### AFFIRMATIVE ACTION PLAN FOR MINORITIES & WOMEN

City of Gainesville

Gainesville Regional Utilities

July 1, 2013 - June 30, 2014

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Preface

### **Preface**

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

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

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

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

### Introduction

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

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

As detailed in the Job Group Analysis, this AAP covers 847 employees, including 168 minorities (19.83%) and 229 (27.04%) women. It is expected that these employees will help us to reach mutual goals of profitability and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of the City of Gainesville has a continuing commitment to the practice and implemented action of this AAP.

### Responsibility for Implementation 41 C.F.R. 60-2.17

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

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

- 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.
- L. Sponsoring annual job fairs that will include internal and external vendors. Participate with other community partners to enhance recruitment efforts.
- M. Work with departments to ensure interview panels are diverse.
- N. Provide training on sexual harassment, EEO policy and diversity training to comply with mandatory employee training initiatives.
- 2. The City recognizes that the cooperation of department supervisors and line managers is required to reach the full potential of this AAP. Therefore, supervisors and managers are expected to:
  - A. Assist the Affirmative Action Officer in the identification of any problem areas and help to eliminate any barriers to equal employment opportunity.
  - B. Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs.
  - C. Work with the Affirmative Action Officer to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings.
  - D. Review the qualifications of employees to ensure that minorities and women are given full opportunity for transfers and promotions.
  - E. Provide career counseling for employees as needed.
  - F. Adhere to the City's policy of equal employment opportunity for all employees and ensure that the policy is understood, supported and adhered to by the employees they supervise.
  - G. Take action to prevent the harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of the City's affirmative action efforts.

### Organizational Profile 41 C.F.R. 60-2.11

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

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

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

### Workforce Analysis

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

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

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010-GRU-Customer Sup 010-GRU-Customer Support and Administrative Servic **Morkforce Analysis** 

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Workforce Analysis 010-GRU-Energy Delivery

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6405	\$51,147,62	ieto!		at and address of the party of	rendered of the second second in	Add a section of a section of the se	A PARTY AND A PART		0	NATIONAL PROPERTY AND ADDRESS OF THE PARTY AND	and and an artist and an artist and artist artist and artist artist and artist and artist artist and artist artist and artist artist and artist artist artist artist and artist artist artist artist artist and artist art
Gas Worker	<u> </u>		****						0		
	\$30,430.19	1			Kepada Gaada da Bibutan				0		
Staff Assistant	Φ								О		
6149	833,343.44	Total			elemente estado estado de la constante de la c				0		
Meter Reader Crew Leader	(Ω)								0		
251	\$36.138.40	Total							0		
Staff Specialist	ယ								0		
136	\$40,192.78	Ĩ							0		
Dispatcher	Q	Tot Min							0		
1431	\$43,748.33								0		
Energy Delivery Facilities Specialist	7								0		
4132	\$40,671.16	Total							0		:
Operations Assistant	ψ		hadenskensken.						0		071110000000000000000000000000000000000
2548	\$41,177.14	Total							0		
Technical Support Specialist II	m	Tot Win	nem o						0		100000000000000000000000000000000000000
6116	\$51,147.62								O.		
Line Technician	<u></u>	Tot Min			The second secon		20 P. C.	The section of the se	0	educinists physiophysique in an in-	HE CONTROL OF THE CON
3207	\$51,147.62								0		
Field Services Technician				1000	Hallett Management Constitution	death Control of Assessment Control of	tell about policy to should be made	s Selvender a remain, est tible out	0	Variety of the Conference of t	each had work do carding to the transcript
4134	\$44,300,26	Total							0		
Energy Systems Dispatcher		Tot Min	1 Fem	3000		enter transfer to print the print th	an land become recommended	And maken a management of the state of the	0	***************************************	01.01
The elementary commences are made made and the estimate a	mphis an access of process on the North Article of the Comment of Albanda World In Villages, processes respectively accessed to a		The same of the sa			The state of the s					

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Workforce Analysis 010-GRU-Energy Deliv 010-GRU-Energy Delivery

Job Code & Title	Average Salary & REO			S O I		Ω	et.	\$59.04 100.00	120372	n.	N
6101	\$47,011.09	Total	7	e A					0	0	0
Utilities Location Technician	m	Tot Min		Le L					0	0	0
2109	\$48,429.48	Car	7	O		00 V 1 V 1 V 1 V 1 V 1 V 1 V 1 V 1 V 1 V	Control of the contro		O	0	0
Electric Utilities Inspector	ኖን	Tot Min	 	Lew			;		0	0	
6154	851.147.62	Total	-	1983	vedičeni label nikely a rapi vyčane je:	Selfapeld Obera 617 (pressure	energy charles lively by the second		0		0
Meter Programmer Tester	හ	Tot Min	u. 	E a	<del></del>	0		0	0	0	0
	\$55,243.24	Total	2	80					O	0	
Electric Line Clearance Coordinator	<u> </u>	Tot Win	drain draw						O	0	
and the second s	\$55,751.07	Total	2	e Marian Committee of the Committee of t	Additional and the second of t	aprada ny fivondrona	dende and deliberated annual services on	demand field of standy for so and report so	0	0	0
Gas Worker Lead	7	Tot Min	0	Tem mem					0	O	
6118	\$55,751.07	Lead	2	Nai	Total Company of the second se			ALLEN WALLE TO THE PARTY OF THE	0	0	
Line Technician, Lead	100	Tot Win							0	0	0
4 53	\$45,139,28	Total	_	Nai					0	0	
Executive Assistant Senior	Q	Tot Min							0	0	
6441	\$53,348.25	Total		Mai	7				0	0	
Gas Measurement Technician	ო	Tot Min		Fem	~				0	0	0
3037	\$54,232.05	Total							0	0	
Current Diversion Technician	ro	Tot Win	0						0	O	
6409	\$55,751.07	Total							0	0	
Facilities Protection Technician	m	Tot Min	0						O	0	0
1432	\$60,009.84	Total	œ	Ne					0	0	
Energy Delivery Facilities Specialist	7	Tot Min	***	Te m	7				O	0	0
6151	\$60,598.30	Total	_	Nai					0	0	
Meter Reader Supervisor	Ś	Tot Min	···						0	0	***************************************
2550	\$52,774.65	Total	_	Mail	0				O	0	
Technical Support Specialist III	m	Tot Min	<del>г</del>			200000000000000000000000000000000000000	CONTRACT CON	- A CORP. CALL D. CORP. CALL D. CALL D	O	0	da vanda a a a a a a a a a a a a a a a a a a
6107	\$60,768.86	Total		Mal	<b>е</b>				0		
Electric Apparatus Technician	m	Tot Min	0			3	No. of Contract of	0	0	0	may happined you made to publish a street
1240	\$49,596.95	Total	•		2				0	0	0
Analyst	2	Tot Min			Topics and the state of the sta	Action would was builded for Personal Co.	system thanked the complete proposed	of Riving and West Standard Column Columns Col	0	0	der et en
	\$77.737.46	Total	0		2				O	0	
Utility Forester	7	Tot Min		11.00 mm	Company we are a company of the comp	Second (de la factoria de la factori		0	Ö	0	and analogue by Contacting the con-

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Workforce Analysis 010-GRU-Energy Deliv 010-GRU-Energy Delivery

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6187	\$62,587.05	E C	4	4	The state of the s	Add to the transport of the same of the sa	O	0	0	0	0
Substation Electrician	Provi	Tot Min	0 Fem				0	0	0	0	0
61 f 9	\$65,845.56	Total			No.		O	0	O	0	0
Electric Line Worker	and the same of th	Tot Win		em 0			0	0	0	0	0
6102	\$58,614.61	Total			daniel de la company de la com		O	O	0	0	0
Utilities Location Supervisor	r)		- Fem				Ō	0	0	0	0
Semplement of the property of	\$60,297.54	Total		And the second s	AND I'M THAIL AND YOUR MARKET ON THE	A TO	0	0	0	0	0
Pwr Sys Control Specialist Senior	め	Tot Min	o Fem	*************			0	0	0	0	0
6159	\$60,669.48		-	market property and policy to the second	minimum apada da	eda v da ser Sedi della sallado per sere	0	0	0	0	0
Electric Measurement Technician	<sub>6</sub>						O	0	0	0	0
2562	\$63,776.49						0	O	0	0	O
Technical Support Specialist Senior	n						0	0	_	0	0
6175	\$66,237.81	F					0	0	0	0	0
Relay Technician	ო	Tot Min					0	0	O	0	0
6423	\$63,816.03						0	0	0	0	0
Utility Marketing Rep	8		<u>0</u>	Lem Lem	0	0	0	0	O	0	O
1427	\$61,367,83	Total					0	0	0	O	0
Energy Services Supervisor	1	Tot Min					0	0	0	0	O
1430	\$64,878.01	Total					O	0	0	0	O
Energy Delivery Facilities Specialist	7						0	0	0	O	O
3075	\$66,806.27	Total					O	0	Ó	0	Ö
Meter Services Supervisor	7	Tot Min					O	0	Ö	0	0
6419	\$70,081.02	Total					O	0	0	O	0
Gas Operations Supervisor	I ma						O	0	O	O	0
515	\$71,694.31		16 Mal		•		0	0	0	0	O
Lineworker, Lead	Pro				4	The state of the s	0	0	0	0	0
6190	\$72,199.30	Total					O	0	0	0	0
SUBSTATION ELECTRICIAN, LEAD 7	2.0	Tot Win				0.000	0	0	0	0	0
6046	\$59,128.04						0	0	0	O	0
Utility GIS Technician	m	Tot Min	*****		A CONTRACTOR OF THE PARTY OF TH	DANIEL CONTRACTOR OF THE PROPERTY OF THE PROPE	0	0	0	0	0
6443	\$66.806.27	Total					0	0	0	0	0
Gas Measurement Supervisor	the filled the books of the problem of the problem of the forest problem of the constraint of the cons	Tot Min	O Fem		term and the second second	and browning of popularity of special	0	0	0	0	

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Workforce Analysis 010-GRU-Energy Deliv 010-GRU-Energy Delivery

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ratus Repair Supervisor eer Ufility Designer 2 nical Systems Analyst 2 st Senior Safety Training Coordinator itc Measurement Supervisor itc Measurement Supervisor itc Systems Operations	Total Win Total Win Total Total Total Total Total Total			0 0 4 4 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		O O O O O O O O O O O O O O O O O O O				
nical Systems Analyst 2 st Senior Safety Training Coordinator ic Measurement Supervisor ic Systems Operations	Tot Min Total			0 0 4 0 + 0 + 0 + 0 2 0 6		0 0 0 0 0 0			0 0 0 0 0	0 0 0 0 0 0 0 0 0
nical Systems Analyst 2 st Senior Safety Training Coordinator ic Measurement Supervisor ic Measurement Supervisor ic Systems Operations	Total			0 4 0 1 0 0 0 0 0 0 0						
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Safety Training Coordinator sting Rep Senior ic Measurement Supervisor oution System Operator 2 ic Systems Operations	Total			2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0	0 0 0 0		0 0 0 0 0	000	00000
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oution System Operator 2 ic Systems Operations	Tot Win			-	0	0		o	0	0
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ic Systems Operations				2	0	0		0	0	0
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Engineer Utility Designer 3 2	Tot Min	Tem-		0	0	O		0	0	0
1213	Total	- Mai		-	0	0		0	0	0
HR/OD Specialist	Tot Min	nem Fem		0	0	O		0	0	0
4072 \$77,581.98	Total	1 Mai		~	0	O		0	0	0
Technical Systems Analyst, Sr. 2	Tot Min	(way aguas		0	0	0	Color History Color	0	0	0
890,980.24	Total			7	o	Ó		0	0	0
Systems Operator 2 7	To Min	Fem		0	0	Ö	Despelation (Management of Management of Man	0	0	0
881,055.40	Total			4	0	0		0	O	0
Engineer Utility Designer 4 2	Tot Win	1 Fem		~	0	0	SA COLD COS (VIII) O Haydrage and the	0	0	0
\$81,686.48	Total	Mai		₹	0	O		0	0	0
Utility GIS Coordinator 2	Tot Min	Pen		0	0	Ö	d he should of the built show and the file	0	0	0
4074	Total	-		- Ann	O	0		0	Ö	o
Technical Systems Analyst 2	Tot Min	O Fem		0	0	0	an programmed annuly figure ( ) the form of the contract of th	0	o	0

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Workforce Analysis 010-GRU-Energy Delivery

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4078	\$86,226.00	Totai 1	0	<b>~</b>	O	-	O	0	0	J	
Operational Technology Network	7	Tot Min 1	Fem	0	0	0	0	0			
3056	\$80,753.40	Total 1	We			0	0	0	O		
Operations Manager' Utilities	±.viz	Tot Min 0	E e	0	0	0	0	0	0		
6129	\$85,495.93	Total 2	10	2	7	0	0	0		J	
Electric Systems Operations	<i>t</i>	Tot Min 0	e e e	o	0	O	O	0			
8076	894,415.24	Total 5	e E	2	S)	0	O	0		J	
Superv Engineer Ut Designer	Cl.	Tot Win 0	e e E	0	0	0	O	O		J	0
60777	\$96,857.86	Total 1		T		0	0	0	0		
Ufflity Project /Team Leader	7	Tot Min 0	r g	0	0	0	0	0			
6176	\$99,713,04	180	£(2)	_	~	0	0	0		)	0
Systems Operations Manager	Koose	Tot Min 0	Fem	0	O	0	O	0	0		
3055	\$103,966.56	Total 1	Ma	~	***	0	0	0			
Util Field Services Manager	*Economic States of the States	Tot Min 0	Tem	0	Ö	0	0	0	\$51 \$20 miles   100 miles   10	J	APG SEAD (Dateboard)
1043	\$107.273.71	Total 1	Mai	_	~	0	0	0		J	
Gas T & D Manager	gotab	Tot Win 0	n 8	O	0	0	0	0		J	0
298	\$117,853.74	Total 1	Mai	0	0	O	0	O			
Operational Technology Manager	hees	Tot Min 0	Fem	~	-	0	0	0		0	0
6127	\$123,783.45	Total 1	Mai	-	-	0	O	0			
System Control Manager	Acres	Tot Min 0	น่อน	ō	O	0	O	0	0	0	0
6013	\$127,016.52	Total 1	Mai	_	O	0	0	-		J	
Energy Delivery Engineering Mgr	Age and		Tem	O	O	0	0	o.	est vist may et l'ablandant la com-	)	d for the society of the substitute of the second
6123	\$127,582.33	Total 1	Mat	_	-	0	0	0		J	
Energy Measurement & Regulation	*from	Tot Min 0	E u.	ō	0	O	0	0	0		0
1007	\$135,131.73	Total 2	Mai	N	N	0	O	0		J	
AGM - Energy Delivery	que		Fem	0	O	O	0	0	ddillyddioniau fribell frans o'r	)	0
Total for 010-GRU-Energy Deliv		Total 250	TO TO	211	185	8	*	Ŋ	O	J	0
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Workforce Analysis 010-GRU-Energy Suppl 010-GRU-Energy Supply

