Trainer	#	0	0							
1 Employee	%	0.00	0.00							
2207 - Program Coordinator	#	2	4							
7 Employees	%	28.57	57.14							
7013 - Fire Risk Reduction Specialist/Public Information	#	0	1							
1 Employee	%	0.00	100.00							
2210 - Program Coordinator - PRCA	#	0	1							
1 Employee	%	0.00	100.00							
2208 - Program Coordinator RTS	#	0	1							
1 Employee	%	0.00	100.00							
2112 - Marketing & Communications Assistant	#	0	1							
1 Employee	%	0.00	100.00							
8108 - Events Coordinator	#	0	1							
2 Employees	%	0.00	50.00							
3102 - Public Works Contract Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
1207 - HR/OD Representative I	#	1	1							
2 Employees	%	50.00	50.00							
66 Employees	#	17	29							
Totals	%	25.76	43.94							

Job Group Analysis

PADMa

2

EEO Code: 2

Job Code & Title		Min	Fem							
0105 - Professional - Temp	#	7	14							
21 Employees	%	33.33	66.67							
0235 - Reichart House Youth Dev Crd	#	2	0							
2 Employees	%	100.00	0.00							
0211 - Pool Manager	#	2	5							
8 Employees	%	25.00	62.50							
0206 - Site Supervisor Temp	#	4	2							
4 Employees	%	100.00	50.00							
0212 - Temporary Instructor	#	0	3							
3 Employees	%	0.00	100.00							
0202 - Swim Instructor Temp	#	3	6							
12 Employees	%	25.00	50.00							
0204 - Recreation Counselor I Temp	#	22	17							
22 Employees	%	100.00	77.27							
72 Employees	Totals #	40	47							
	%	55.56	65.28							

Job Group Analysis

PANA

2

EEO Code: 2

Job Code & Title		Min	Fem							
3035 - City Auditor, Assistant	#	0	2							
2 Employees	%	0.00	100.00							
3073 - Pension and Investment Officer	#	0	0							
2 Employees	%	0.00	0.00							
3029 - Accounting Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
1070 - Strategic Planner, Sr.	#	0	1							
1 Employee	%	0.00	100.00							
9927 - Auditor, Senior.	#	1	1							
1 Employee	%	100.00	100.00							
1241 - Analyst Senior	#	1	5							
6 Employees	%	16.67	83.33							
3104 - Buyer, Senior.	#	1	3							
3 Employees	%	33.33	100.00							
3063 - Grant Fiscal Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
2590 - Environmental Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
3212 - General Services Support Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
3021 - Accountant 2	#	0	2							
2 Employees	%	0.00	100.00							
1240 - Analyst	#	1	2							
2 Employees	%	50.00	100.00							
1302 - Health Services Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
24 Employees	Totals #	5	18							
	%	20.83	75.00							

Job Group Analysis

PENG

2

EEO Code: 2

Job Code & Title		Min	Fem							
6067 - Engineer Utility Designer 4	#	0	0							
2 Employees	%	0.00	0.00							
6065 - Engineer Utility Designer 3	#	1	1							
2 Employees	%	50.00	50.00							
6063 - Engineer Utility Designer 2	#	0	0							
1 Employee	%	0.00	0.00							
5 Employees	Totals #	1	1							
	Totals %	20.00	20.00							

Job Group Analysis

PRF

4

EEO Code: 4

Job Code & Title		Min	Fem							
7007 - Fire Investigative Svcs Off	#	0	0							
1 Employee	%	0.00	0.00							
7017 - Fire Training Captain	#	0	0							
2 Employees	%	0.00	0.00							
7018 - Fire Training Captain-Hazmat	#	0	0							
1 Employee	%	0.00	0.00							
7027 - Fire Inspector	#	1	1							
3 Employees	%	33.33	33.33							
7005 - Fire Driver-Operator	#	8	7							
36 Employees	%	22.22	19.44							
7021 - Firefighter (52 hours)	#	18	4							
72 Employees	%	25.00	5.56							
115 Employees	#	27	12							
	Totals	%	23.48	10.43						

Job Group Analysis

PRFSP

4

EEO Code: 4

Job Code & Title		Min	Fem							
7009 - Fire Lieutenant	#	6	2							
30 Employees	%	20.00	6.67							
30 Employees	Totals		#	6	2					
	%	20.00	6.67							

Job Group Analysis

PRP

4

EEO Code: 4

Job Code & Title		Min	Fem							
7325 - Police Officer - Admin	#	0	0							
1 Employee	%	0.00	0.00							
7313 - Police Corporal	#	4	6							
29 Employees	%	13.79	20.69							
7321 - Police Officer	#	55	39							
206 Employees	%	26.70	18.93							
7323 - Police Officer (Non-certified)	#	1	1							
3 Employees	%	33.33	33.33							
239 Employees	Totals #	60	46							
	%	25.10	19.25							

