

City of Kalamazoo

2023

Equal Employment Opportunity Plan

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I. Introduction and Overview

The City of Kalamazoo is subject to the employment practices contained in Article I, Section 26 Kalamazoo city, Kalamazoo County, Michigan of the Michigan Constitution, which states that public employers "shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin ..."

On April 22, 2014 the U.S. Supreme Court upheld the Michigan Constitutional prohibition on preferential treatment in college admissions. The Court decision did not address public employment practices; however, the City continues to follow the non-discriminatory and non-preferential treatment practices as defined in the Michigan Constitution.

The City of Kalamazoo is in southwest Michigan, approximately half-way between Detroit and Chicago. The City of Kalamazoo provides the city and surrounding regions with services including public safety (police and fire protection), streets, water, sewer, inspections, community planning, economic development and parks and recreation. An updated City of Kalamazoo organizational chart is included in Section 1.

Using the 2021 U.S Census, American Community Survey 5-Year estimate, the population of Kalamazoo was 74,020, increased from the 2020 Census of 73,598. Demographics for the City of Kalamazoo are 50.5% female, 66.1% White, and 39.2% Minority. The minority breakdown within the city is, 22.1% African American, 6.9% Hispanic; 8% Two or more races, 2% Asian and .2% American Indian. Availability of females and minorities employed by the City in various occupational groups is presented in Section VII.

Since January 1, 2017, all new hires have been provided the opportunity to self-identify in EEO categories. In June 2017, a survey of existing employees was conducted to provide the opportunity to voluntarily self-identify in updated EEO categories.

As of January 1, 2023, the City of Kalamazoo employed a total of 624 employees. The current City employee demographics are 183 (29.3%) female employees and 117 (18.8%) minority employees. Ongoing efforts to address areas of underrepresentation of females and minorities are discussed in Section VIII.

Kalamazoo is home to Western Michigan University, a major state university; Kalamazoo College, a private, non-profit, nationally ranked liberal arts college; Kalamazoo Valley Community College (KVCC), Davenport University, and remote facilities of Cornerstone University and Spring Arbor University.

The Kalamazoo Promise began in 2005 with a group of anonymous donors pledging to provide scholarships to all Kalamazoo Public School graduates in perpetuity. KPS graduates within the school district and enrolled for at least all four years if high school, are eligible. Depending on length of enrollment, 65% to 100% of tuition and fees are covered. The Promise can be used at any accredited public colleges and universities in Michigan, private colleges in the Michigan

Colleges Alliance, MCTI, and electrical union. As of 2019, the Kalamazoo Promise is partnering with the Michigan Regional Council of Carpenters and Millwrights to include apprenticeships. The council is Michigan's largest skilled-trades union. Skilled-trade students will soon have new opportunities for four-year apprenticeship programs. The programs include classroom learning and on the job training. Private apprentice programs are not eligible. The Promise vision is to create a local talent pipeline of Promise Scholars who enter the local workforce.

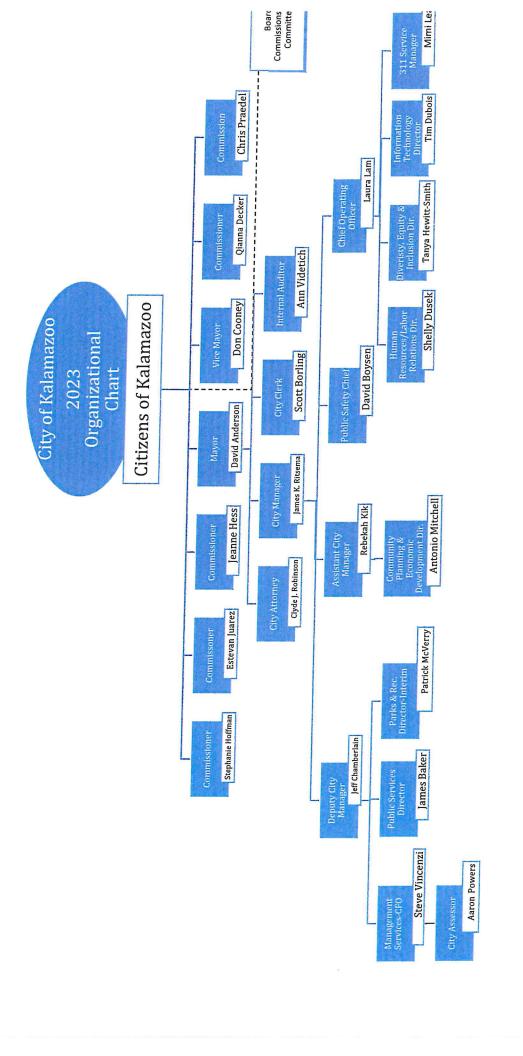
In 2022, the Kalamazoo Promise added 19 programs and removed 14 programs for a total of 210 approved programs.