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5	\$58,988.80	Ctai	-	Mai	_	_	0	0	0	0	**************************************	
Skilled Craft Workers - Temp		Tot Min	0	n C	0	0	0	0	Ö	0		
0104	\$14,009.41	Total	<b>-</b>	Me	_	~	0	ō	o	0		
Park to the state of the state	(O	Tot Min	0	nen une	0	Ö	0	0	0	0		
0.255	\$36.296.00	Total	~	% %	0	ō	O	0	0	0		
Support Staff I - Temp	Ó	Tot Min	~~	e E	-	0	0	ō	-	0	O	
000	\$15,080.00	Total	~	Z	2	<del></del>	0	o	-	0		
Temporary Engineering Intern	n	Tot Min	~	Fem	0	O	0	0	0	0		0
0105	\$65,456.02	Total	2	CG E	2	7	0	0	0		tel property (c) (c) control (c)	AN A Demokratistic Charles and the Contra
Professional - Temp	Q	Tot Min	0	Ten	0	0	0	0	0	0		
	\$46,771.37	Total Total	_	Watt			0	0	0	0		
Wistwitr Plant Trainee	_	Tot Min	0	re E	0	0	0	0	0	0		
6302	\$36,974,29	Total	~	WS.	2	7	0	0	0	0		
Coal/Ash Equipment Operator 1	-	Tot Min	0	rem.	0	0	0	O	0	0		
6343	\$46,599.49	Total	ري م	Mai	വ	4	0	0	~~	0		
Power Plant Apprentice Operator	_	Tot win	~	E E	Ö	O	0	0	O	0		
271	\$36.138.40	Total	-	Mai	0	0	O	o	0	0		
Staff Specialist	Q	Tot win	0	Fem	<del></del>		0	O	0	O		
3007	\$36,819,36	Total	-	Mai	ō	0	0	0	0	0		
Account Clerk II	Q	Tot Min	0	Fam	~	_	0	0	O	0		
6301	\$43,056.83	Total	ເດ	Mail	Ω.	4	7	O	0	0		
Coal/Ash Equipment Operator 2	7	Tot Min	4-	rem m	ō	0	0	O	0	0		0
6357	\$46,144.93	Total		Nei	Ω	4	-	0	O	0		
Process Plant Operator 2	_	Tot Min	···	re r	Ö	6	0	Ö	0	0		S) to proper to the second sec
3015	\$43,041.90	Total	<del>-</del>	Mai	0	6	0	Ō	0	0		
Account Clerk Senior	Ó	Tot Min	0	Fem	-	_	O	0	0	0	distant Olive OD Debug Conse	adolada Medida dibadeedeedeedeedeedeedeedeedeedeedeedeedee
1153	\$45,139.28	Total	<b>U</b>	Mai	0	Ö	0	0	0	0		
Executive Assistant Senior	CΩ	Tot Min	·····	Fem	7	-	O	O	-	0	Change Control Name of the control o	to patient was patient of the second of
6345	\$55,434.37	Total	ω	Mai	œ	Ø	N	o	0	0		
Power Plant Journeyman Operator	_	Tot Min	7	Fem	0	Ö	0	0	0	0	chambers and say placed resource	OFFIGE PROPERTY AND ADDRESS OF THE PERSON NAMED IN PARTY AND ADDRESS OF THE PE
6337	\$58.443.75	Totai	5	101/2	5	5	7	6	o	0		
Pwr Plant Mech Journeyman	Transman for Resolvation and Assistance and Resolvation (1980). The control of th	Tot Min	2	Fem	0	0	0	0	0	0	edilinda appropriation of the	Alexandria de providir y presenta

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Workforce Analysis 010-GRU-Energy Suppl 010-GRU-Energy Supply

\$54,958.59         Total         3         Mai         2         2         0           \$49,596.95         Tot Min         1         Fem         1         1         1           \$49,596.95         Tot Min         1         Fem         1         1         1           \$64,596.95         Tot Min         1         Fem         2         1         1           \$64,596.95         Tot Min         0         Fem         1         1         0           \$64,522.67         Tot Min         0         Fem         2         2         0           \$64,522.57         Tot Min         0         Fem         2         2         0           \$64,522.57         Tot Min         0         Fem         0         0         0           \$64,522.57         Tot Min         0         Fem         0         0         0           \$64,522.57         Tot Min         1         Fem         0         0         0           \$64,917.31         Tot Min         1         Fem         0         0         0           \$64,917.32         Tot Min         1         Fem         0         0         0           <	Job Coxie & Time	Average Salary & MITO			Ç O I	100) 100)	ca	Ç	Step to a state of the state of	Branco	Ena Lena	N
tert Lab Technician 3 Tot Min 0 Fem 1 1 1 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	6327	\$54,958.59							0	0		
tes Maintenance Planner By S49,596,95	Pwr Plant Lab Technician	r		****	enten <del>ata</del>				0	0		
tes Maintenance Coordinator 7 Total 1 Total 2 Maintenance Coordinator 7 Total 1 Total 2 Maintenance Coordinator 7 Total 1 Total 1 Fem 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1240	\$49,596.95			and called to be an expect of farmer	10 Table 1 Tab	sulformational assessment we	and manage reporting and mobile of com-	0	0	A CONTRACTOR OF THE PROPERTY O	A CONTRACTOR OF THE PARTY OF TH
Training Officer \$64.533.40 Total 1 Main of Fam 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Analyst	$\sim$							0	0		
Training Officer 2 Totaling Officer 5 \$63,543.53 Total 1 Mail 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		\$64,533.40							0	0		
tes Maintenance Coordinator \$63,643.53 Total 1 Maintenance Coordinator 7 Total 1 Manager Se4,522.57 Total 1 Fem 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Utility Training Officer	~		******					0	0		
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Citien Technician         \$64,522.57         Total         25         Mal         24         24         0           Se4,917.31         Total         9         Mal         7         6         0           Iant Instrumentation.Controls & 7         Total         1         Fem         7         6         0           Se5,448.00         Total         1         Mal         7         6         0         0           Se Utility Designer 1         2         565,448.00         Total         1         Mal         7         0         0           Amanager         \$65,448.00         Total         1         Mal         1         Mal         0         0         0           Amanager         \$65,627.41         Total Min         0         Fem         0         0         0         0         0           Iant Materials Supervisor         7         Total Min         0         Fem         0         <	Facilities Maintenance Coordinator	7		********					0	0		
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\$64,917.31	Production Technician	Pro		***					0	0		
7         Tot Min         1         Fem         2         2         0           \$65,448.00         Tot Min         1         Mal         1         0         0           2         Tot Min         1         Fem         0         0         0           \$57,166.80         Tot Min         0         Fem         0         0         0           \$50,627.41         Tot Min         0         Fem         0         0         0           \$50,627.42         Tot Min         1         Fem         0         0         0           \$68,943.62         Tot Min         1         Fem         0         0         0           \$72,199.30         Tot Min         1         Fem         0         0         0           \$72,199.30         Tot Min         1         Fem         0         0         0           \$72,199.30         Tot Min         1         Fem         0         0         0           \$65,427.02         Tot Min         1         Fem         0         0         0           \$61,498.77         Tot Min         1         Fem         0         0         0           \$66,129.72 <td>63 f 4</td> <td>\$64,917.31</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>7</td> <td>0</td> <td></td> <td></td>	63 f 4	\$64,917.31							7	0		
\$65,448.00         Total         1         Mal         1         0         0           2         Tot Min         1         Fem         0         0         0           \$67,166.80         Tot Min         0         Fem         0         0         0           \$67,166.80         Tot Min         0         Fem         0         0         0           \$50,627.41         Tot Min         0         Fem         0         0         0           \$68,943.82         Tot Min         1         Fem         0         0         0           \$68,943.82         Tot Min         1         Fem         0         0         0           \$7         Tot Min         1         Fem         0         0         0           \$7         Tot Min         1         Fem         0         0         0           \$65,427.02         Tot Min         0         Fem         1         1         0           \$61,498.77         Tot Min         1         Fem         2         1         1           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72	Pwr Plant Instrumentation.Controls &			*****					0	0		
2         Tot Min         1         Fem         0         0         0           \$67,166.80         Tot Min         0         Fem         0         0         0           \$67,166.80         Tot Min         0         Fem         1         1         0         0           \$50.627.41         Tot Min         0         Fem         0         0         0         0         0           \$68,943.62         Tot Min         1         Fem         0	6061	\$65,448.00							~	0		
\$67,166.80         Total         1         Mal         0         0         0           1         Tot Min         0         Fem         1         1         0         0           \$50.627.41         Tot Min         1         Fem         0         0         0         0           \$68,943.82         Tot Min         1         Fem         0         0         0         0           \$772,199.30         Tot Min         1         Fem         0         0         0         0           \$72,199.30         Tot Min         0         Fem         0         0         0         0           \$77,199.30         Tot Min         1         Fem         1         1         0         0           \$65,267.76         Tot Min         1         Fem         1         1         0         0         0           \$65,427.02         Tot Min         0         Fem         1         1         1         0         0           \$61,498.77         Tot Min         1         Fem         2         1         1         0           \$66,129.72         Tot Min         0         Fem         0         0         0 </td <td>Engineer Utility Designer 1</td> <td>2</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td></td> <td></td>	Engineer Utility Designer 1	2							0	0		
1         Tot Min         0         Fem         1         1         0           \$50.627.41         Tot Min         0         Fem         0         0         0           \$68.943.82         Tot Min         1         Fem         0         0         0           \$72,199.30         Tot Min         1         Fem         0         0         0           \$72,199.30         Tot Min         0         Fem         0         0         0           \$65,267.76         Tot Min         1         Fem         0         0         0           \$65,427.02         Tot Min         1         Fem         0         0         0           \$65,427.02         Tot Min         1         Fem         0         0         0           \$65,427.02         Tot Min         1         Fem         0         0         0           \$61,498.77         Tot Min         1         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,	1403B	\$57,165.80							0	0		
\$50,627.41         Total         1         Mal         1         0         0           7         Tot Min         0         Fem         0         0         0           \$68,943.82         Tot Min         1         Fem         0         0         0           \$72,199.30         Tot Min         0         Fem         0         0         0           \$72,199.30         Tot Min         0         Fem         0         0         0           \$65,267.76         Tot Min         1         Fem         2         1         1           \$65,427.02         Tot Min         0         Fem         0         0         0           \$65,427.02         Tot Min         0         Fem         0         0         0           \$61,498.77         Tot Min         1         Fem         2         1         1           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,12	Office Manager	fesse				200			0	0		
7         Tot Min         0         Fem         0         0           \$68,943.82         Tot Min         1         Fem         0         0           \$72,199.30         Tot Min         1         Mal         1         1         0           \$65,267.76         Tot Min         0         Fem         0         0         0           \$65,427.02         Tot Min         1         Fem         0         0         0           \$65,427.02         Tot Min         0         Fem         0         0         0           \$65,427.02         Tot Min         0         Fem         0         0         0           \$65,427.02         Tot Min         0         Fem         0         0         0           \$61,498.77         Tot Min         1         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min	6332	\$50.627.41							0	0		
\$68,943.82         Total         3         Mal         3         2         1           7         Tot Min         1         Fem         0         0         0           \$72,199.30         Tot Min         0         Fem         0         0         0           \$65,267.76         Tot Min         1         Fem         0         0         0           \$65,427.02         Tot Min         1         Fem         0         0         0           \$61,498.77         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         1         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$65,427.02         Tot Min         1         Mal         1         1         0	Pwr Plant Materials Supervisor	_							O	0	of which the same of the same	1000
7         Tot Min         1         Fem         0         0         0           \$72,199.30         Tot Min         1         Mal         1         1         0           7         Tot Min         0         Fem         0         0         0           \$65,267.76         Tot Min         1         Fem         2         1         1         0           \$65,427.02         Tot Min         0         Fem         0         0         0         0           \$65,427.02         Tot Min         0         Fem         0         0         0         0           \$61,498.77         Tot Min         1         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$73,320.62         Tot Min         0         Fem         0         0         0	6318	\$68,943.82							0	0		
\$72,199.30         Total         1         Mal         1         0           7         Tot Min         0         Fem         0         0         0           \$65,267.76         Tot Min         1         Fem         2         1         1           3         Tot Min         0         Fem         0         0         0           \$65,427.02         Tot Min         0         Fem         0         0         0           \$61,498.77         Tot Min         1         Fem         2         1         1           \$66,129.72         Tot Min         0         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$73,3320.62         Total         1         Mal         1         1         0	Control Room Operator	2		~~~~					0	0		Or Control of the Con
7         Tot Min         0         Fem         0         0         0           \$65,267.76         Tot Min         1         Mal         2         1         1           \$65,427.02         Tot Min         1         Fem         0         0           \$61,498.77         Tot Min         0         Fem         0         0           \$66,129.72         Tot Min         1         Fem         0         0           \$66,129.72         Tot Min         0         Fem         0         0           \$73,320.62         Total         1         Mal         1         1           \$73,320.62         Total         1         Mal         1         0	6310	\$72,199.30							0	0		
\$65,267.76         Total         3         Mal         2         1         1           3         Tot Min         1         Fem         1         1         0           \$65,427.02         Tot Min         0         Fem         0         0         0           \$61,498.77         Tot Min         1         Fem         0         0         0           \$66,129.72         Tot Min         1         Fem         0         0         0           \$66,129.72         Tot Min         0         Fem         0         0         0           \$73,320.62         Total         1         Mal         1         1         0	Power Plant Control Specialist	<u></u>							O	0	- Dispute and the state of the	may Newton (SE play) 116m Investo
3         Tot Min         1         Fem         1         1         0           \$65,427.02         Tot Min         0         1         1         0         0           3         Tot Min         0         Fem         0         0         0           \$61,498.77         Tot Min         1         Fem         2         1         1           \$66,129.72         Tot Min         0         Fem         0         0         0           \$73,320.62         Total         1         Mal         1         1         0	6325	\$65,267.76							O	0		
\$65,427.02         Total         1         Nial         1         1         0           3         Total         3         Mal         1         1         0         0           \$61,498.77         Total         3         Mal         1         1         0         0           \$66,129.72         Total         3         Mal         3         3         0           \$73,320.62         Total         1         Mal         1         1         0	Pwr Plant Lab Supervisor	ო						CONTRACTOR AND AND AND ADDRESS OF THE PERSON	0	0	edudaten en e	edemoddd i dellandron Affres
3         Tot Min         0         Fem         0         0           \$61,498.77         Tot Min         1         1         1         0           2         Tot Min         1         Fem         2         1         1         1           \$66,129.72         Tot Min         0         Fem         0         0         0         0           \$73.320.62         Total         1         Mal         1         1         0	6361	\$65,427.02							0	0		
\$61,498.77       Total       3       Mal       1       1       0         2       Tot Min       1       Fem       2       1       1       1         \$66,129.72       Tot Min       0       Fem       0       0       0         3       Tot Min       0       Fem       0       0       0         \$73,320.62       Total       1       Mal       1       1       0	Process Plant Supervisor	m			C. C	201 W12077 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	100000000000000000000000000000000000000	PRODUCTION CONTRACTOR AND A	0	0	Andread of the state of the sta	AA II CAABAAA DARKAA AA
\$66,129.72 Total 3 Mai 3 3 0 3 0 3 7 3.320.62 Total 1 Mai 1 1 0	1241	\$61,498.77		*************					0	0		
\$66,129.72 Total 3 Mai 3 3 0 0 3 3 3 0 0 3 3 3 0 0 0 0 0 0 0	Analyst Senior	C			No wild this country is a market	vertoxeentopionis	reground() to profit paper to be a fee	Sealist Heredistry Starford in the	0	0	0	0
3 Tot Min 0 Fem 0 0 0 873.320.62 Total 1 Mal 1 0	6330	\$66,129.72							0	0		
\$73,320.62 Total 1 Mai 1 0	Pwr Plant Maintenance Planner	ಣ			CANADA A CANADA	the beautiful to the contract of	addition on to believe transcen	Chile Hilband Christian and Christian	0	0	injumpy spanis as district some	entity to 2001 ( they proved where the
	6313	\$73.320.62							0	0		
0 Fem 0 0 0	Pwr Plant Instrumentation, Controls &	Aper, exfer i deman et annémete dels tres deleves platement à comma à mancion en la montant de la comma	Tot Min		ar parameter and the second	i (in presidente de l'est	a secure allikuse est a trajusi in se	en jemen k je na je je dovojem sto nich s kole s	0	0	Propagation and commenced in the	mandring/from Hankbor II had men o