Job Group Analysis

PRPa

4

EEO Code: 4

Job Code & Title		Min	Fem							
0108 - Temporary Police Cader -2	#	1	0							
2 Employees	%	50.00	0.00							
0107 - Temporary Police Cadet -1	#	1	1							
1 Employee	%	100.00	100.00							
3 Employees	Totals #	2	1							
	%	66.67	33.33							

Job Group Analysis

PRPSP

4

EEO Code: 4

Job Code & Title		Min	Fem							
7317 - Police Lieutenant	#	2	1							
15 Employees	%	13.33	6.67							
7331 - Police Sergeant	#	7	7							
35 Employees	%	20.00	20.00							
50 Employees	Totals #	9	8							
	%	18.00	16.00							

Job Group Analysis

PRS

4

EEO Code: 4

Job Code & Title		Min	Fem							
7339 - Police Services Technician 3	#	0	0							
1 Employee	%	0.00	0.00							
7337 - Police Services Technician 2	#	2	2							
3 Employees	%	66.67	66.67							
7335 - Police Services Technician 1	#	1	5							
7 Employees	%	14.29	71.43							
7341 - School Crossing Guard	#	14	21							
26 Employees	%	53.85	80.77							
37 Employees	Totals #	17	28							
	Totals %	45.95	75.68							

Job Group Analysis

SER

8

EEO Code: 8

Job Code & Title		Min	Fem							
5039 - Maintenance Worker 2	#	3	0							
6 Employees	%	50.00	0.00							
7345 - Riechert House Youth Developer	#	2	0							
2 Employees	%	100.00	0.00							
8011 - Recreation Aide 2	#	3	3							
4 Employees	%	75.00	75.00							
9627 - Vehicle Svc Attendant RTS	#	3	0							
8 Employees	%	37.50	0.00							
9743 - Parking Operations Attendant 2	#	0	2							
4 Employees	%	0.00	50.00							
2203 - Nature Assistant	#	0	2							
3 Employees	%	0.00	66.67							
5079 - Parks Maintenance Worker 2	#	3	0							
6 Employees	%	50.00	0.00							
5013 - Custodial Worker	#	7	2							
9 Employees	%	77.78	22.22							
5035 - Maintenance Worker 1	#	5	0							
11 Employees	%	45.45	0.00							
8105 - Cultural/Nature Bldg Attend	#	3	0							
4 Employees	%	75.00	0.00							
8005 - Golf Course Attendant	#	0	1							
1 Employee	%	0.00	100.00							
8009 - Recreation Aide 1	#	2	2							
2 Employees	%	100.00	100.00							
9741 - Parking Operations Attendant 1	#	2	0							
2 Employees	%	100.00	0.00							
5078 - Parks Maintenance Worker 1	#	1	0							
3 Employees	%	33.33	0.00							
5037 - Maintenance Worker I RTS	#	1	1							
3 Employees	%	33.33	33.33							

Job Group Analysis

SER

8

EEO Code: 8

Job Code & Title

68 Employees

Totals

	Min	Fem								
#	35	13								
%	51.47	19.12								

Job Group Analysis

SERa

8

EEO Code: 8

Job Code & Title		Min	Fem							
0201 - Lifeguard - Temp	#	4	13							
26 Employees	%	15.38	50.00							
0109 - Svc/Maintenance - Temp	#	2	1							
8 Employees	%	25.00	12.50							
0207 - Pool Attendant	#	5	9							
11 Employees	%	45.45	81.82							
0218 - Rec Center Monitor - Temp	#	6	6							
8 Employees	%	75.00	75.00							
0234 - Server	#	1	8							
8 Employees	%	12.50	100.00							
61 Employees										
	Totals	#	18	37						
		%	29.51	60.66						

Job Group Analysis

SERBU

8

EEO Code: 8

Job Code & Title		Min	Fem							
9501 - Transit Operator	#	113	51							
182 Employees	%	62.09	28.02							
9507 - Transit Operator Trainee	#	6	4							
9 Employees	%	66.67	44.44							
191 Employees	Totals #	119	55							
	%	62.30	28.80							

Job Group Analysis

SERBUa

8

EEO Code: 8

Job Code & Title		Min	Fem							
0120 - Transit Operator - Temp	#	2	1							
3 Employees	%	66.67	33.33							
3 Employees	Totals	#	2	1						
		%	66.67	33.33						