According to 2021 obtained data from the Upjohn Institute web site, 80% of eligible KPS graduates have taken advantage of this scholarship. The latest data also shows that as of 2021, 2,108 Promise students had obtained a Bachelors' degree, 552 an Associate degree and 260 a Certificate degree. Also, of note, is the increased enrollment in KPS schools since the Promise began (up 25%) and the increase rate of graduation (70.2% compared to 64%). Also, Since the Promise, KPS has grown from 22 to 25 schools and a middle school alternative learning program. This increase also means more families are making Kalamazoo their home and contributing to the local economy and tax base. In 2022, Kalamazoo Public Schools had 750 graduates, compared to 454 graduates in 2005, when the Promise began.

The City of Kalamazoo is a "Promise Partner", contributing to the success of the Promise through summer youth employment and volunteer efforts to prepare students for the workforce. Promoting city positions and hiring local candidates continues to be an important objective for the City in contributing to the Commission's goal of Shared Prosperity and poverty reduction in Kalamazoo.

In July 2016, a private group of donors proposed the creation of a foundation to stabilize the City's budget, significantly reduce property taxes and invest in infrastructure and neighborhood improvements, poverty reduction, youth programs and economic development. In August 2017, the City Commission approved the formation of the "Kalamazoo Foundation for Excellence" (FFE) to fund a portion of the general fund, among other city-wide initiatives. The FFE directly supports the work of the City of Kalamazoo toward the Imagine Kalamazoo 2025 Strategic Vision.

This general fund stabilization has since allowed for the implementation of a non-union, market-based compensation system. Competitive compensation will assist in addressing the ongoing issues of attracting and retaining qualified candidates, including females and minorities, especially in the technical, scientific and professional ranks. The donors committed \$70.3 million over three years and to raise \$503 million by August 2019 to provide perpetual funding thereafter.



Policy Statement On Equal Employment Opportunity

The City of Kalamazoo respects the diversity that exists in our community and among our employees. We promote this diversity through a policy of inclusiveness where all persons are treated fairly. To further reach the goal of a truly diverse, inclusive, and equitable organization, the City of Kalamazoo has created an Accountability Team through the Office of Diversity, Equity, & Inclusion. This team of dedicated, goal-oriented, and objective employees review standards and policies to ensure goal alignment.

The City of Kalamazoo is committed to providing equal opportunity in employment, development and advancement for all applicants and employees regardless of the person's inclusion in any of the following classifications:

| age | disability | height | religion |
|--------------------|---------------------|-----------------|--------------------|
| ancestry | ethnicity | marital status | sex/gender |
| arrests (pre-hire) | familial status | national origin | sexual orientation |
| citizenship | gender identity | pregnancy | veteran status |
| color | genetic information | race | weight |

To ensure a positive environment, the City of Kalamazoo will comply with federal and state laws that protect against discrimination. The City will supplement these protections with additional policies as necessary to promote diversity and inclusiveness.

The City of Kalamazoo, consistent with Article I, Section 26 of the Michigan Constitution, may implement equal employment opportunity programs and policies to establish or maintain eligibility for any federally funded contract or program.