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Workforce Analysis 010-GRU-Energy Suppl 010-GRU-Energy Supply

	Average watery with the			, , , , ,	3	E)	<	ingo sako	pros	D.	N
6331	\$71,398.50	Total			-	0	0	O	0	0	0
Pwr Plant Maintenance Supervisor	¢O.	Tot Min	Ferm	0	Ö	O	O	0	0	0	0
6065	\$68,441.68	Total	1		_	0	o	Ō	0	0	O
Engineer Utility Designer 3	7		o Tem		Ö	0	O	o	O	O	O
6304	\$71.936.16	Total	7 Ma		0	0	0	0	0	O	O
Business Services Support	a	Tot Min	1 Fem		0	0	0	-	0	O	O
8160	\$71,947.26	Total	1 Wa		_	0	C	0	0	0	O
Generation Training Coordinator	N	Tot Min	Fem		Ö	0	ō	0	0	Ö	0
6349	\$76,455.29		Spiritary and the spiritary an	A D D D D D D D D D D D D D D D D D D D	C)	2	0	_	0	0	0
Pwr Plant Shift Supervisor	<u> </u>				Ö	0	O	0	O	0	0
01773	\$89,912.54	Total	Mai		m	2	0	0	O	0	O
Pwr System Coordinator 2	1	Tot Min			0	0	O	ō	0	O	0
6067	\$81,055.40	Total			2	~	~	0	0	Ö	O
Engineer Utility Designer 4	V		2 Fein		0	0	0	O	0	0	0
6336	\$81,999.55	Total			1	0	0	0	O	0	0
Major Maintenance Leader	tron		Ferm		Ö	0	O	O	O	0	0
6350	\$85,484,24	Total	~~~~		2	0	O	0	0	0	0
Production Leader	Keen	Tot Win			0	0	0	0	O	O	0
6168	\$87,075.00	Total			1	0	0	o	0	0	O
System Operations Training	7		Ferm		O	O	ō	0	0	0	0
6073	\$96,576.50	Total			2	0	0	0	0	0	O
Principal Engineer	CV.	Tot Min	nem Lem		*	0	ō	0	0	0	0
6344	\$94,023.35	Total	Mai		-	O	0	0	0	0	0
Production Manager i	qeaa				0	0	0	0	0	0	0
6306	\$105,787.50		1 Mai		0		O	0	0	0	0
Fuels Manager	Steen	Tot Min	1 Fem		O	0	0	0	0	0	0
6075	\$94,415.24				-	0	Ō	O	0	Ö	0
Superv Engineer Ut Designer	7	Tof Min	0 Fem		O	0	0	0	0	0	O
6041	\$108,237.88				-	0	0	O	0	0	0
Project Engineer	2	Tot Min	Leu		0	0	0	0	0	0	0
97	\$92.970.86	Total			1	0	Ö	o	O	0	0
Managing Utility Analyst Planning		Tot Min	nem o	diament diament parababases of the servery	0	0	0	0	O	O	0

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# Workforce Analysis 010-GRU-Energy Suppl 010-GRU-Energy Supply

Job Code & Title	Average Salary & EEO			10 to	3	m	e C	negoca.	1-18	ß.	N
6342	\$94,000.00	is o	-	-	~	0	O	O	O	O	0
Manager of Outage Planning &	\$com	Tot Min	O Fem	0	0	O	O	0	· O	Ö	O
6341	\$95,865.00	Nota ta	r Main	***	<del>-</del>	0	O	0	ō	ō	O
Production Manager II	- Section 1	Tot Min	0 Fem	0	0	0	O	0	O	Ö	O
6334	\$122,588.63	Tago Tago	Na Sa	7-	7-	0	Ó	0	0	O	O
Job Knowledge & Proficiency	jens	Tot Min	O Fem	ō	O	0	Ö	0	0	Ö	O
6340	\$53,750.00	-to-	2 Mai	2	7	0	Ö	0	0	0	0
Production Manager III	from	Tot Win	- Fem	0	0	0	Ö	0	0	ō	o
6774	\$105,858.17	Total Est	1	O	0	0	0	0	0	0	0
Power Systems Operations Manager 1	Agence.	Tot Min	0 Fem		~	0	Ö	0	0	o	O
6305	\$101,835.51		2 Ma	~	ō	_	O	0	0	0	0
Administrative & Fuels Operations	specie	Tot Min	2 Fem		O	_	O	0	O	0	0
6333	\$121,500.00	Total	Ma.		ō	0	O	0	0	0	0
Director of Production	quae	Tot Min	0 F		-	o	0	0	0	0	0
6040	\$124.537.50	Total	1 Mai	V	-	0	o	0	0	0	0
Production Assurance Support	-garace	Tot Win	0 Tran		0	0	O	O	0	0	О
1009	\$187,499.49	Total Las	1 Mai		Ψ.	0	0	O	0	0	0
AGM - Energy Supply	Acces	Tot Min	e Lei	0	0	0	Ö	0	0	0	0
Total for 010-GRU-Energy Suppl		Total	157 Mai	137	115	16	<del></del>	S)	0	0	o
		Tot Min	27   Fer	8	15	7	O	ო	0	0	0

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

Job Code & Title	Average Salary & RRO				100 pp.	í.	c/	e va pion	36.0208 St.0208	с.	N
1209	\$59.574.69	Total	2		0	0	0	0	0	0	_
oresentativ	C1	Tot Min	0	7	2	0	0		0	0	)
	\$73,752.94	Total	2 Na	-	0	0	0	<del>-</del>	0	0	
HR/OD Specialist		Tot Min	······································	_	_	0	0	0	0	0	)
1208	\$69,039.98	Total	-	0	0	0	0		0	0	
Learning & Development Manager	******	Tot Min	0		Conditional Committee of Control Co.	0	0	0	0	0	
1202	\$73,542.33	Total		0	0	0	0		0	0	J
Human Resources Manager	ger 1	Tot Min	******	T Con		_	O	<b></b>	0	O	_

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# Workforce Analysis 010-GRU-Human Resour 010-GRU-Human Resources

Se Code & Title	20				Ç	S	Ω	E.	20,572 20,570	Maria .	CC	N
1216	\$87,007.83	Total	Total 1 Wa		~	T-	O	0			0	
Chief Negotiator	0	Tot Min	<b></b>	re E	0	O	O	0	0	0	0	0
\$119.541.67 Total 1	\$119.541.67	₹ Ota	- November	æ Æ	O	0	O T	0				0
Human Resources Director	kan	Tot Min	0	Fern	_	-	Ö	0	٥	0	0	0
Total for 010-GRU-Human Resour		Total 8	ω			~	0	Ö	_		0	
		Tot Min	N	rear.	Ø	ນ		0	0	_	0	0

010-GRU-Information 010-GRU-Information Technology

tob Code & Time	Average Salary & EEO			10 to	-	C.	<	energies andres	E(000g	e.	C.
\$010	\$14,009,41	Total	- Wa	0	O	0	0	O	0	o	O
İntern	w	Tot Win	0 Fem		-	0	0	0	o	0	O
0103	\$29.536.18	Total	1 Mai	-	7	0	0	0	O	0	o
Techs - Temp	m	Tot Win	Fem	0	0	0	Ö	0	0	Ö	O
	\$36,138.40	Total	- Mai	0	0	0	o	0	0	0	O
Staff Specialist	Q	Tot Min	0 Fem	~	~	O	Ö	0	O	Ö	O
4023	\$42,780.82	Total	S Mai	9	2	-	ō	0	0	0	O
T Support Technician	හ	Tot Min	Fem	0	O	0	Ō	0	0	0	O
4025	\$57,378.57	Total	2 Mal	-	1	0	o	0	0	0	O
IT Support Specialist	m	Tot Win	Fem	E#	-	O	Ö	O	O	0	0
4034	\$60,782.42	Total	2 Mai	2	2	0	Ō	0	Ö	0	0
Application Security Analyst	7	Tot Win	o Fem	0	0	0	0	0	0	0	0
4019	\$53,154.54	Total	3 Mal		1	0	ō	0	0	0	0
Network Specialist	で	Tot Min	Fem	2	2	0	O	0	0	O	0
4027	\$58,767,49	Total	2 Mai	2	2	0	Ö	O	O	0	O
IT Support Analyst	m	Tot Min	- Fem	0	0	0	O	0	0	0	0
4063	\$49.875.02	Total	2 Mai	2	-	0	0	_	Ö	0	0
Business Systems Analyst 1	7	Tot Min	T.	0	0	0	0	0	0	0	0
4021	\$64,162.38	Total	- Ma	-	_	0	0	0	0	0	0
Network Analyst	m	Tot Min	o Fier	0	0	0	0	0	O	0	0
4028	\$51,396.38	Total	- Ma	0	0	0	0	0	0	O	0
IT Support Supervisor	N	Tot Min	O Fem	~		O	O	0	0	0	0

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Workforce Analysis 010-GRU-Information 010-GRU-Information Technology

Job Code & Title	Average Salary & FIEO			Total	š	a	ಷ	arayos aphos	2000.00	Ω.	N
4064	\$55,794.78	Total	7			-		0		0	0
Business Systems Analyst 2	2	Tot Min	3 Fem	r.	4		O	0	0	0	0
described of the second control of the secon	\$70,747.37	Total	6 Mal	the probability and the probability of an even to do	de elementario de constato de	0	0	A THE RESIDENCE AND A STREET AN	and Control of the Co	0	O .
Business Systems Analyst Sr	0	Tot Min	6-5-a	-1		0	0			0	0
4022	\$73.191.52	a comment	1 Mai	A CONTRACTOR OF THE PARTY OF TH	editaryall ribastral paparen	0	0	vi adelliki adelliki yadelemini	mineral in the Wilderstown commen	O	O CONTRACTOR CONTRACTO
IT WEB Applications Developer Sr.	0	Tot Min	Pem			0	0			0	O
4059	\$74,554.91	Total	14 Mai	Stad (Chaman de Chaman de dre a sem d	and section of the se	0		all market and a state of the s	See of the	0	0
IT Infrastructure Designer and	Ø	Tot Min	2 Fem			~	~			0	0
4013	\$77,904.04	10ta	4		Minde Projection Confession Pro	O	0	A13.2.001   18.002.214   19.002.214		0	0
Computer Systems Analyst	N	Tot Min	Fein			-	0			0	0
4040	\$80,723.58	Total	4 Mai			0	0			0	0
IT Supervisor	C/I	Tot Win	0 Fem			0	0			O	0
4060	\$87,366.11	Total	4 Wal	4277622040150777794444	Bellination of the second	0	0			0	0
IT Infrastructure Designer and	7	Tot Min	0 Fem			O	0			O	0
4011	\$90,914.59	Total	1 Mal			0	0			0	0
Computer Project Leader	8	Tot Win				0	0			0	0
4039	\$87.316.05	Total	2 Mai			0	0			0	0
Business Operations Support	free.	Tot Min	O Fem			0	0			0	0
4062	\$93,288.00	Total	1 Mal			0	0			0	0
IT Applications Development	None	Tot Min	Otarritistris	0	0	0	O	200000000000000000000000000000000000000		0	0
4030	\$107,525.69	Total	1 Mai		~~	0	0			o	0
1T Infrastructure and Administration	efeces	Tot Min	0 Fem		0	O	Ó			0	0
1049	\$97,082.37	Total		u u.		0	0			O	0
Information Technology Director,	<b>m</b> g-cone	Tot Min		0	0	0	0	Control of the Property Congress	ed is \$100000mayPawqqqqqyyyqoo	0	0
Total for 010-GRU-Information		Total	65 Mai			2	~			0	0
		Tot Win	ω ω			ო	τ	0	0	0	0
	· · · · · · · · · · · · · · · · · · ·		and and an experience of the second	and the section of the Control of th	A second of the	The second secon	The state of the s	A PART OF THE PART	or Commenced and Sandadistry of the	er y menemeter jelojikal kaladijal serimenen yang men	CONTRACTOR STATES AND ASSESSMENT OF THE PARTY OF THE PART

# 010-GRU-Telecommunic 010-GRU-Telecommunications

Sob Code & Title	Average Salary & Mino			ę	oto:	Toning Flanting	Ž.	K.,	eyo eren	*****	Ω.	2
0104	0104 \$14,009.41 Total 1 Mai 1 0 0 0 0	Total			_	0	7		0	0		0
person beautiful and the person beautiful and	Intern 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Tot Min	~~~~	Fem	o	0	0		0	0		0

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Workforce Analysis 010-GRU-Telecommunications

	Job Code & Title	Average Salary & FIED			i O C	N	<b>CO</b>	₹	22528 30003	2000-2	۵.	d
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mer Service Rep Senior         6         Total         1         Mal         0	3057	\$44,065.26	Total			-	0	0	o	0		
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SOM Work Management         2         Fem         1         1         0	4020	\$44,400,43	Total				0	0	O	0		
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ork Cabling Specialist 2         7         Tot Min         1         Fem         0         <	4055	\$50,244.97	Total				۲	0	0	0		
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ork Cabling Supervisor         3         Tot Min         0	4057	\$69,236.13	Total			<del></del>	0	0	0	0		0
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Workforce Analysis 010-GRU-Telecommunications

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1241	\$61,498.77	F G	2	S S	2	2	0	0	0	O	0	0
Analyst Senior	2	Tot Min	0	Fem	O	0	0	O	0	0	0	0
4102	\$62,262.62	i co	2	SZ Za	~	O	0	O	-	O	0	0
Account Representative	8	Tot Min	<del></del>	rea m	~	τ-	0	0	0	O	0	0
4047	\$71.243.33	Total		100	2	<b>T</b>	0	0	-	O	0	O
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IT Infrastructure Designer and	0	Tot Min	0	Fem	0	0	Ö	Ö	0	Ö	0	0
6073	\$96,576.50	100	.cu	Mai	2	7	0	0	0	Ö	0	0
Principal Engineer	7	Tot Min	0	Fem	O	O	ō	O	0	O	0	0
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4031	\$115,397,61	Total		Mal	-	~	0	0	0	0	0	O
Technical Services Manager	- Avec	Tot Min	0	r E	0	0	0	O	0	O	Ö	О
1046	\$120,632.05	Total	-	Mal	_	-	O	0	0	0	0	O
Director Of Sales and New Services	· Veren	Tot Min	0	Fem	0	O	0	Ö	0	O	0	0
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# 010-GRU-Water/Wastew 010-GRU-Water/Wastewater