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
5001 - A/C and Heating Mech	#	0	0							
2 Employees	%	0.00	0.00							
5075 - Tree Surgeon 3	#	0	0							
1 Employee	%	0.00	0.00							
5025 - Labor Crew Leader 2	#	1	0							
4 Employees	%	25.00	0.00							
5015 - Electrician	#	0	0							
1 Employee	%	0.00	0.00							
5049 - Motor Equipment Operator 3	#	0	0							
10 Employees	%	0.00	0.00							
9607 - Fleet Mechanic 2	#	1	0							
14 Employees	%	7.14	0.00							
9609 - Fleet Mech II RTS	#	2	0							
10 Employees	%	20.00	0.00							
9603 - Fleet Mechanic 1	#	0	0							
1 Employee	%	0.00	0.00							
5009 - Carpenter	#	0	0							
3 Employees	%	0.00	0.00							
9725 - Traffic Signs/Markings Technician 2	#	2	0							
4 Employees	%	50.00	0.00							
5029 - Maintenance Mechanic 2	#	0	0							
2 Employees	%	0.00	0.00							
5023 - Labor Crew Leader 1	#	6	1							
11 Employees	%	54.55	9.09							
5073 - Tree Surgeon 2	#	0	0							
3 Employees	%	0.00	0.00							
9605 - Fleet Mechanic I RTS	#	1	0							
7 Employees	%	14.29	0.00							
5047 - Motor Equipment Operator 2	#	4	0							
9 Employees	%	44.44	0.00							

Job Group Analysis

SK

7

EEO Code: 7

Job Code & Title		Min	Fem							
5053 - Painter	#	0	0							
1 Employee	%	0.00	0.00							
5041 - Maintenance Worker 3	#	6	0							
14 Employees	%	42.86	0.00							
5081 - Parks Maintenance Worker 4	#	1	0							
3 Employees	%	33.33	0.00							
5033 - Maintenance Mechanic Repair & Fabrication Small Eq	#	0	0							
1 Employee	%	0.00	0.00							
5021 - Irrigation Mech	#	0	0							
1 Employee	%	0.00	0.00							
5042 - Maintenance Worker III RTS	#	0	0							
1 Employee	%	0.00	0.00							
5080 - Parks Maintenance Worker 3	#	3	0							
8 Employees	%	37.50	0.00							
5027 - Maintenance Mechanic 1	#	1	0							
1 Employee	%	100.00	0.00							
5045 - Motor Equipment Operator 1	#	1	0							
1 Employee	%	100.00	0.00							
113 Employees	Totals #	29	1							
	%	25.66	0.88							

Job Group Analysis

SKAP

7

EEO Code: 7

Job Code & Title		Min	Fem							
9729 - Traffic Signs/Markings Technician 1	#	1	0							
2 Employees	%	50.00	0.00							
5071 - Tree Surgeon 1	#	0	0							
2 Employees	%	0.00	0.00							
4 Employees	Totals #	1	0							
	%	25.00	0.00							

Job Group Analysis

SKSPV

7

EEO Code: 7

Job Code & Title		Min	Fem							
2310 - Housing & Community Development Supervisor	#	2	2							
2 Employees	%	100.00	100.00							
5063 - Operations Supervisor	#	1	0							
3 Employees	%	33.33	0.00							
7119 - Code Enforcement Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
2005 - Stormwater Services Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
8 Employees	Totals #	3	2							
	%	37.50	25.00							

Job Group Analysis

TENG

3

EEO Code: 3

Job Code & Title		Min	Fem							
7011 - Fire Protection Specialist	#	0	0							
2 Employees	%	0.00	0.00							
2550 - Technical Support Specialist III	#	1	1							
5 Employees	%	20.00	20.00							
2316 - GIS Specialist - Planning	#	0	0							
1 Employee	%	0.00	0.00							
6043 - Survey Party Chief	#	0	0							
1 Employee	%	0.00	0.00							
6047 - Survey Technician 2	#	1	0							
2 Employees	%	50.00	0.00							
11 Employees										
	Totals	#	2	1						
		%	18.18	9.09						

Job Group Analysis

TGEN

3

EEO Code: 3

Job Code & Title		Min	Fem							
7113 - Inspector 3	#	0	0							
1 Employee	%	0.00	0.00							
9723 - Traffic Signal Technician 3	#	0	0							
6 Employees	%	0.00	0.00							
7111 - Inspector 2	#	0	0							
7 Employees	%	0.00	0.00							
9009 - Rehabilitation Specialist 2	#	0	0							
1 Employee	%	0.00	0.00							
7305 - Latent Fingerprint Examiner	#	0	2							
2 Employees	%	0.00	100.00							
1239 - Broadcast Technical Services Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2331 - Plans Examiner 2	#	0	1							
2 Employees	%	0.00	50.00							
7105 - Code Enforcement Officer	#	2	5							
12 Employees	%	16.67	41.67							
9717 - Traffic Signal Technician 2	#	1	0							
4 Employees	%	25.00	0.00							
7109 - Inspector 1	#	0	0							
1 Employee	%	0.00	0.00							
2201 - Habitat Naturalist	#	0	0							
2 Employees	%	0.00	0.00							
7315 - Police Crime Analyst	#	2	3							
3 Employees	%	66.67	100.00							
1234 - Broadcast Digital Media Assistant Producer	#	1	0							
1 Employee	%	100.00	0.00							
4107 - Marketing Technician	#	1	2							
3 Employees	%	33.33	66.67							
2319 - Planning Assistant	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