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0104	4	Total	<b>6</b>	4	(1)		0	0	O	0	O
intern	<b>O</b>	Tot Win	····	N			0	<u>ر</u>	0	0	0
0105	\$65.456.02	Total	2	0	)		0	)	0	0	0
Professional - Temp	. 4	Tot Min	0	2	. 7		0	3	0	0	0
2504	\$27,245.50	Total	3 Mai	(C)	(1)		0	_	0	0	O
Wastewater Mechanic Trainee	Pro	Tot Min	Fem	C	<b>.</b>	_	0	)	0	0	0
2579	\$28,733.95	Total	- A (Sa)				0		0	0	O
Services Operator Trainee	vices Operator Trainee 7	Tot Min	Ferr	0	U		0		0	0	O

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Workforce Analysis 010-GRU-Water/Wastew 010-GRU-Water/Wastewater

Job Code & Title	Average Salary & mino			<u> </u>	E 0	S	m	€	stotus mūra	######################################	O_	es.
5027	\$29,936.82	Total	_	*ö *≥	T	o		and the state of the state of the state of	Andrew Commission Commission of	0	The same was a same of the sam	And the second s
Maintenance Mechanic 1	ļ~	Tot Min	<del>~~</del>	e E	0	o	0			0		
2517	\$46,771.37	TESO CONTRACTOR OF THE PROPERTY OF THE PROPERT		Mai	2	7	0	debug Constant		0		
Wstwdr Plant Trainee	1	Tot Min	0	Fem	0	Ö	0			0		
2571	\$34.889.30	Totai	<b>6</b>	ic M	2	7	0	padicinchemistor approach live v	Charles of the Charle	0	i decina vidicinalizationi in ann	and the state of t
Services Operator Apprentice	_	Tot Min	0	e E	Ö	0	0			0		
1455	\$30,430,19	Total	<b>N</b>	(3)		O	0	CHARLES AND	Okt Lifebrus oblikovski nebrani mir	0	A CANADA A CAMBRA A CAMBRA PARA PARA PARA PARA PARA PARA PARA P	
Staff Assistant	0	Tot Min	0	rem.	7	71	0			٥		
T223	\$39,495.46	Total		2	0	O	0			0		
Training Technician	9	Tot Min	0	Fem	_	-	0			0		
Instruction represents the commence of the com	\$36,089,87	Total	m	Z.	m	7	-			0		
Wstwtr Plant Operator 1		Tot Min	τ-	Fen	0	ō	0					
	\$36,138.40	Total	4	Mai	0	Ö	0			0		
Staff Specialist	Q	Tot Min	0	T.	4	4	0			0		
2505	\$31,675.90	Total	N	Mail	2	-	1			0		
Wastewater Mechanic Apprentice	1	Tot Min		Ten	ō	0	0			0	J. District Control of the Control o	
4132	\$40,671.16	Total	<del>-</del>	Mai	0	Ö	0			0		
Operations Assistant	0	Tot Win	~	Ferr	_	0	τ-			0	2000	2000
2555	\$46,619.25	Total	-	Mai	-	٣	0			0		
Wtr/Wstwtr Instrument Technician	め	Tot Win	0	E C	0	0	0			0		
2513	\$39,547.83	Total	r.	Mai	Q.	4	1			0		
Wistwitr Plant Operator 2	7	Tot Min	τ-	rie E	O	0	0	0	0	0	Administration (Automotive and	0
5031	\$47,359.45	Total	က	Mai	ო	-	2			0		
Waintenance Mechanic 3		Tot Min	N	HOL.	0	O	0	American Committee of the Committee of t	DOLLARDO CO ROPOLO DE LA COLORADA DEL COLORADA DE LA COLORADA DEL COLORADA DE LA COLORADA DEL COLORADA	0	Collin - opportunity all wood	dilentative etter systematic
2573	\$47,731.87	Total	4	Mai	4	32	œ			0		
Services Operator	· Pore	Tot Min	<b>О</b>	E	Ö	0	0	A STATE OF THE PARTY OF THE PAR	A Company of Section of Contrast of Con-	0		emble premiera ex secundad P. J. deleved A. S.
2506	\$49,398.96	Total	2	Na.	77	_	τ-	•		0	•	
Wastewater Mechanic		Tot Min		E GA	0	O	0	CORPORATE STATEMENT OF CORPORATE STATEMENT STATEME	DJ J No. 98 (Classes) At some of the	0	odas šorrostanos Venedos š sve	er poppositui del del Dello de decembro los de
2582	\$54,115.36	Total	_	90 91	_	-	0			0		
Wtr/Wstwtr Grease Trap Inspector	7	Tot Min	0	E	O	O	0		ACCOUNTS OF THE PARTY OF THE PA		l den en ford de la little de la dela la little de la communicación de la dela la little dela la dela la little de la dela la little de la dela la little de la dela la little dela la dela la little dela la del	ne of memorial, which have positioned to re-
2543	\$54.862.20	Total	16	Mei	16	72	4			0		
Witn/Wstwtr Crew Leader	2	Tot Min	4	Fem	0	O	0	chances to hand all some forms of	and the free place of the first state of the first	0	med med 24 i Gran Mark London and a 1 comm	edage i salibabli eliterator passente
A STATE OF THE STA	NA TROOFEE A LOS COMENSOS OF THE SECOND STATES OF THE SECOND SECO			····· Lad taddens walst								

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Workforce Analysis 010-GRU-Water/Wastew 010-GRU-Water/Wastewater

tory  hnician  hnician  ervisor	Son Code & Title	Average Salary & REC			G) O pos	3	Ω	<	Segres autre	No.	a.	M	
triblent Operator 3         Septembre Service         Figure Assistant Assistant Service         Figure Assistant Assistant Service         Figure Assistant Assistan	1153	\$45,139,28	Total	-	121	A STATE OF THE PARTY OF THE PAR	0	0	0	0	Very dispersion of the control of th	ō	O
tr Plant Operator 3	Executive Assistant Senior	ထ	Tot Win				0	0	0	O		0	0
The perator 3 7 10 thin 1 Fenn 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2515	\$45,558.59	Total		halfwar styra all table livery can are more	South Administration of Administration of the parameters of the state	0	The state of the s	0	Ö	Principle (Articular State of the Articular S	0	٥
Plant Operator/Mechanic   S57,712.72	Wetwir Plant Operator 3		Tot Win				0	0	0	0		o	O
Plant Operator Machanic   7   Plant Operator Machanic   7   Plant Operator Machanic   7   Plant Operator   857,712,72   Total Min   1   Mai   0   0   0   0   0   0   0   0   0	2538	SST 147 1.77	Total	Control of the contro	and Associated has been readered and the second	Maritana di latta de alatte e e e e e e	Z	0	0	0	of property of the state of the	0	0
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Plant Operator 3         7         Tot Min         0         Fem         1         0 <td>2537</td> <td>\$57,712.72</td> <td>TO STATE OF THE PROPERTY OF TH</td> <td>dipolitica editoria.</td> <td></td> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>O</td> <td></td> <td>0</td> <td>0</td>	2537	\$57,712.72	TO STATE OF THE PROPERTY OF TH	dipolitica editoria.			0	0	0	O		0	0
Sectionation   Sectionary   Sectionary   Sectionary   Sectionary   Sectionary   Total   Total   Sectionary   Total   Total   Total   Total   Sectionary   Total   T	Water Plant Operator 3	<b>!</b>	Tot Min	********			0	0	0	0		0	o
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Sp2,774.65         Total Support Specialist III         352,774.65         Total Nine         1         Fm         7         7         0	Water Reclamation Laboratory		Tot Will				0	0	ō	O		0	O
Stew Laboratory Technician         Sol, 768.86         Total Min         1         Fem         1         0         1         0<	2550	\$52,774.65	Lotal		and the state of t	Total Control of the	0	0	0	0		ō	0
Story Technician         \$60,768.86         Total         1         Mail         1         0         <	Technical Support Specialist III	m	Tot Win	niwee twiston			~	ō	0	0		ō	O
Vist wit Laboratory Technician         3 59,493.85         Tot Min         0         Fem         0	2567	\$60,768.86	Total				0	0	0	0		0	٥
Vishwit Supervisor         \$59,493.85         Total Nin Total Nin	Wfr/Wstwtr Laboratory Technician	0	Tot Min				0	0	0	O		0	O
Vistartr Supportison         7         Tot Min         1         Fem         0	2581	\$59,493.85	Total				٣	0	0	0		o	0
Vistant Instrument Technician         \$60,604.44         Total         Fem         Res         8         8         8         8         9<	Wtr/Wstwtr Supervisor		Tot Min				0	0	0	O		ō	0
Vstwtr Instrument Technician         363,776.49         Tot Min         0         Fem         0 </td <td>2559</td> <td>\$60.604.44</td> <td>Total</td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>O</td> <td></td> <td>0</td> <td>0</td>	2559	\$60.604.44	Total				0	0	0	O		0	0
sical Support Specialist Senior 3         Tot Min 1         Fem 0         0         1         1         1         0 </td <td>Wir/Wstwtr Instrument Technician</td> <td>ෆ</td> <td>Tot Min</td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>O</td> <td></td> <td>0</td> <td>0</td>	Wir/Wstwtr Instrument Technician	ෆ	Tot Min				0	0	0	O		0	0
nical Support Specialist Senior         370,458.00         Tot Min         1         Fem         0	2552	\$63,776.49	Total	) Comment		NATIONAL PROPERTY IN THE PROPE	~	0	0	0		ō	0
ST0,458.00         Total         1         Mal         1         1         0	Technical Support Specialist Senior	თ	Tot Min				0	0	0	O		O	0
CIS Technician         \$59,128.04         Total         1         Mal         1         0	2591	\$70,458.00	Total	No.	of the state of th	Donate Discourse	0	0	0	0		o	٥
GIS Technician         \$59,128.04         Total         1         Mal         1         1         0	Environmental Programs	<b>~</b> 1	Tot Min				O	Ö	0	ō	A A A A A A A A A A A A A A A A A A A	0	٥
3         Tot Min         0         Fem         0	6046	\$59,128.04	Total				0	O	o	Ö		ō	0
\$67,062.53         Total         1         Mal         0	Utility GIS Technician	ෆ	Tot Min				0	O	O	O		0	0
ervisor         3         Tot Min         0         Fem         1         1         0	2561	\$67,062.53	Total				O	Ō	0	O		0	O
\$74,970.01         Total         1         Mal         1         1         0	Wir/Wstwtr Laboratory Supervisor	ო	Tot Min				O	0	0	O	Specification (Addiscon, ed. (1988) of the	0	0
rdinator         2         Tot Min         0         Fem         0	1313	\$74,970.01	Total				o	0	0	O		0	0
\$73,955.88         Total         3         Mail         3         3         0		7	Tot Min				0	O	0	0	TOTAL STREET	0	0
titions & 1         Tot Min 0         Fem 0         0	2509	\$73,955.88	Total				0	Ö	0	0		0	0
\$68.441.68 Total 3 Wal 2 2 0 0 0 0 0 0 0 2 2 2 0 0 0 0 0 0 0	Wrr/Wstwtr Facilities Operations &	ţ.m	Tot Min	******			0	0	0	0	Limbora Ladro de 10000 de milion	0	0
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Workforce Analysis 010-GRU-Water/Wastew 010-GRU-Water/Wastewater

op Code & Title	Average Salary & IIIIO				Total	12 N	m	<	sopre polica	Press	۵.	લ
4072	\$77,581.98	L to	<del></del>	e W	₹	~	0	0	0	0	0	O
Technical Systems Analyst, Sr.	2	Tot Min	0	Fem	0	0	0	0	0	Ö	0	0
address of the state of the sta	\$86,463.77	Total	~-	(A)	~	~	0	0	0	0	0	0
Water Plant Manager	Ance	Tot Min	0	n en	0	0	0	0	0	O	0	0
	\$81,055.40	Total	4	Mai	~	7	0	0	0	O	0	O
Engineer Utility Designer 4	2	Tot Min	0	Te T	m	n	0	0	0	0	0	Ö
6073	\$96,576.50	Total	<u> </u>	Mai	₹	•	0	0	0	O	0	O
Principal Engineer	2	Tot Min	0	ii.	O	0	0	0	0	O	0	0
randa a J. Amaria a malamba a dhamana dha dhamana dha dhamana dha dhaman a na a dhamana dha dhamana dha dhaman	\$94,415.24	Total	4	Mat	7	7	0	0	0	O	0	0
Superv Engineer Ut Designer	2	Tot Min	0	men	7	2	0	0	0	O	0	Ô
viadae er en nii et e nii e e e e e e e	\$108,906.90	Total		Mal	τ	τ-	0	0	0	Ō	0	0
Wir/Wstwir Engineering Director	denta	Tot Min	0	Fem	0	O	0	0	0	O	0	0
	\$127,230.92	Total	τ-	Mag.	~	***	0		0	0	0	0
AGM - Water/Waste Water Systems 1	from	Tot Min	0	Fem	0	O	0	0	0	O	0	0
1069	\$147.911.75	Total	~	Zen.	_	~	0	0	0	O	0	0
Chief Financial Officer, Utilities	- Armo	Tot Win	0	rien m	O	O	0	0	0	0	0	0
Total for 010-GRU-Water/Wastew		Total	165	Na.	142	115	24	~	2	O	0	0
		Tot Min	23	Ten.	8	21	2	0	0	0	0	0

### Job Group Analysis 41 C.F.R. 60-2.12

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

In designing our job groups we considered the following elements:

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

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

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

City of Gainesville January 1, 2015 Annual Affirmative Action Plan

Gainesville Regional Utilities (GRU)

### Job Group Analysis

ASCS 6					EEO Code: 6
Job Code & Title	-	Min	Tem		-
1401 - Administrative Assistant	11:	0	TO THE		
1 Employee	%	8.0	100.00		
1153 - Executive Assistant Senior	44	2	8		
8 Employees	%	25.00	100.00		
4134 - Energy Systems Dispatcher	中	-	2		
2 Employees	%	50.00	100.00		
4132 - Operations Assistant	非	2	10		
10 Employees	%	20.00	100.00		
1136 - Disparationer in the control of the control	<b>₹</b> ‡	0	-		100000000000000000000000000000000000000
Z Employees	8	8.	50.00		
1147 - Staff Specialist	华	2	13		
13 Employees	%	15.38	100.00		And the control of th
1145 - Staff Assistant	李	2	10		
10 Employees	%	20.00	100.00	ten (trop and and the section) and the section of t	ACONSTANDACTICEPRATION to add two-lever Librarick's to
46 Employees Totals		თ	\$		
	8	19.57	97.83		

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Job Code & Title		Min	Min Fem	(A) the second of the second o			A control of the state of the s	And the second s	
0101 - Clerical - Temp	特	Ψ.	<b>—</b>						
1 Employee	%	100.00	100,00		 	****			
Temployee	**	~	*						
	%	100.00	100.00						

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Job Code & Title			C.	Ees		venendor
3224 - Supply Chain Specialist		**	0	0		
Z Employees		%	0.0 0.0	000		
		*	0	-		
Temployee	or one can have and the contraction of the contract	%	0.00	100:00		
3015 - Account Clerk Senior	And for all common thick to remain a state of a register of the state	讲:	2	7		
5 Employees		%	40.00	80.00		
3043 - Customer Accounts Rep Senior		事:	0	2		
2 Employees		%	0.00	100.00		
Š		非	-	7		
7 Employees		%	14.29	100.00		
3101 - Buyer		**	-	1		
Temployee		8	100.00	100.00		
3041 - Customer Accounts Rep		本	4	7		•
7 Employees		8	57.14	100.00		
3000 - Clerk 1		特	0	0		
1 Employee		%	800	0.00	A Character (All Character) A Character (All Character) and A Character (All Character) A Character (All Character	oddinsjel deddies vilagedou i reem vidion el
26 Employees	Totals	林	8	22		
		%	30.77	84.62		ne, viterat da

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Job Code & Title		Min	Tre a			***********	Vir.	
0006 - ACCOUNT Clerk - Temp	林	-	-					
1 Employee	8	100.00	100.00					
1 Employee	14:	1	-			processor and the second		
	જ	100.00	100.00		 % 100.00 100.00			

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Job Code & Title			rem	
3004 - New Services Specialist Sr.	*	0	Ψ-	
1 Employee	%		100.00	
3057 - Customer Service Rep Senior			4	
5 Employees	%		80.00	
3003 - New Services Specialist	*		2	
2 Employees	1		100.00	
3233 - Utilities Materials Specialist, Senior	李		4	
9 Employees	%		44.44	
3054 - Customer Service Rep 2	*		8	
22 Employees	Ų-		90.94	
1223 - Training Technician	*		~	
1 Employee			100.00	
mer Service Support Specialist 1	林		2	
8 Employees	%		25.00	
48 Employees	Totals #		뚕	
	%	52.08	70.83	
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Job Group Analysis

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Job Code & Title		Min	Fem	Min Felh	TO DESCRIPTION OF THE PROPERTY
0255 - Support Staff I - Temp	**	-	-	**************************************	-unit i vistativa Rhidostarava seles seles assessivas seles seles seles seles seles seles seles seles seles se
T Employee	%	100.00	100.00		and the second s
0237 - Customer Service Rep - Temp	44	2	<b>м</b>	A THE RESIDENCE OF THE PARTY OF	
A Employees	%		75.00	-	
	**	က	10		
17 Employees	%		58.82		
22 Employees Totals	otals #	ပ	4		
	2	1,000	7000		

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Job Code & Title			C.	Fea		*****
3059 - Customer Service Supervisor		<b>*</b> *	0			
1 Employee		%	8.0	100.00		
3058 - Customer Service Supervisor-Utilities	To the second sec	14:	-			
1 Employee		%	100.00	100.00		
3031 - Accounts Payable Supervisor	and the state of t	掛	0			
1 Employee		8	0.00	100.00		
3045 - Customer Accounts Supervisor		*#:	-			
1 Employee		`. %	100.00	100.00		
3047 - Customer Records Supervisor		禁	0			******
1 Employee		%	0.00	100.00		
6151 - Meter Reader Supervisor		零	0	0		
TEmployee		%	0.00	0.00		
3227 - Warehouse Supervisor		林	0	D		
2 Employees		%	0.00	0.00	AND PARTY OF THE P	
1111 - Mail Services Supervisor Utilities		特	0	0		
1 Employee		%	0.00	0.00	Stade Ledward 1 to 18 to 19 (1988) All to 18 (1981) Additional to 18 (1988) Ad	and Carleton Control of Control o
9 Employeest produced to the control of the control	ू ्र	华	7	ro.		
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Job Code & Title			Tem				 Min Fem
1045 - General Mgr for Utilities # 0 1	執	0	~				
1 Employee	%	8.0	100.00				 0:00 100:00
1 Employee	44: V)	0	~				* 0
	%	9.0	100.00				0000 100.00

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Job Code & Title		<u> </u>	Fem	And and an account of the amount processors.	 and from the other transmitted for the property				***************************************	-
1208 - Learning & Development Manager	华	0	_							
1 Employee	%	9.0	100.00							
2509 - Wtr/Wstwtr Facilities Operations & Maintenance Man	₩:	0	,			~~~~				
3 Employees	%	8.	0.00							
1403B - Office Manager	*	0								)
1 Employee	%	0.00	100.00						***************************************	
23 Employees Totals		2	2							
	%	8.70	21.74			*****	-			

## Job Group Analysis

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Job Code & Title		(m)	Fem	
6123 - Energy Measurement & Regulation Manager	45	0	0	
1 Employee	%	0.8 8.0	0.00	
6013 - Energy Delivery Engineering Mgr	啡	-	0	
1 Employee	8	100.00	0.00	
6040 - Production Assurance Support Director	*	0	0	
1 Employee	%	8,0	0.00	
6127 - System Control Manager	弊	0	0	
1 Employee	8	0.00	0.00	TO THE PROPERTY OF THE PROPERT
6333 - Director of Production	李	٥	-	
1 Employee	%	0.00	100,00	to the first of the control of the c
6305 - Administrative & Fuels Operations Director	谷	2	-	
2 Employees	%	100.00	50.00	(I) (II) III an analysis (I) (II) (II) (III) (II
1049 - Information Technology Director, GRU	*	0	0	
1 Employee	፠	0.0	0.00	The probability of the second
1046 - Director Of Sales and New Services	*	0	0	
1 Employee	%	8	0.00	as (legicitati ili associati de indicita indicita (estado estado
6164 - Operational Technology Manager	幣	0	τ-	
1 Employee	%	0.00	100.00	radio del del des constitutos del del constituto de
1024 - Marketing & Business Solutions Director	46	0	0	tykely mynama ar te den mae fyr den mei far fel fan waar de fel fan waar de fel fel fan waar de fel fel fel waard fel
1 Employee	%	0.00	0.00	нданылана аналын ана
1067 - Utilities Administrative Services Director	47	0	0	
1 Employee	%	000	0.00	the AT 2000 (III for the Andrew Control of C
1071 - Wir Wetwir Engineering Director	uţ.	0	0	rama denimakanan dakeemma pelimbah da mamang pelikuta de pelikut de pelikut de manganan de da mangan pelikut di mendang pelikut de p
1 Employee	%	0.0	00:00	с деней деней и полительной деней дене
1043 - Gas T & D Manager	李	0	0	And Andrew mention and the contract of the Andrew A
1 Employee	%	0.00	0.00	s. 122 (122) and the second se
6174 - Power Systems Operations Manager	#	0	~	паратинатыра байла айда тара байланда б
1 Employee	%	0:00	100.00	
3027 - Controller, Utilities	44:	0	-	tendram in disease and in materials and a materials description to the international content of a constructive of the materials and a materials are not a fine of the content of the conte
1 Employee	%	0.00	100.00	
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Job Code & Title		2	Tem	
1031 - Customer Operations Director	*	0	0	
Employee	%	0.00	0.00	
6340 - Production Manager III	##: 	0	0	
2 Employees	%	0.00	0.00	
6334 - Job Knowledge & Proficiency Development Manager	排	0	0	
1 Employee	%	0.8	0.00	
2055 - Util Field Services Manager	*#1	0	0	
(Employee	%	0.00	0.00	
6176 - Systems Operations Manager	蓉	o	0	
1 Employee	8	9.0	0.00	
6342 - Manager of Outage Planning & Major Maintenance	#	٥	0	
f Employee	8	0.00	00.00	qualitation durant in charge of the control of the
6129 - Electric Systems Operations Manager	茶	0	0	
2 Employees	%	0.00	0.00	6600 (All Line Color Color All Color
4100 - Marketing Manager Utilities	林	۲	-	
1 Employee	%	100.00	100.00	Territo (Servicio) (A) de anticipal en interior de institución en interior de institución de ins
2109 - Conservation Services Manager	染	۳-	Ψ-	
1 Employee	%	100.00	100.00	and professional and contained a six in the land and contained and and contained and c
1202 - Human Resources Manager	** 	~	-	
1 Employee	%	100.00	100.00	- And Andrew Control of the Control
2531 - Water Plant Manager	De la California de California	0	0	
A Alban Carpanisan dan merupakan dan perjadah perjadah menungan dan dan dan dan dan dan dan dan dan d	%	0.00	0.00	California del Califo
29 Employees Toolean T		ဖ	œ	
	%	20.69	27.59	

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Job Code & Title				
1009 - AGM - Energy Supply	<b>4</b> 5.	0	0	
1 Employee	%	0.00	00:	
1069 - Chief Financial Officer, Utilities	排	0	0	
1 Employee	%	0.00	00:	
1007 - AGM - Energy Delivery	밖	0	0	
2 Employees	જ	0.00	00	
1011 - AGM - Water/Waste Water Systems	쐊	0	O	
1 Employee	8	0.00	00:	and Dandill and Andrew
1005 - AGM - Customer/Administrative Services	計	0	0	
1 Employee	%	0.00	00.	the foreface all the first of markets for the last and other and an experience of the first of t
1047 - Human Resources Director	*	0		
f Employee	%	0.00	0.00	90 m rely (Option) on the delayer and all an exhibit of Alliand Bed Medic Alliand Bed Control (Option) of Alliand Bed Control
2306 - Public Affairs Director	牡	-		
1 Employee	%	100.00	90.00	A transpools for status his hope for additional states and status have been designed and transpools for the designed and the states and the s
8 Employees	執	<del>-</del>	2	
	%	12.50	25.00	ta maki ili maki maki ya maki kata kata kata maki maki maki kata kata kata kata kata kata kata k
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1216 - Chief Negotiator	*	0	•	
1 Employee	%	0.00	0.00	
6168 - System Operations Training Coordinator	44	0	0	
( Employee	፠	0.00	00.0	
4011 - Computer Project Leader	中	0		
1 Employee	%	0.00	00.001	Si yakin da
4060 - IT Infrastructure Designer and Administrator, Lead.	朴	0	0	
5 Employees	%	0.00	0.00	
4078 - Operational Technology Network Analyst Lead	*	-	0	
( Employee	%	100.00	0.00	
4074 - Technical Systems Analyst Coordinator	*	0	0	
1 Employee	%	0,00	0.00	eraballande delation of himital habilide freight very viscolved i habiliteter i oved to hid this investigation of the ended the material scale of the ended to habiliteter in the end to hid this investigation of the ended the end of the ended the end of
6044 - Utility GIS Coordinator	*	0	0	
Employee	%	0.00	0.00	ter terretario de conserva de la conserva del la conserva de  la conserva de  la conserva de la
4103 - Account Representative Sr.	*	-		
3 Employees	%	33.33	33.33	tia (trauritius kaiddo el finacionis) selectival este este este este este este este est
4040 - IT Supervisor	<b>#</b>	0	2	
4 Employees	%	0.00	20.00	transi i läniventtä (Kindun) ei ei ei ländotti tammi landotta lääkeit tambikki emikätikki en kääläääääääääääää
7401 - Utility Security Coordinator	**	0	0	
1 Employee	%	0.0	Andreas and probabilistic description of the second in the second	HARAMAN (Kolore) kutan esebeker dem kinde kili ili eksisi ili kindelisi in dilakheriki kindelisi kendan kili i Haraman kili kutan esebeker dem kili ili kindelisi ili kindelisi in dilakheriki kindelisi ili kindeli
4013 - Computer Systems Analyst	零	-	2	
4 Employees	%	25.00	50.00	si beri roototaan siid in Liinkiisi in Modellisseela on beli rootoi liinkiisikkii daldeesii iliidaldeed isakkii oo liibaalii oo liibaal
4072 - Technical Systems Analyst, Sr.	**	0	O	to the desired state of the sta
2 Employees	%	0.00	0.00	SOCIALISA AMERIKAN PARAMA (I MENANGLI BOTA A MANUNAN AMERIKAN AMERIKAN AMERIKAN MENUNCAN PARAMA MENUNCAN MENUNCAN MENUNCAN PERIKAN MENUNCAN PERIKAN PE
4059 - IT Infrastructure Designer and Administrator, Sr.	*	æ	*	
16 Employees	%	18.75	25.00	ich werden des der der in der in der
4022 - IT WEB Applications Developer Sr.	**	0	0	A transferred to the first of the second sec
1 Employee	%	0.00	0.00	1112-1111 - Albert State - Albert St
6160 - Generation Training Coordinator	本	0	0	enamenten mente des trapet des detende et des experiences de des des des estables de des de menten de la constant de des de
1 Employee	%	0.00	0.00	en en de de de la companya del companya del companya de la companya del la companya de la compan

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6304 - Business Services Support Coordinator	*	_		
1 Employee	%	100.00	100.00	
6421 - Marketing Rep Senior	**:	0	0	
1 Employee	%	8.0	0.00	
6057 - Utility Services Supervisor	#	0	-	
1 Employee	%	8.0	100.00	
1313 - Utility Safety Training Coordinator	**	0	0	
2 Employees	%	0.00	0.00	
4058 - IT Infrastructure Designer and Administrator	华	0	0	
1 Enployee	%	0.0	00.0	
4070 - Technical Systems Analyst 2	*	0	0	
4 Employees	%	0.0	0.00	
4028 - IT Support Supervisor	*	0	-	
Financial in the control of the cont	%	9.0	100.00	
3115 - Land Rights Coordinator	*	0	2	
2 Employees	%	0.00	100.00	Transit Data Academic State Addition to Antonio Company and Antoni
6423 - Uility Marketing Rep	44:	Ψ-	0	
2 Employees	%	20:00	0.00	Transmitter (mid-transferred projection of the control of the cont
1209 - HR/OD Representative, Sr.	啡	0	7	
2 Employees	%	000	100.00	THE PROPERTY OF THE PROPERTY O
2101 - Business Efficiency Program Coordinator	*	0	-	
2 Employees	%	0.00	50.00	attiva täätääää javaliinen määä kennisää täätää koinen kohaata ja kohaata kaja ja kaita aita kaja ja kaja j
3016 - Collections Recovery Specialist	¥	0	-	A delimentary of the control of the
1 Employee	%	0.00	100.00	Table (1) from the Control of the Co
7302 - Community Relations Coordinator-Utilities	李	-	-	
1 Employee	%	100.00	100.00	CLI (A)
8141 - Uillity Forester	 41:	0	0	the first transfer of the second seco
2 Employees	%	0.0	0.00	CONTROL CONTRO
1311 - Utility Training Officer	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	0	0	Antermedia mel, delet en de melotorio en contrato del de menero del menero del deleta del
1 Employee	%	0.00	0.00	-cold-resiliated by the control of the cold of the col

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Job Code & Title		N		
6424 - Marketing & Communication Specialist, Senior	李	-		
2 Employees	%	20.00		
4068 - Technical Systems Analyst 1	#:	-		
2 Employees	8	ц)		
M Work Management Coordinator	<del></del>	0	CONTROL OF THE PROPERTY OF T	
1 Employee	%	0.00		
ential Efficiency Program Coordinatior 3				
		8 8		
2105 - Residential Efficiency Program Coordinator 2	*	7		
3 Employees	8	66.67		
76 Employees To	Totals *	13		
	8	17.11	34.21	