TGEN

3

EEO Code: 3

Job Code & Title		Min	Fem							
7304 - Forensic Crime Technician	#	0	1							
1 Employee	%	0.00	100.00							
7211 - Communication Equipment Technician	#	0	0							
1 Employee	%	0.00	0.00							
1237 - Energy Management Specialist	#	1	0							
1 Employee	%	100.00	0.00							
7307 - Photographic Lab Technician	#	0	0							
1 Employee	%	0.00	0.00							
2003 - Mosquito Control Services Technician	#	0	0							
4 Employees	%	0.00	0.00							
55 Employees	Totals #	8	14							
	%	14.55	25.45							

Job Group Analysis

TGENa

3

EEO Code: 3

Job Code & Title		Min	Fem							
0103 - Techs - Temp	#	9	8							
19 Employees	%	47.37	42.11							
19 Employees	Totals	#	9	8						
		%	47.37	42.11						

Job Group Analysis

TSPV

3

EEO Code: 3

Job Code & Title		Min	Fem							
7114 - Chief Inspector	#	0	0							
3 Employees	%	0.00	0.00							
9731 - Traffic Operations Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2318 - GIS Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
5 Employees	Totals #	0	0							
	%	0.00	0.00							

Availability Analysis

41 C.F.R. 60-2.14

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

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

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

ASCS - 6

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

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

ASFIN - 6

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

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

ASGEN - 6

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

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

ASGENa - 6

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

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

ASPV - 6

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

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

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

EO - 1

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

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

EOa - 1

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

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

OAEM - 1

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

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

OAM - 1

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

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

OAMM - 1

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

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

OASM - 1

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

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

PADM - 2

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

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

PADMa - 2

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

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

PANA - 2

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

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

PENG - 2

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

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

PRF - 4

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

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

PRFSP - 4

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

Factor 2: *Feeder Job Computations PRF* - This pool of feeder positions for job group PRFSP - 4 was chosen based on reasonable paths of progression within the and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

PRP - 4

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

Factor 2: *Feeder Job Computations PRPa, PRS* - This pool of feeder positions for job group PRP - 4 was chosen based on reasonable paths of progression within the and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

PRPa - 4

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

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

PRPSP - 4

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

Factor 2: *Feeder Job Computations PRP* - This pool of feeder positions for job group PRPSP - 4 was chosen based on reasonable paths of progression within the and includes all promotable, transferable, and trainable employees. This

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

PRS - 4

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

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

SER - 8

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

Factor 2: *Feeder Job Computations SERa* - This pool of feeder positions for job group SER - 8 was chosen based on reasonable paths of progression within the and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

SERa - 8

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

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

SERBU - 8

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

Factor 2: *Feeder Job Computations SERBUa* - This pool of feeder positions for job group SERBU - 8 was chosen based on reasonable paths of progression within the and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

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

SKAP - 7

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

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

SKSPV - 7

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

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

TENG - 3

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

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

TGEN - 3

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

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

TGENa - 3

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

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

TSPV - 3

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

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

City of Gainesville

January 1, 2014 Annual Affirmative Action Plan

General Government

Availability Factor Computation Form

ASCS - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	19.95	79.33								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	14.96	59.50								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	32.48	83.76								Feeder Job Computations
		Weighted Factor	8.12	20.94								
		Availability	23.08	80.44								

Availability Factor Computation Form

ASFIN - 6

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	67.00	Raw Statistics	18.78	89.54								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	12.58	59.99								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.00	Raw Statistics	17.65	82.35								Feeder Job Computations
		Weighted Factor	5.82	27.18								
		Availability	18.40	87.17								

Availability Factor Computation Form

ASGEN - 6

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	29.14	60.95									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	21.86	45.71									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	50.00	100.00									Feeder Job Computations
		Weighted Factor	12.50	25.00									
		Availability	34.36	70.71									

Availability Factor Computation Form

ASGENa - 6

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.72	65.39									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	26.72	65.39									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	26.72	65.39									

Availability Factor Computation Form

ASPV - 6

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	30.00	Raw Statistics	32.78	69.13									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	9.83	20.74									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	70.00	Raw Statistics	31.19	82.57									Feeder Job Computations
		Weighted Factor	21.83	57.80									
		Availability	31.66	78.54									

Availability Factor Computation Form

EO - 1

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

Availability Factor Computation Form

EOa - 1

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

Availability Factor Computation Form

OAEM - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	18.09	32.84									United States
		Weighted Factor	14.47	26.27									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	33.33	33.33									Feeder Job Computations
		Weighted Factor	6.67	6.67									
		Availability	21.14	32.94									