## Job Group Analysis

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Job Code & Title		C C	rem	The state of the s	e de Adria mai a des militados a destina de desar de de desar de de desar de de desar de desa	Win Fem			 	ļ
0105 - Professional - Temp	計:	2	2 4					1		
9 Employees	%	22.22	44.44						 	
9 Employees Totals # 2 4	#: 	2	4						 	
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Job Code & Title		u.	ri G	
1012 - COMPLIANCE OFFICER	*	0	0	
1 Employee	%	0.00	0.00	
1242 - Analyst Lead	***	0	0	
4 Employees	%	0.0	0.00	
1213 - HR/OD Specialist	暬	٦	-	
3 Employees	%	33.33	33.33	
3073 - Pension and Investment Officer	弊	1	-	
1 Employee	%	100.00	100.00	as de data inicia de la mentale de la mental
4065 - Business Systems Analyst Sr	华	0	ហ	
6 Employees	%	0.00	83.33	to the substitution of the
4002 - Enterprise Architect	*	0	0	
1 Employee	%	0.00	0.00	Established in the Professional Association of the Company of the
4102 - Account Representative	*	-	-	
2 Employees	%	50.00	20.00	Sub paradering and colour property colour parameters of the parame
3023 - Accountant, Senior.	零	-	0	
2 Employees	%	50.00	0.0	Sen at a finite and a finite an
1241 - Analyst Senior	4.	ო	ĸ	mandeli menen espera de persona de la companya del companya del companya de la companya del la companya de la c
13 Employees	%	23.08	38.46	
4064 - Business Systems Analyst 2	*	ო	വ	
7 Employees	%	42.86	71.43	
2591 - Environmental Programs Coordinator	*	O	0	
1 Employee	%	00.0	0.00	тельні дічні і інтераторі при подператорі при
3104 - Buyer, Senior,	*	0	7	est un representation de la formation de la fo
3 Employees	%	0.00	66.67	ta acada intermental refuncio politicale senti mente del
4063 - Business Systems Analyst 1	*	-	0	may farman yellarinin sani da anta Al (Albert Africa) — All (Albert Africa) — Albert Africa) — Alber
2 Employees	%	50.00	0.00	Extense of refuter feet in the state of the
4034 - Application Security Analyst	*	0	0	ndarah adampet di basaran mana (). Da aran da da aran () mana mana peperbasan da da da da da mana da mana banda da d
2 Employees	%	0.00	0.00	ACCOMMINATION OF THE STATE OF T
1240 - Analyst	掛	ო	ო	metalan istember and distribute from international destruction of the
A Fundance	%	37.50	37.50	

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57 Employees Totals # 14 24	otals 操	14	24	 		-			
	3	24.56	9% 24.56 42.11						

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Job Code & Title			T em	
6041 - Project Engineer	**	0	0	
In comment and the controller of the controller	%	0.00	00'0	
6077 - Utility Project /Team Leader	#:	0	0	
1 Employee	%	0.00	0.00	
6075 - Superv Engineer Ut Designer	*	0	7	
10 Employees	26	0.00	20.00	
6073 - Principal Engineer	#:	0	-	
6 Employees	%	8.0	16.67	
6067 - Engineer Utility Designer 4	学	က	Ŋ	
14 Employees	8	21.43	35.71	
6065 - Engineer Utility Designer 3	特	-	-	
5 Employees	፠	20.00	20.00	
6063 - Engineer Utility Designer 2	*	-	o	
2 Employees	8	50.00	0.00	A CONTRACTOR AND ADMINISTRATION OF THE PROPERTY OF THE PROPERT
6061 - Engineer Utility Designer 1	神	-	0	
1 Employee	%	100.00	00'0	to (polyadan) that the beam and and show that all the transfer and the tra
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	%	15.00	22.50	

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Job Code & Title			C.	The state of the s				heeren		Description	
Reader		本	0	0							
1 Employee		%	0.0	00'0							
6147 - Meter Reader		*	4	-							
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61/3 - PW System Coordinator 2	*	7	D	
5 Employees	%	40.00	0.00	
o Systems Operations Coordinator	44:	0	0	
	%	0.00	0.00	
6170 - Distribution System Operator 2	"#	0	0	
	%	9.0	0.00	
TATION ELECTRICIAN, LEAD	*	0	D	
of boundary of the first and foundary for an expension of the first specific process.	%	8.	0.0	
Plant Control Specialist	*	0	0	
TEMPLOYEE	%	0.00	0.00	
6115 - Lineworker, Lead	**	0	0	
managaranga ta da ta da	%	8.	0.00	
Room Operator	*	-	D	
3 Employees	%	33.33	00:0	to the delication of the second secon
c Line Worker	***	4	0	
31 Employees	%	12.90	00:0	Self (Philips) and the self-self-self-self-self-self-self-self-
6314 - Pwr Piant Instrumentation, Controls & Electrical Te	钵	_	2	
9 Employees	%	11.11	22.22	to Attributed data to the Attributed with a policy in the last and additional plantation of all definited approximate to the Attributed and a contract and a
6316 - Production Technician	**	0,	~	
25 Employees	%	0.00	4.00	Etter (Editable) den de
ion Electrician	神	0	0	manda de man
4 Employees	%	0.00	00:00	Activity of the control of the contr
1432 - Energy Delivery Facilities Specialist 2	禁	-	ហ	
	%	12.50	62.50	To restrict the desired and the last of the Collection and the collect
2568 - Water Reclamation Laboratory Technician	44	0	-	the first of the second
	%	0.00	33.33	ranguaten (norm-du literen (di Orm-sym-actical constitution to come deposition (seed for-advised all des literature) and the constitution of the c
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15 Employees	%	13.33	0.00	

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3207 - Field Services Technician

2506 - Wastewater Mechanic

14 Employees

2573 - Services Operator

2 Employees

41 Employees

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6357 - Process Plant Operator 2

5 Employees

3 Employees

5031 - Maintenance Mechanic 3

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# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ployees	%	0.00	50.00				
%     0.00       #     0       %     0.00       %     0.00       %     0.00       %     40.00       %     1       %     50.00       %     50.00       %     44       Totals     #       #     11	- Maintenance Mechanic 2	排	0	0				
# 0 0 0   0   0   0   0   0   0   0	ployees	%	0.00	00.00				
%     0.00     0.00       #     2     0       %     40.00     0.00       #     1     0       #     1     0       Possible     50.00     0.00       Totals     #     44     11	- Coal/Ash Equipment Operator 1	*	0	0				
Orker     #     2     0       nance Mechanic 1     #     40.00     0.00       %     50.00     0.00       es     Fotals     #     44     11	ployees	%	0.00	00:00				
nance Mechanic 1	- Gas Worker	林	2	0		,,		
nance Mechanic 1 0	ployees	8	40.00	00.00				100 pt 10
9/6 50.00 0.00 ESS TOTALS # 44 11	- Maintenance Mechanic 1	**	-	0				
Totals # 44 11	ployees	%	50.00	And the state of t	ellem og til et statet (til elle statet ett til en en elle statet ett statet (til en elle statet (til en elle s	The first was the second of th	the little of a city to explain the second and it the later while how may be little on the these the second and	er mand je na teknopoj jegot po boje je po landovih di mand ki po meda de koji dilaktiki ki s
	Imployees	特	44					
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Job Code & Title		<u></u>	r e r			 	*******
0111 - Skilled Craft Workers - Temp	*4:	0	0 0 #				
1 Employee	%	0.0	0.00				*******
1 Employee	体の	0	0				
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Job Code & Title		Mn	Ten	
6116 - Line Technician			O	
7 Employees	%	14.29	0.00	
4053 - Network Cabling Specialist 1	**		0	
2 Employees		0.00	0.00	Semiglacion manumo. Amenica mantena de la compansa del la compansa de la compansa
2505 - Wastewater Mechanic Apprentice	44:		0	
2 Employees	A	20.00	0.00	
6343 - Power Plant Apprentice Operator			0	
5 Employees	%		00:0	
2511 - Wstwir Plant Operator 1	摯		0	
3 Employees	%		0.00	
3206 - Field Services Technician Apprentice	*		0	
1 Employee		0.0	0.0	
2571 - Services Operator Apprentice	*		0	
2 Employees	%	0.0	0.00	haddinides and Northwest entire that the state of the sta
22 Employees	otals		0	
	%	18.18	0.00	

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Job Code & Title		Min	E e.		
6349 - Pwr Plant Shiff Supervisor	*	က	0		
8 Employees	%	37.50	0.00		Western Landson Clark Company
6313 - Pwr Plant Instrumentation, Controls & Electrical Su	**:	0	0		
1 Employee	%	0.00	0.00		California de la calenda de la
6419 - Gas Operations Supervisor	**	0	0		
1 Employee	%	8.0	0.00		
3075 - Meter Services Supervisor	烘	0	0		
( Employee	%	0.00	0.00		Control of the Contro
1430 - Energy Delivery Facilities Specialist Supervisor	*	٥	0		
2 Employees	%	0.00	0.00	tatapan di tanta di mandalah di mandalah di mandalah mandalah di m	CILLIA DE LA CALLIA CALLIA CALLIA LA CALLIA
1427 - Energy Services Supervisor	執	0	0		
3 Employees	%	0.00	0.00	detel him-polyhiki malainen dilitari polihik hali bo-lador endatami hididikkum boronish beritti (Kerimini a deba-lador andatami alai bo-lador endatami hididikkum boronish beritti (Kerimini a deba-lador andatami alai bo-lador endatami alai bo-lador endatami alai deba-lador andatami alai bo-lador endatami alai deba-lador andatami alai bo-lador endatami alai deba-lador endatami endatami alai deba-lador endatami alai deba	And the Address of th
6332 - Pwr Plant Materials Supervisor	特	0	0		
1 Employee	%	0.00	00'0	sela in sessoni dalam sela indicata dalam dalam dalam selam selam selam bangan dalam	Actual NAS of an abstract of actual 11 factors (1977) Common of the Comm
5017 - Facilities Maintenance Coordinator	林	0	0		
2 Employees	%	0.00	00:00	And Andread and and the Andread Andrea	labble dales de l'estre le constitue de l'estre de l'es
2581 - Wit/Mstwift Supervisor	#	~	0		
9 Employees	%	11.11	00.0	Andri Aldri (Albertale Andri Alberta) de en en 19 de l'Alberta (Alberta) (Al	es esta 22000 está localista di localista esta dise-
28 Employees Totals	特	4	0	to trace of the manufacture and the control of the	
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SKT	Job Code & Title	2517 - Wstwtr Plant Trainee	yees	services Operator Train	yee	Vastewater Mechanic T	yees	sas Worker Trainee	yee	8 Employees

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Job Code & Title		C		
6046 - Utility GIS Technician	*	0		
2 Employees	%			
Support Specialist Senic	77:			
4 Employees	3			
2550 - Technical Support Specialist III	47:	44		
11 Employees	~			
2548 - Technical Support Specialist II	415	0		
4 Employees	%			
2546 - Technical Support Specialist I	40	0		
1 Employee	%	0.00	00.0	
22 Employees Tot	Totals   #	4		
	%	18.18	22.73	·

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Job Code & Title		Z.	Fem		arechause.		a.	 · · · · · · · · · · · · · · · · · · ·		
0004 - Temporary Engineering Intern	华	~	-							
2 Employees	%	20.00	0.0					**********	<b>,</b> ,	
2 Employees Totals	学: co	-	otals # 1 0							
	8	50,00	% 50.00 0.00							

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Job Code & Title	Rina	Win	ren E	
4047 - Network & Telecommunications Supervisor		-	0	
2 Employees	%	50.00	0:00	
6330 - Pwr Plant Maintenance Planner		0	0	
3 Employees		8.	0.0	
4046 - Lead Telecomm Specialist		0	0	
1 Employee		8.0	0.00	
4021 - Network Analyst		0	0	
1 Employee		8.	0.00	
/ Technician		<b></b>	0	
4 Employees		9	0.00	
4045 - Telecomm Specialist 2		<del></del>	0	
5 Employees		90.0	0.00	
6159 - Electric Measurement Technician		<b>—</b>	0	
5 Employees		 0.0	0.00	
2559 - Wtr/Wstw/r Instrument Technician		0	0	
8 Employees		8.	0.00	de Akkinda isandahahan — olomobi dalahaka (1988-ta) da dereti (1988) olomobi da
6167 - Pwr Sys Control Specialist Senior		0	0	
1 Employee		8	0.00	in a historianisti dalam medapana dalam da
4027 - IT Support Analyst		0	0	
2 Employees		8.	0.00	Act-dots (Hills (All Helps) is large plants and act an
4019 - Network Specialist		0	2	
3 Employees		8.	66.67	do Distribution de la contractiva del Contractiva de la Contractiva de la Contractiva del Contractiva de la Contractiva
2567 - Wir Wstwir Laboratory Technician Senior		0	0	
Employee	Įį	8	0.00	ne hallitis matimus ekoloniya kalikini kalikini kalikini kalikini kalikini kalikini kalikini kalikini kalikini
6107 - Electric Apparatus Technician		0	0	to the content of the
3 Employees		8	0.00	ст «Министем (Манистем (Manuctem (Manuctem (Manuctem (Manuctem (Manuctem (Manuctem (Manutem (
4025 - IT Support Specialist		0	-	er aften per en en en feret en
2 Employees		8.0	50.00	Stratures and to filter and the strategy are a stabilistic declaration of the strategy and
6327 - Pwr Plant Lab Technician		0	-	amatan and analysis (matan matan and analysis) (matan matan and a fall of the sea of the fall of
3 Employees		9.0	33.33	

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Job Code & Title			C.	Fen	
6409 - Facilities Protection Technician		*	0	0	
2 Employees		8	0.00	0.00	
3037 - Current Diversion Technician		박:	0	0	
1 Employee		8	0.00	0.00	
6441 - Gas Measurement Technician	Political in the latest and the late	*	-	-	
3 Employees		%	33.33	33.33	
6154 - Meter Programmer Tester		44:	0	1	
1 Employee		%	8.0	100.00	
6017 - Electric Utilities Inspector		쏶	-	O	
2 Employees		%	20.00	0.00	
6101 - Utilities Location Technician		特	-	-	
7 Employees	Control of the Contro	8	14.29	14.29	
4023 - IT Support Technician		林	-	D	
3 Employees		%	33.33	0.0	
2555 - Wtr/Wstwtr Instrument Technician Apprentice		*	0	0	
1 Employee		8	0.00	0.00	
64 Employees	Totals	牛	æ	7	
		6	12.50	10.94	

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Job Code & Title		Min	T e n					
0103 - Temp # 1 2	45	-	: 1 2					
8 Employees	%	12,50	25.00					
8 Employees Totals # 1 2	中心	٦	2					
	%	12.50	25.00					

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Job Code & Title			S	Ten	
6331 - Pwr Plant Maintenance Supervisor	200 Co. 1 Co	44:	0	0	
1 Employee		%	0.00	00.0	
6161 - Electric Measurement Supervisor		蜡	0	0	
2 Employees		%	0.00	0.0	
6103 - Apparatus Repair Supervisor	design of the state of the stat	#:	0	0	
1 Employee		%	0.0	0.00	The forest proposed of the control o
4057 - Network Cabling Supervisor	The state of the s	讲	0	0	
1 Employee		8	8.0	0.00	
2561 - Wir/Wstwtr Laboratory Supervisor		ų,	0	1	
1 Employee		8	8.	100.00	
6443 - Gas Measurement Supervisor		*	0	0	
1 Employee		%	8.	0.00	
6361 - Process Plant Supervisor		常	0	0	
1 Employee		%	0.0	0.00	
6325 - Pwr Plant Lab Supervisor		#	<b>—</b>	_	
3 Employees		%	33.33	33.33	
6102 - Utilities Location Supervisor		啡	0	0	
1 Employee	No.	%	8.0	0.00	
12 Employees	Totals	特	-	2	
	-	70	3	16.67	

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

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

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

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

### ASCS - 6

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

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

### ASCSa - 6

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

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

### ASFIN - 6

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

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

### ASFINa - 6

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

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

### ASGEN - 6

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

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

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

### ASGENa - 6

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

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

### ASPV - 6

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

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

### OAEM - 1

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

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

### **OAM - 1**

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

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

### OAMM - 1

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

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

### OASM - 1

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

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

### PADM - 2

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

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

### PADMa - 2

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

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

### PANA - 2

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

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

### PENG-2

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

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

### **SER - 8**

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

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

### SK - 7

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

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

### SKa-7

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

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

### SKAP - 7

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

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

### SKSPV - 7

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

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

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

### **SKT-7**

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

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

### TENG - 3

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

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

### TENGa - 3

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

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

### TGEN - 3

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

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

### TGENa - 3

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

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

### TSPV - 3

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

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

## City of Gainesville January 1, 2015 Annual Affirmative Action Plan

# Availability Factor Computation Form

### ASCS-6

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

### ASCSa-6

	Weight %		Min	Min Fem		-			Source of Statistics
	)	original.			••••		aryay		
1: Percentage of minorities or women with	100.00	Raw Statistics 24.92 69.16	24.92				The state of the s		
requisite skills in the reasonable recruitment area.		Weighted Factor 24.92 69.16	24.92	Weighted Factor 24.92 69.16			The state of the s	and the sample of the same of	Statistical Area
						CONTRACTOR OF THE PROPERTY OF	The second section of the second seco		Years of
2: Percentage of minorities or women among	00.00	Raw Statistics 0.00	0.00	0.00	-	-			Feeder Job Computations
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor 0.00	0.00	Weighted Factor 0.00 0.00	••••••••••••••••••••••••••••••••••••••				
					A CONTRACTOR OF THE PARTY OF TH			XXX (0.0) (1	
		Availability 24.92 69.16	24.92	69.16	~~~				* 1000am

### ASFIN - 6

				egedyk kypning for nameg megedyt med mann met in som bleidet i som bei 1923-1917 Arbinsk (vellde)		
roton	Weight %	reconsistent	Ē	E S		Source of Statistics
1: Percentage of minorities or women with	40,00	Raw Statistics 16.97	16.97	86.89	88.89	_
requisite skills in the reasonable recruitment area.		Weighted Factor 6.79	6.79	34.76	Weighted Factor 6.79 34.76	Statistical Area
2: Percentage of minorities or women among	90.00	Raw Statistics 30.77 84.62	30.77	84.62	84.62	Feeder Job Computations
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor 18.46 50.77	18.46	50.77	Weighted Factor 18.46 50.77	
Availability		Availability 25.25	25.25	85.53	Availability 25.25 85.53	
		The state of the s				

### ASFINa - 6

Factor	Weight %	· · · · · · · · · · · · · · · · · · ·	Min	Fem	Min Fem	Source of Statistics
<ol> <li>Percentage of minorities or women with requisite skills in the reasonable recruitment area.</li> </ol>	100.00	Raw Statistics 14.78 97.54 Weighted Factor 14.78 97.54	14.78 14.78	97.54 97.54	Raw Statistics         14.78         97.54           Weighted Factor         14.78         97.54	Gainesville, FL Metropolitan Statistical Area
<ol> <li>Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</li> </ol>	0.00	Raw Statistics 0.00 Weighted Factor 0.00	0.00	0.00	Raw Statistics         0.00         0.00           Weighted Factor         0.00         0.00	Feeder Job Computations
Availability 14.78 97.54		Availability 14.78 97.54	14.78	97.54		

### ASGEN-6

Factor	Weight %		Min	Min	Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	83.30	Rew Statistics         37.61         64.02           Weighted Factor         31.33         53.33	37.61 31.33	Rew Statistics         37.61         64.02           Weighted Factor         31.33         53.33	Gainesville, FL Metropolitan Statistical Area
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	16.70	Raw Statistics 30.43 65.22 Weighted Factor 5.08 10.89	30.43	Raw Statistics         30.43         65.22           Weighted Factor         5.08         10.89	Feeder Job Computations
Availability		Availability 36,41 64,22	36.41	64.22	

### ASGENa - 6

Factor	Weight %		Min	Міл Fет		) 			Source of Statistics
<ol> <li>Percentage of minorities or women with requisite skills in the reasonable recruitment area.</li> </ol>	100.00	Ray	27.50	v Statistics 27.50 68.14 nted Factor 27.50 68.14	The control of the co			Andrea I and a second as	Gainesville, FL Metropolitan Statistical Area
<ol> <li>Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</li> </ol>	0.00	Raw Statistics 0.00 Weighted Factor 0.00	0.00	v Statistics 0.00 0.00		A Comment of the comm	And the first tested transfer		Feeder Job Computations
Availability 27.50		Availability 27.50	27.50	68.14					

#### ASPV - 6

Factor	Weight %		Min	Win Fem	Source of Statistics
<ol> <li>Percentage of minorities or women with requisite skills in the reasonable recruitment area.</li> </ol>	90.00	Raw Statistics         33.64         65.00           Weighted Factor         20.18         39.00	33.64 20.18	Raw Statistics         33.64         65.00           Weighted Factor         20.18         39.00	Gainesville, FL Metropolitan Statistical Area
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.00	Raw Statistics 44.59 75.68 Weighted Factor 17.84 30.27	44.59 17.84	Raw Statistics       44.59       75.68         Weighted Factor       17.84       30.27	 Feeder Job Computations
		Availability 38.02 69.27	38.02	69.27	

### OAEM - 1

Factor	Weight %		Min	Hen.		Source of Statistics	tístics
1: Percentage of minorities or women with	90.00	Raw Statistics 13.60 22.19	13.60	22.19		United States	
requisite swills in the reasonable reclaiment area.		Weighted Factor 12.24   19.97	12.24	Weighted Factor 12.24 19.97	and assume the set of	- Commission and Company of the Comp	
2: Percentage of minorities or women among	10.00	Raw Statistics 12.50   25.00	12.50	Raw Statistics 12.50 25.00		Feeder Job Computations	mputations
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor 1.25 2.50	1.25	ghted Factor 1.25 2.50		and the state of t	
to make the first the second of the second o		Availability 13 49   22 47	13.49	77.62 07			

#### OAM - 1

Factor	Weight %		Zin	Fem			-	Source of Statistics
1: Percentage of minorities or women with	30.00	Raw Statistics   21.66   34.17	21.66	34.17	manki i Poli i mahahamik dibi i Poli i Poli i Kamanin mahan		····	United States
requisite skills in the reasonable recruitment area.		Weighted Factor 17.33 27.34	17.33	Weighted Factor 17.33 27.34	rapori la Aringa njemenologima (Pija) marana na Aringa na del Singa na njemenologima	en porto (ASA) estable de la compansa y la mana a compansa y en en empre est (en	A well to this two tractions and an over-	
2: Percentage of minorities or women among	20.00	Raw Statistics 15.15 31.31	15.15	Raw Statistics 15.15 31.31	Construction of the state of th	The same of the sa		Feeder Job Computations
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor 3.03	3.03	Weighted Factor 3.03 6.26	The material of the control of the c	The second secon		
		Avallability 20.36 33.60	20.36	Availability 20.36 33.60				

### OAMM - 1

Tactor	Weight %	***************************************	Min	Min Fem	Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment	33.30	Raw Statistics 20.44 34.62 Weighted Factor 6.81 11.53	0.44	34.62	United States
area.					······
2: Percentage of minorities or women among	66.70	Raw Statistics 8	3.70	Raw Statistics 8,70 21.74	Feeder Job Computations
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor 5.80	9.80	ighted Factor 5.80 14.50	
PCI VIIIVE I EVI CALLER AND THE COLUMN TO TH		Availability 12 61 26 03	2 64	36 RS 18 18 18 18 18 18 18 18 18 18 18 18 18	and the second conduction and the second control of the second con

### OASM - 1

Factor	Weight %	Вадоприя	Min	Min		Source of Statistics
1: Percentage of minorities or women with	75.00	Raw Statistics 20.98	20.98	39.91	American control of the Control of t	United States
requisite skills in the reasonable recruitment area.		Weighted Factor 15.74 29.93	15.74	Weighted Factor 15.74 29.93		
2: Percentage of minorities or women among	25,00	Raw Statistics 20.69 27.59	20.69	Raw Statistics 20.69 27.59	de Leonana de La Companya de mana camanada e as de a Aria mais deste a delitado, és ande e de l	Feeder Job Computations
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor 5.17	5.17	Weighted Factor 5.17 6.90	de mandre de centra de la colonida del colonida de la colonida de la colonida del colonida de la colonida de la colonida de la colonida del colo	Standilla.
1 Availability 20.91		Availability 20.91   36.83	20.91	38.83	Nicoto) bear and of course for the first of	(4-6)

### PADM - 2

Factor	Weight %	-	Min	Min Fem	Source of Statistics
1: Percentage of minorities or women with	100.00	Raw Statistics	25.01	Raw Statistics 25.01 47.79	United States
requisite skills in the reasonable recruitment area.		Weighted Factor 25.01 47.79	25.01	Weighted Factor 25.01 47.79	
2: Percentage of minorities or women among	00:0	Raw Statistics	17,655	Raw Statistics 17.85 35.29	Feeder Job Computations
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor 0.00 0.00	0.00	Weighted Factor 0.00 0.00	The LEFT
		Availability 25.01 47.79	25.01	Availability 25.01 47.79	

### PADMa-2

Factor	Weight %	Peacegoration	Min	Win Fem					- Landerson	Source of Statistics
<ol> <li>Percentage of minorities or women with requisite skills in the reasonable recruitment area.</li> </ol>	100.00	Raw Statistics   19.48   45.12   Weighted Factor   19.48   45.12	19.48 19.48	Statistics 19.48 45.12 ed Factor 19.48 45.12		- ANN LEDNAM - CONTRACT AND	avionality in the state of the	liki i Araman da Arajili i sayani i sayani s	the constitution of the co	Gainesville, FL Metropolitan Statistical Area
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's prantization	0.00	Raw Statistics         0.00         0.00           Weighted Factor         0.00         0.00	0,00	0.00	fine and the second sec	manufore the mail and beautiful to the accommodate		to a later to the state of the	or a second seco	Feeder Job Computations
Availability	X	Availability 19.48   45.12	19.48			es no recomment de la companya de la	Acceptance of the second secon		AND THE RESERVE OF THE PROPERTY OF THE PROPERT	

### PANA - 2

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

### PENG-2

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

#### SER - 8

* !					
Factor	Weight %		Min	Fem	Source of Statistics
<ol> <li>Percentage of minorities or women with requisite skills in the reasonable recruitment area.</li> </ol>	100.00	Raw	97.15	Raw Statistics 97.15 2.80 Weighted Factor 97.15 2.80	Gainesville, FL Metropolitan Statistical Area
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics 0.00 Weighted Factor 0.00	0.00	Raw Statistics         0.00         0.00           Weighted Factor         0.00         0.00	Feeder Job Computations
		Availability 97.15	97.15	Availability 97.15 2.80	

SK - 7

Factor	Weight %		Min	Fem	Min	e e e e e e e e e e e e e e e e e e e	Source of Statistics
<ol> <li>Percentage of minorities or women with requisite skills in the reasonable recruitment area.</li> </ol>	23.50	Raw Statistics 8.76 Weighted Factor 2.06	8.76 2.06	0.39	Raw Statistics 8.76 1.64 Weighted Factor 2.06 0.39		Gainesville, FL Metropolitan Statistical Area
<ol> <li>Percentage of minorities or women among those promotable, transferable, and trainable within the confractor's organization.</li> </ol>	76.50	Raw Statistics 17.39 Weighted Factor 13.30	17.39 13.30	0.00	Raw Statistics 17.39 0.00 Weighted Factor 13.30 0.00		Feeder Job Computations
Availability 15.36 0.39		Availability 15.36	15.36	0.39	Availability 15:36 0:39	and the second s	

#### SKa - 7

Factor	Weight %		Min	Min Fem		Source of Statistics
<ol> <li>Percentage of minorities or women with requisite skills in the reasonable recruitment area.</li> </ol>	100.00	Raw Statistics         56.12         27.34           Weighted Factor         56.12         27.34	56.12 56.12	Raw Statistics         56.12         27.34           Weighted Factor         56.12         27.34	e projection de la constanta d	Gainesville, FL Metropolitan Statistical Area
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics 0.00 Weighted Factor 0.00	00.0	Statistics 0.00 0.00 0.00 ted Factor 0.00 0.00		Feeder Job Computations
2. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.		Availability 56.12   27.34	56 12	1 PE 16		a de tra estado de material de material de trata de trata de trata de transportante en estados de sector de ma

#### SKAP - 7

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

### SKSPV - 7

Factor	Weight %		Min	Fem	Min Fem	Source of Statistics	80)
<ol> <li>Percentage of minorities or women with requisite skills in the reasonable recruitment area.</li> </ol>	0.00	Raw Statistics 13.92 Weighted Factor 0.00	13.92	21.38	Raw Statistics         13.92         21.38           Weighted Factor         0.00         0.00	Gainesville, FL Metropolitan Statistical Area	stropolitan
<ol> <li>Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</li> </ol>	100.00	Raw Statistics 16.86 4.21 Weighted Factor 16.86 4.21	16.86 16.86	4.21	Raw Statistics         16.86         4.21           Weighted Factor         16.86         4.21	Feeder Job Computations	utations
de la companya de la		Availability 16.86	16.86	4.21	Availability 16.86 4.21		*

#### SKT - 7

Hactor	Weight %		Min	Min Fem	and the second about the second of the second secon	Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics 19.52 Weighted Factor 19.52	19,52	Statistics 19.52 7.26 ted Factor 19.52 7.26		Gainesville, FL Metropolitan Statistical Area
<ol> <li>Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</li> </ol>	00.00	Raw Statistics 0.00 Weighted Factor 0.00	0.00	Raw Statistics         0.00         0.00           Weighted Factor         0.00         0.00		Feeder Job Computations
Availability		Availability 19.52	19.52	7.26	entri isaliya manapita atambanikan kitangkin melanan kum	
		Amen's training of professions to the formation of the control of	chemical comment of the comment of t	information in control of the property of the	conserved by a first of the formulas of the first conserved in the artifician for the con-	1

#### TENG-3

in a constant of the constant	Weight %		Min	Min Fem		Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics 19.56 Weighted Factor 0.00	19.56	Raw Statistics         19.56         28.59           Weighted Factor         0.00         0.00		Gainesville, FL Metropolitan Statistical Area
<ol> <li>Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</li> </ol>	100.00	Raw Statistics 18.18 22.73 Weighted Factor 18.18 22.73	18.18 18.18	Raw Statistics         18.18         22.73           Weighted Factor         18.18         22.73	Allemand (1) (2) (2) (2) (2) (2) (2) (2) (2) (2) (2	Feeder Job Computations
Availability 16		Availability 18.18   22.73	18.18	Availability 18.18   22.73	estagen e defin est i i i i i i i i i i i i i i i i i i i	