Availability Factor Computation Form

OAM - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	25.00	Raw Statistics	22.07	32.73									United States
		Weighted Factor	5.52	8.18									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	75.00	Raw Statistics	25.23	39.25									Feeder Job Computations
		Weighted Factor	18.92	29.44									
		Availability	24.44	37.62									

Availability Factor Computation Form

OAMM - 1

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	33.30	Raw Statistics	22.19	41.36									United States
		Weighted Factor	7.39	13.77									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	66.70	Raw Statistics	24.39	31.71									Feeder Job Computations
		Weighted Factor	16.27	21.15									
		Availability	23.66	34.92									

Availability Factor Computation Form

OASM - 1

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	19.45	37.93								United States
		Weighted Factor	14.59	28.45								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	26.32	31.58								Feeder Job Computations
		Weighted Factor	6.58	7.90								
		Availability	21.17	36.35								

Availability Factor Computation Form

PADM - 2

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	60.00	Raw Statistics	24.18	46.91								United States
		Weighted Factor	14.51	28.15								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.00	Raw Statistics	41.30	55.07								Feeder Job Computations
		Weighted Factor	16.52	22.03								
		Availability	31.03	50.18								

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	20.94	44.57									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	20.94	44.57									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	20.94	44.57									

Availability Factor Computation Form

PANA - 2

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	24.34	49.89								United States
		Weighted Factor	16.23	33.28								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	20.83	75.00								Feeder Job Computations
		Weighted Factor	6.94	24.98								
		Availability	23.17	58.26								

Availability Factor Computation Form

PENG - 2

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	37.19	15.73									United States
		Weighted Factor	29.75	12.58									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	18.75	12.50									Feeder Job Computations
		Weighted Factor	3.75	2.50									
		Availability	33.50	15.08									

Availability Factor Computation Form

PRF - 4

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	40.41	49.52									Florida
		Weighted Factor	40.41	49.52									
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	40.41	49.52									

Availability Factor Computation Form

PRFSP - 4

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	14.27	4.89									Florida
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	23.48	10.43									Feeder Job Computations
		Weighted Factor	23.48	10.43									
		Availability	23.48	10.43									

Availability Factor Computation Form

PRP - 4

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	73.70	Raw Statistics	33.50	18.63								Florida
		Weighted Factor	24.69	13.73								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	26.30	Raw Statistics	47.50	72.50								Feeder Job Computations
		Weighted Factor	12.49	19.07								
		Availability	37.18	32.80								

Availability Factor Computation Form

PRPa - 4

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.74	28.26									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	21.74	28.26									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	21.74	28.26									

Availability Factor Computation Form

PRPSP - 4

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	41.93	51.94									Florida
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	25.10	19.25									Feeder Job Computations
		Weighted Factor	25.10	19.25									
		Availability	25.10	19.25									

Availability Factor Computation Form

PRS - 4

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.46	24.37									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	6.46	24.37									
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	6.46	24.37									

Availability Factor Computation Form

SER - 8

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	76.50	Raw Statistics	39.48	27.46									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	30.20	21.01									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	23.50	Raw Statistics	29.51	60.66									Feeder Job Computations
		Weighted Factor	6.93	14.26									
		Availability	37.13	35.27									

Availability Factor Computation Form

SERa - 8

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	33.47	37.68									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	33.47	37.68									
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	33.47	37.68									

Availability Factor Computation Form

SERBU - 8

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	62.30	Raw Statistics	31.09	38.43									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	19.37	23.94									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	37.70	Raw Statistics	66.67	33.33									Feeder Job Computations
		Weighted Factor	25.13	12.57									
		Availability	44.50	36.51									

Availability Factor Computation Form

SERBUa - 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	30.96	39.16									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	30.96	39.16									
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	30.96	39.16									

Availability Factor Computation Form

SK - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	18.63	5.71									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	13.97	4.28									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	25.00	0.00									Feeder Job Computations
		Weighted Factor	6.25	0.00									
		Availability	20.22	4.28									

Availability Factor Computation Form

SKAP - 7

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	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

SKSPV - 7

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	19.52	7.26								Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	9.76	3.63								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	25.66	0.88								Feeder Job Computations
		Weighted Factor	12.83	0.44								
		Availability	22.59	4.07								

Availability Factor Computation Form

TENG - 3

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	25.63	31.92									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	23.07	28.73									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	18.18	9.09									Feeder Job Computations
		Weighted Factor	1.82	0.91									
		Availability	24.89	29.64									

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.	60.00	Raw Statistics	14.04	41.14									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	8.42	24.68									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.00	Raw Statistics	22.97	29.73									Feeder Job Computations
		Weighted Factor	9.19	11.89									
		Availability	17.61	36.57									