### TENGa - 3

Factor	Weight %		Min	Min Fem	Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area	100.00	Raw Statistics         50.00         13.64           Weighted Factor         50.00         13.64	50.00	Raw Statistics         50.00         13.64           Weighted Factor         50.00         13.64	Gainesville, FL Metropolitan Statistical Area
2: Percentage of minorities or women among those promotable, transferable, and trainable	0.00	Raw Statistics 0.00 Weighted Factor 0.00	0.00	Raw Statistics         0.00         0.00           Weighted Factor         0.00         0.00	Feeder Job Computations
Within the contractor's organization.		Availability 50.00 13.64	50.00	Within the contractor's organization.  Availability 50.00   13.64	

#### TGEN - 3

Factor	Weight %		Min	Min Fem	and the second s		 	 Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area	71.40	Raw	21.96 15.68	24.30	To commence of a search of the section of			Gainesville, FL Metropolitan Statistical Area
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	28,60	Raw Statistics         12.50         12.50           Weighted Factor         3.58         3.58	12.50 3.58	Statistics         12.50         12.50           ted Factor         3.58         3.58				Feeder Job Computations
Availability 19.26	Action of the second se	Availability 19.26   20.93	19.26	20.93	Water the state of	edial i i securi a coli i dei ando e i mon		TANKET OF THE PROPERTY OF THE

### TGENa - 3

Factor	Weight %		Min	Fem	Min Fem		Source of Statistics
<ol> <li>Percentage of minorities or women with requisite skills in the reasonable recruitment area.</li> </ol>	80.00	Raw Statistics   18.35   43.90   Weighted Factor   14.68   35.12	18.35	43.90 35.12	Raw Statistics         18.35         43.90           Weighted Factor         14.68         35.12	Basside variety of the control of th	Gainesville, FL Metropolitan Statistical Area
<ol> <li>Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</li> </ol>	20.00	Raw Statistics 0.00 Weighted Factor 0.00	0.00	0.00	Raw Statistics 0.00 0.00 Weighted Factor 0.00 0.00		Feeder Job Computations
Availability		Availability 14.68   35.12	14.68				

#### TSPV - 3

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

#### Comparison of Incumbency vs Estimated Availability 41 C.F.R. 60-2.15

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

As	SCS	6	
Total Emp	•	Min	Fem
46	Employment %	19.57	97.83
	Availability %	24.86	76.32
	Statistical Value	0.831	
AS	CSa	6	
Total Emp		Vin	Fem
1	Employment %.	100.00	100.00
•	Availability %	24.92	69.16
	Statistical Value		
AS	SF.	6	
Total Emp		Vin	Fem
26	Employment %	30.77	84.62
	Availability %	25.25	85.53
	Statistical Value		0.531E
AS	FINa	6	
Total Emp		Min	Fem
1	Employment %	100.00	100.00
-	Availability %	14.78	97.54
į	Statistical Value		
AS	GEN	6	5
Total Emp		Min	Fem
48	Employment %	52.08	70.83
	Availability %	36.41	64.22
	Statistica Value		
ASC	3ENa	6	
Total Emp		Win	Fem
22	Employment %	27.27	63.64
	Availability %	27.50	68.14
	Statistical Value	0.598E	0.401E
A	SPV	6	
Total Emp		Min	Fem
9	Employment %	22.22	55.56
	Availability %	38.02	69.27
	Statistical Value	0.271E	0.287E

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

O.	AEM	1	
Total Emp		Min	Fem
1	Employment %	0.00	100.00
•	Availability %	13.49	22.47
	Statistical Value	0.865⊞	
•			ŧ
0	AM	1.,	*.
Total Emp		Min	Fem
23	Employment %	8.70	21.74
	Availability %	20.36	33.60
	Statistical Value	0.125E	0.163E
0/	AMM	1	
Total Emp	· .	Min	Fem
29	Employment %	20.69	27.59
20	Availability %	12.61	26.03
	Statistical Value		
O	ASM	1	
Total Emp		Min	Fem
8	Employment %	12.50	25.00
	Availability %	20.91	36.83
. :	Statistica Value	0.477E	0.385E
ဝ႔	ADV CA	2	
	MOA	_ ·.	- Sem
Total Emp	ADV	Min	Fem 34.21
		_ ·.	Fem 34.21 47.79
Total Emp	Employment %	Vin 17.11	34.21
Total Emp 76	Employment % Availability % Statistical Value	∕⁄iin 17.11 25.01	34.21
Total Emp 76	Employment % Availability %	Min 17.11 25.01 1.591	34.21 47.79 2.3743
Total Emp 76	Employment % Availability % Statistical Value	Vin 17.11 25.01 1.591 2	34.21 47.79 2073 Fem
Total Emp 76	Employment % Availability % Statistical Value  OVa  Employment %	Min 17.11 25.01 1.591 2 Min 22.22	34.21 47.79 2.370 Fem 44.44
Total Emp 76 PA Total Emp	Employment % Availability % Statistical Value  DVa  Employment % Availability %	Vin 17.11 25.01 1.591 2	34.21 47.79 2.370 Fem 44.44 45.12
Total Emp 76 PA Total Emp	Employment % Availability % Statistical Value  OVa  Employment %	Min 17.11 25.01 1.591 2 Min 22.22	34.21 47.79 2.370 Fem 44.44
Total Emp 76 PA Total Emp 9	Employment % Availability % Statistical Value  DVa  Employment % Availability %	Min 17.11 25.01 1.591 2 Min 22.22	34.21 47.79 2.370 Fem 44.44 45.12
Total Emp 76  Total Emp 9	Employment % Availability % Statistical Value  DVa  Employment % Availability % Statistical Value	Min 17.11 25.01 1.591 2 Win 22.22 19.48	34.21 47.79 2.370 Fem 44.44 45.12
Total Emp 76  Total Emp 9	Employment % Availability % Statistical Value  DVa  Employment % Availability % Statistical Value	Min 17.11 25.01 1.591 2 Min 22.22 19.48	34.21 47.79 2.370 Fem 44.44 45.12 0.619E
Total Emp 76  Total Emp 9	Employment % Availability % Statistical Value  DVa  Employment % Availability % Statistical Value	Min 17.11 25.01 1.591 2 Min 22.22 19.48 2	34.21 47.79 2.373 Fem 44.44 45.12 0.619E
Total Emp 76  Total Emp 9	Employment % Availability % Statistical Value  Employment % Availability % Statistical Value  ANA  Employment %	Min 17.11 25.01 1.591 2 Min 22.22 19.48 2 Min 24.56	Fem 44.44 45.12 0.619E
Total Emp 9  Total Emp 9  Total Emp 57	Employment % Availability % Statistical Value  DVa Employment % Availability % Statistical Value  ANA Employment % Availability %	Min 17.11 25.01 1.591 2 Min 22.22 19.48 2 Min 24.56 25.39	Fem 44.44 45.12 0.619E Fem 42.11 42.79
Total Emp 76  Total Emp 9  Total Emp 57	Employment % Availability % Statistical Value  Employment % Availability % Statistical Value  ANA  Employment % Availability % Statistical Value	Min 17.11 25.01 1.591  2 Min 22.22 19.48  2 Min 24.56 25.39 0.144 2	Fem 44.44 45.12 0.619E Fem 42.11 42.79 0.104
Total Emp 76  Total Emp 9  Total Emp 57	Employment % Availability % Statistical Value  Employment % Availability % Statistical Value  ANA  Employment % Availability % Statistical Value  Employment % Availability % Statistical Value	Min 17.11 25.01 1.591 2 Min 22.22 19.48 2 Min 24.56 25.39 0.144 2 Min	Fem 44.44 45.12 0.619E  Fem 42.11 42.79 0.104
Total Emp 76  Total Emp 9  Total Emp 57	Employment % Availability % Statistical Value  ADVa  Employment % Availability % Statistical Value  ANA  Employment % Availability % Statistical Value  Employment % Employment % Complete of the complete of	Min 17.11 25.01 1.591 2 Min 22.22 19.48 2 Min 24.56 25.39 0.144 2 Min 15.00	Fem 44.44 45.12 0.619E  Fem 42.11 42.79 0.104
Total Emp 76  Total Emp 9  Total Emp 57	Employment % Availability % Statistical Value  Employment % Availability % Statistical Value  ANA  Employment % Availability % Statistical Value  Employment % Availability % Statistical Value	Min 17.11 25.01 1.591 2 Min 22.22 19.48 2 Min 24.56 25.39 0.144 2 Min	Fem 44.44 45.12 0.619E  Fem 42.11 42.79 0.104

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.

S	£ 2	8	
Total Emp		Win	Fem
23	Employment %	17.39	4.35
20	Avallability %	97.15	2.80
	Statistical Value	504	
in the second second			
	3K	e de la companya de l	
Total Emp		Min	Fem
261	Employment %	16.86	4.21
	Availability %	15.36	0.39
	Statistical Value		
S	Ka	7	
		Min	Enm
Total Emp	Employment %	0.00	Fem 0.00
ı	Availability %	56.12	27.34
:	Statistical Value	0.439E	0.727E
S	(AP	7	
Total Emp		Vin	Fem
22	Employment %	18.18	0.00
	Availability %	9.56	4.84
	Statistical Value		0.336E
SK	SPV	7	
Total Emp		Min	Fem
28	Employment %	14.29	0.00
20	Availability %	16.86	4.21
	Statistical Value	0.478E	0.300E
			• 555,55
S	KT	7	e de la ve
Total Emp		Vin	Fem
8	Employment %	12.50	0.00
	Availability %	19.52	7.26
	Statistical Value	0.517E	0.547E
76	ENG	3	
Total Emp		Min	Fem
22	Employment %	18.18	22.73
//			
	Availability %		22.73
	Availability % Statistical Value	18.18	22.73 0.617E
			22.73 0.617E
			1.4.4
	Statistical Value	18.18	1.4.4
TE	Statistical Value	18.18	0.617E
TE Total Emp	Statistical Value	18.18 3 Vin	0.617E

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.

- Tan-C	GEN HERE	3	
Total Emp		Min	Fem
64	Employment %	12.50	10.94
	Availability %	19.26	20.93
	Statistical Value	1.371	1.965
TG	ENa	3	
Total Emp		Vin	Fem
8	Employment %	12.50	25.00
	Availability %	14.68	35.12
<i>j</i> .	Statistical Value	0.667E	0.425E
	s <b>PV</b>	3	
Total Emp		Win	Fem
12	Employment %	8.33	16.67
	Availability %	16.93	38.13
	Statistical Value	0.372E	0.105E

Total Employment: 847

W - Whole Person Rule

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

#### Placement Goals 41 C.F.R. 60-2.16

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

In establishing placement goals, we applied the following principles:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the City established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- 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.

## City of Gainesville January 1, 2015 Annual Affirmative Action Plan

## Placement Goals

Job Group & Name	Min		
ASCS - 6	24.86		THE ACTION AND A SECOND
ASPV - 6	38.02		
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	25.01		
PENG - 2	25.41		77 17 17 17 17 17 17 17 17 17 17 17 17 1
	97.15		
		the formation of the content of the	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		4.21	The man of the district of the many or a subfluence of the district of the dis
TGEN - 3	19.26	20.93	The state of the s
TSPV - 3	16.93	38.13	***************************************

#### Identification of Problem Areas by Organizational Unit and Job Group 41 C.F.R. 60-2.17(b)

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

An analysis of each of these processes follows.

#### 1. Composition of the Workforce by Organizational Unit

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

#### 2. Composition of the Workforce by Job Group

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

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

#### 3. Analysis of Progress Towards Prior Year Goals

In establishing placement goals, the following principles apply:

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

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

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

## City of Gainesville January 1, 2015 Annual Affirmative Action Plan

Gainesville Regional Utilities (GRU)

## Goal Attainment

ဖ

ASCS

Prior Year Goal         25.75           New Hile         3         0         0.00           Total Opps         4         0         0.00           Achieved?*         6         1         0           Achieved?*         6         1         NO           Prior Year Goal         38.18         70.00           New Hile         0         NA         0           New Hile         0         NA         0           Prior Chal Opps         0         NA         0           Achieved?*         1         Fent           Prior Year Goal         20.45         34.51           Row Hile         0         NA           Achieved?*         1         Fent           Row Hile         0         NA         0           Achieved?*         NO OPPS         NO OPPS           Industrian         0         NA           Protect Year Goal         2         0.00           Total Opps         2         0.00           Total Opps         2         0.00           Achieved?*         1.MMTED         1.MMTED		E O	Part Second	E O			-
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ACENT         6         Ferm           ar Goal         38.18         70.00           av Hire         0         0         N/A         0           motion         0         0         N/A         0           I Opps         0         N/A         0           Swed7*         NO OPPS         NO OPPS           WHre         0         N/A         0           CAM         1         Fem           ar Goal         20.43         34.51           ww Hire         0         0         0           ii Opps         2         0         0.00         0           ii Opps         2         0         0.00         0         0	Total Opps	4					
ASPV   6	Achieved? *		ON				
## Goal   Min Fem   Fem   ASPV   6   1   1   1   1   1   1   1   1   1		:					
ar Goal         38.18         70.00           ww Hire         0         0 N/A         0           motion         0         0 N/A         0           I Opps         0         0 N/A         0           eved?*         NO OPPS         NO OPPS           color         NO OPPS         NO OPPS           wed?*         1         Ferm           rew Hire         0         0 N/A         0           i Opps         2         0 0.00         0           i Opps         2         0 0.00         0           i Opps         2         0 0.00         0           LIMITED         LIMITED         LIMITED			\$ 500 miles	(E)			
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## Goal Attainment

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PARA	Prior Year Goal	New Hire	Promotion	Total Opps	Achieved? *

## Goal Attainment

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## Goal Attainment

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

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

<sup>\*</sup> YES = within one person of exceeding prior year goal

#### 4. Personnel Activity

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

#### A. Applicant Flow

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

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

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

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

Gainesville Regional Utilities (GRU)

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

Officials & Administrators EEO Code 1

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

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### **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 61 hired during the period from July 1, 2013 to june 30, 2014. There were 19 minority hires (31.15%) and 33 females (54.10%). The following report summarizes hiring activity by job group:

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

Gainesville Regional Utilities (GRU)

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

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## 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.
- iii. Management-initiated promotions are based on performance and other job-related criteria without discrimination on account of race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.
- iv. Most promotional opportunities are posted, providing all interested employees with an opportunity to apply and call their special skills to the attention of the manager.

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

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

Gainesville Regional Utilities (GRU)

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

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# D. Compensation Systems

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

## E. Terminations

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

City of Gainesville

January 1, 2015 Annual Affirmative Action Plan

Gainesville Regional Utilities (GRU)

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

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## 5. Technical Phases of Compliance

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

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

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

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

- G. We will continue to contact our normal sources of recruitment (e.g., State Employment) and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the period from July 1, 2013 to June 30, 2014, targeted recruitment activities were conducted.
- 6. The City has implemented the following programs and procedures to ensure that minority and female employees are given equal opportunities for promotion:
  - A. On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher-level jobs. In addition, a tuition reimbursement benefit is also available to all qualified employees.
  - B. The City utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.
  - C. Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.
  - D. Seniority practices are not a problem since the City has no formal seniority system. Promotions are based on merit selection principles.
  - E. We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.
  - F. Special internal training programs are provided as necessary to ensure the achievement of our placement goals. Programs are offered to eligible employees without regard to race, color, religion, sex, age, disability, veteran status, national origin or any other characteristic protected by applicable law.
  - G. We will continue to participate in targeted external training programs.

# Internal Audit and Reporting System 41 C.F.R. 60-2.17

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

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

## Conclusion

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

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

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

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