Availability Factor Computation Form

TGENa - 3

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

Availability Factor Computation Form

TSPV - 3

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	64.40	Raw Statistics	7.34	38.56									Gainesville, FL Metropolitan Statistical Area
		Weighted Factor	4.73	24.83									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	35.60	Raw Statistics	15.15	22.73									Feeder Job Computations
		Weighted Factor	5.39	8.09									
		Availability	10.12	32.92									

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 58	Employment %	Min	Fem
	Availability %	29.31	96.55
	Statistical Value	23.08	80.44
ASFIN		6	
Total Emp 34	Employment %	Min	Fem
	Availability %	17.65	82.35
	Statistical Value	18.40	87.17
		0.113	0.840
ASGEN		6	
Total Emp 51	Employment %	Min	Fem
	Availability %	33.33	66.67
	Statistical Value	34.36	70.71
		0.154	0.634
ASGENa		6	
Total Emp 8	Employment %	Min	Fem
	Availability %	50.00	100.00
	Statistical Value	26.72	65.39
ASPV		6	
Total Emp 10	Employment %	Min	Fem
	Availability %	20.00	50.00
	Statistical Value	31.66	78.54
		0.340E	0.087E
EO		1	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	16.10	17.80
		0.839E	0.822E
EOa		1	
Total Emp 6	Employment %	Min	Fem
	Availability %	16.67	33.33
	Statistical Value	16.10	17.80

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

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

Incumbency vs. Estimated Availability

OAEM		1	
Total Emp 5		Min	Fem
	Employment %	20.00	20.00
	Availability %	21.14	32.94
	Statistical Value	0.714E	0.469E
OAM		1	
Total Emp 41		Min	Fem
	Employment %	24.39	31.71
	Availability %	24.44	37.62
	Statistical Value	0.007	0.782
OAMM		1	
Total Emp 19		Min	Fem
	Employment %	26.32	31.58
	Availability %	23.66	34.92
	Statistical Value		0.484E
OASM		1	
Total Emp 9		Min	Fem
	Employment %	33.33	33.33
	Availability %	21.17	36.35
	Statistical Value		0.575E
PADM		2	
Total Emp 66		Min	Fem
	Employment %	25.76	43.94
	Availability %	31.03	50.18
	Statistical Value	0.926	1.014
PADMa		2	
Total Emp 72		Min	Fem
	Employment %	55.56	65.28
	Availability %	20.94	44.57
	Statistical Value		
PANA		2	
Total Emp 24		Min	Fem
	Employment %	20.83	75.00
	Availability %	23.17	58.26
	Statistical Value	0.506E	
PENG		2	
Total Emp 5		Min	Fem
	Employment %	20.00	20.00
	Availability %	33.50	15.08
	Statistical Value	0.458E	

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

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

Incumbency vs. Estimated Availability

PRF		4	
Total Emp 115	Employment %	23.48	10.43
	Availability %	40.41	49.52
	Statistical Value	3.700	8.383
PRFSP		4	
Total Emp 30	Employment %	20.00	6.67
	Availability %	23.48	10.43
	Statistical Value	0.450	0.674
PRP		4	
Total Emp 239	Employment %	25.10	19.25
	Availability %	37.18	32.80
	Statistical Value	3.863	4.463
PRPa		4	
Total Emp 3	Employment %	66.67	33.33
	Availability %	21.74	28.26
	Statistical Value		
PRPSP		4	
Total Emp 50	Employment %	18.00	16.00
	Availability %	25.10	19.25
	Statistical Value	1.158	0.583
PRS		4	
Total Emp 37	Employment %	45.95	75.68
	Availability %	6.46	24.37
	Statistical Value		
SER		8	
Total Emp 68	Employment %	51.47	19.12
	Availability %	37.13	35.27
	Statistical Value		2.788
SERa		8	
Total Emp 61	Employment %	29.51	60.66
	Availability %	33.47	37.68
	Statistical Value	0.656	

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

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

Incumbency vs. Estimated Availability

SERBU		8	
Total Emp 191		Min	Fem
	Employment %	62.30	28.80
	Availability %	44.50	36.51
	Statistical Value		2.214
SERBUa		8	
Total Emp 3		Min	Fem
	Employment %	66.67	33.33
	Availability %	30.96	39.16
	Statistical Value		0.660E
SK		7	
Total Emp 113		Min	Fem
	Employment %	25.66	0.88
	Availability %	20.22	4.28
	Statistical Value		1.783
SKAP		7	
Total Emp 4		Min	Fem
	Employment %	25.00	0.00
	Availability %	19.52	7.26
	Statistical Value		0.740E
SKSPV		7	
Total Emp 8		Min	Fem
	Employment %	37.50	25.00
	Availability %	22.59	4.07
	Statistical Value		
TENG		3	
Total Emp 11		Min	Fem
	Employment %	18.18	9.09
	Availability %	24.89	29.64
	Statistical Value	0.459E	0.118E
TGEN		3	
Total Emp 55		Min	Fem
	Employment %	14.55	25.45
	Availability %	17.61	36.57
	Statistical Value	0.597	1.712
TGENa		3	
Total Emp 19		Min	Fem
	Employment %	47.37	42.11
	Availability %	18.35	43.90
	Statistical Value		0.533E

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

TSPV		3	
Total Emp 5		Min	Fem
	Employment %	0.00	0.00
	Availability %	10.12	32.92
	Statistical Value	0.587E	0.136E

Total Employment: 1421

C - Eighty Percent / Whole Person Rule

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

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

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

Placement Goals

41 C.F.R. 60-2.16

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

In establishing placement goals, we applied the following principles:

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

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

Placement Goals

Job Group & Name	Min	Fem								
ASPV - 6		78.54								
PRF - 4	40.41	49.52								
PRP - 4	37.18	32.80								
PRPSP - 4	25.10									
SER - 8		35.27								
SK - 7		4.28								
TENG - 3		29.64								
TGEN - 3		36.57								
TSPV - 3		32.92								

Identification of Problem Areas by Organizational Unit and Job Group

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

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

An analysis of each of these processes follows.

1. Composition of the Workforce by Organizational Unit

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

2. Composition of the Workforce by Job Group

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

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

3. Analysis of Progress Towards Prior Year Goals

In establishing placement goals, the following principles apply:

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

less-qualified person in preference to a more-qualified one.

A review of progress and goal attainment by job group for the period from July 01, 2012 to June 30, 2013 reveals the following:

City of Gainesville

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General Government

Goal Attainment

OAEM		1	
	Total	Min	Fem
Goal			39.77
New Hire	0		0 N/A
Promotion	1		1 100.00
Total Opps	1		1 100.00
Achieved? *			YES

PRP		4	
	Total	Min	Fem
Goal		33.50	
New Hire	14	5 35.71	
Promotion	1	0 0.00	
Total Opps	15	5 33.33	
Achieved? *		YES	

PRPSP		4	
	Total	Min	Fem
Goal		23.41	23.02
New Hire	0	0 N/A	0 N/A
Promotion	1	1 100.00	0 0.00
Total Opps	1	1 100.00	0 0.00
Achieved? *		YES	LIMITED

Goal Attainment

SER		8																	
	Total	Min	Fem																
Goal			26.89																
New Hire	13		2 15.38																
Promotion	0		0 N/A																
Total Opps	13		2 15.38																
Achieved? *			NO																

TENG		3																	
	Total	Min	Fem																
Goal			25.13																
New Hire	2		1 50.00																
Promotion	0		0 N/A																
Total Opps	2		1 50.00																
Achieved? *			YES																

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

* YES = within one person of exceeding goal

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

4. Personnel Activity

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

A. Applicant Flow

During the plan year, July 01, 2012 to June 30, 2013, the City posted the majority of all open positions with the State Employment Service. The Human Resources Department accepted applications for open positions, and all persons interested in obtaining employment with the City were advised to apply according to our current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

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

The following report summarizes applicant flow by job group:

City of Gainesville

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General Government

Applicant Summary

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

EEO Code 1 Officials & Administrators

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

EEO Code 2 Professionals

		Total	Unk Race	Unk Gend	Min	Fem								
PADM	S	6	0	0	1	3								
2	P	6	0	0	1	3								
PADMa	S	361	18	0	312	238								
2	P	361	18	0	312	238								

EEO Code 3 Technicians

		Total	Unk Race	Unk Gend	Min	Fem								
TENG	S	2	0	0	1	1								
3	P	2	0	0	1	1								
TGEN	S	7	0	0	2	0								
3	P	7	0	0	2	0								
TGENa	S	37	5	0	11	6								
3	P	37	5	0	11	6								

S - Selected, P - Pool

Applicant Summary

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

EEO Code 4

Protective Service Workers

		Total	Unk Race	Unk Gend	Min	Fem								
PRF	S	154	9	0	36	5								
4	P	154	9	0	36	5								
PRP	S	90	0	0	29	27								
4	P	90	0	0	29	27								
PRPa	S	6	0	0	2	0								
4	P	6	0	0	2	0								
PRS	S	34	0	0	8	2								
4	P	34	0	0	8	2								

EEO Code 6

Administrative Support

		Total	Unk Race	Unk Gend	Min	Fem								
ASCS	S	8	0	0	2	7								
6	P	8	0	0	2	7								
ASGEN	S	2	0	0	0	0								
6	P	2	0	0	0	0								
ASGENa	S	4	0	0	1	4								
6	P	4	0	0	1	4								

Applicant Summary

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

EEO Code 7

Skilled Workers

		Total	Unk Race	Unk Gend	Min	Fem							
SK	S	10	0	0	0	0							
7	P	10	0	0	0	0							
SKAP	S	3	0	0	0	0							
7	P	3	0	0	0	0							
SKSPV	S	2	0	0	2	1							
7	P	2	0	0	2	1							

EEO Code 8

Service

		Total	Unk Race	Unk Gend	Min	Fem							
SER	S	38	0	0	26	5							
8	P	38	0	0	26	5							
SERa	S	497	15	0	81	268							
8	P	497	15	0	81	268							
SERBU	S	775	0	0	422	212							
8	P	775	0	0	422	212							

		Total	Unk Race	Unk Gend	Min	Fem							
Totals	S	2,037	47	0	936	779							
	%		2.31	0.00	45.95	38.24							
	P	2,037	47	0	936	779							
	%		2.31	0.00	45.95	38.24							

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 192 new employees hired during the period from July 01, 2012 to June 30, 2013 including 79 minorities at 41.15% and 80 women at 41.67%. The following report summarizes hiring activity by job group:

City of Gainesville

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General Government

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

	Total	Min	Fem								
OAM - 1	1	0	0								
OAMM - 1	1	0	0								
PADM - 2	8	2	4								
PADMa - 2	32	19	21								
PANA - 2	2	1	2								
TENG - 3	2	1	1								
TGEN - 3	7	2	1								
TGENa - 3	9	2	2								
PRF - 4	5	2	1								
PRP - 4	14	5	4								
PRPa - 4	1	0	0								
PRS - 4	5	1	2								
ASCS - 6	6	2	5								
ASFIN - 6	1	1	1								
ASGEN - 6	3	0	0								
ASGENa - 6	4	1	4								
SK - 7	8	0	0								
SKAP - 7	2	0	0								
SKSPV - 7	2	2	1								
SER - 8	13	7	2								
SERa - 8	29	7	18								
SERBU - 8	34	22	10								
SERBUa - 8	3	2	1								
Totals	# 192	79	80								
	%	41.15	41.67								

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:

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

	Total	Min	Fem								
OAM - 1	2	0	0								
PADM - 2	5	1	4								
PENG - 2	1	1	1								
PRF - 4	1	0	1								
PRFSP - 4	1	0	0								
PRP - 4	4	1	1								
PRPSP - 4	1	0	0								
PRS - 4	1	0	0								
ASCS - 6	2	1	2								
SK - 7	6	1	0								
SER - 8	16	6	0								
Totals	# 40	11	9								
	%	27.50	22.50								

D. Compensation Systems

As part of its affirmative action obligations, the 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 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 will take all reasonable and immediate steps to make any necessary adjustments.

E. Terminations

The 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 makes its decisions without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

A report summarizing terminations by job group follows:

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

	Total	Min	Fem								
EO - 1	1	0	0								
OAM - 1	4	0	0								
OAMM - 1	2	1	1								
PADM - 2	5	1	0								
PADMa - 2	31	15	14								
PANA - 2	4	1	2								
PENG - 2	1	1	0								
TENG - 3	1	0	0								
TGEN - 3	1	0	1								
TGENa - 3	4	4	1								
PRF - 4	2	0	1								
PRP - 4	11	4	4								
PRPa - 4	2	2	1								
PRPSP - 4	1	0	0								
PRS - 4	2	1	0								
ASCS - 6	3	1	3								
ASFIN - 6	1	0	1								
ASGEN - 6	2	0	1								
ASGENa - 6	5	4	3								
SK - 7	7	0	0								
SKAP - 7	1	0	0								
SER - 8	15	6	0								
SERa - 8	12	4	9								
SERBU - 8	21	11	6								
Totals	# 139	56	48								
	%	40.29	34.53								

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

Development and Implementation of Action Oriented Programs

41 C.F.R. 60-2.17

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

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

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

- A. We will continue to contact our normal sources of recruitment (e.g., State Employment) and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the period from July 01, 2012 to June 30, 2013, targeted recruitment activities were conducted.
6. The City has implemented the following programs and procedures to ensure that minority and female employees are given equal opportunities for promotion:
- A. On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher-level jobs. In addition, a tuition reimbursement benefit is also available to all qualified employees.
 - B. The City utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.
 - C. Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.
 - D. Seniority practices are not a problem since the City has no formal seniority system. Promotions are based on merit selection principles.
 - E. We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.
 - F. Special internal training programs are provided as necessary to ensure the achievement of our placement goals. Programs are offered to eligible employees without regard to race, color, religion, sex, age, disability, veteran status, national origin or any other characteristic protected by applicable law.
 - G. We will continue to participate in targeted external training programs.

Internal Audit and Reporting System

41 C.F.R. 60-2.17

The City has developed and implemented an auditing system that periodically measures the effectiveness of its total AAP. The 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, 2013 through December 31, 2013, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

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

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

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

List of Exhibits

Exhibit A -