In order to hire and provide advancement for applicants and employees within the above identified classifications, and to minimize or eliminate impediments that may deny advancement to those individuals, the City of Kalamazoo willingly makes the following commitments:

- Endeavor to inform diverse applicants of employment opportunities with the City through media, appropriate referral agencies and other pertinent sources.
- Hire without discrimination or preference, except as permitted by law.
- Make physical structure modifications as necessary to reasonably accommodate disabled employees or potential employees.
- Inform all employees of available promotional opportunities through job postings that describe essential skills and necessary job qualifications.

- Provide training, when deemed necessary by the City without discrimination.
- Review the City's organization to determine whether additional positions or restructuring are needed to provide appropriate promotional opportunities
- The Human Resources/Labor Relations Director has the responsibility for the implementation of the Equal Employment Opportunity (EEO) Plan and is the designated EEO Officer.
- Applicants and employees have the right to file complaints alleging discrimination with the Human Resources department or City Manager's office.
- Performance of managers and supervisors will include evaluation of diversity efforts in compliance with the EEO Plan and to recruit and promote a diverse workforce.
- Recruiting, retaining, and promoting a diverse workforce will provide benefits to employees, the organization and those served through fuller utilization of underrepresented human resources.

City Manager

Date

III. Responsibility for Implementation

41 CFR §60 2.17 (a)

In November 2006, voters in Michigan passed an amendment commonly known as Proposal 2, prohibiting public employers from giving preferential treatment in employment based on race, sex, color, ethnicity, or national origin. It became Article I, Section 26 of the Michigan Constitution.

Despite this amendment, the City engages in equal employment opportunity by casting the broadest possible net in recruiting for positions, so as to attract the most diverse candidate pools possible. Within that recruitment pool, candidates are then considered based on job related qualifications for the position.

City Manager

The City Manager has overall responsibility for implementation of the Equal Employment Opportunity Plan (EEO Plan). The City Manager has appointed the Human Resources/Labor Relations (HR/LR) Director as EEO Officer to administer the provisions of the EEO Plan. The HR/LR Director/EEO Officer reports to and is directly responsible to the City Manager.

HR/LR Director/EEO Officer

The Human Resources/Labor Relations Director and/or designated Human Resources staff have specific responsibilities that include, but are not limited to:

- A. Implementing the EEO Plan, including the development of policy statements, EEO recruitment methods and internal and external communications.
- B. Advising the City Manager on matters that relate to promoting diversity consistent with the EEO Plan.
- C. Providing department directors, managers, and supervisors with a working understanding of EEO Plan objectives. This is accomplished through training offered on an as needed basis and through coaching sessions with department directors.
- D. Conferring with department directors to determine the basis for under- or overutilization of females and minorities and making recommendations on changes to the recruitment process. This is done on an as-needed basis.
- E. Reviewing recruitment, selection, testing and promotional practices, and identifying actions needed to eliminate discriminatory and artificial barriers.

- F. Revising and disseminating the *EEO Job Group Status Report* to department directors on a quarterly basis, providing data regarding utilization of minorities and females in City employment.
- G. Increasing awareness and exposure to the EEO Plan by posting on the City's web site and informing employees when revisions are made.
- H. Providing community groups and agencies with information as requested regarding the program and its implementation.
- I. Serving as liaison between the City and appropriate enforcement agencies.
- J. Keeping all levels in the organization appropriately informed of the latest developments in the area of diversity.
- K. Processing employment discrimination complaints, coordinating investigations and resolution of charges of discrimination involving the City.
- L. Approving promotions after reviewing for compliance with City non-discrimination policies, state and federal laws, and collective bargaining agreements.

Department Directors

Department directors are responsible for compliance with the City's EEO Plan as it applies to their department, with assistance from the Human Resources Department. Directors' responsibilities include, but are not limited to:

- A. Being familiar with and supportive of the City's Policy Statement on Equal Employment Opportunity and EEO Plan and reviewing all proposed hiring and promotional decisions in light of City non-discrimination policies.
- B. Communicating the City's Equal Employment Opportunity policy and degree of commitment to direct reports and other employees on an ongoing basis to ensure the City's non-discrimination policies are being followed.
- C. Reviewing training programs and hiring and promotion patterns in an effort to remove barriers to the attainment of goals and objectives.
- D. Determining the qualifications of internal employees to ensure minorities, females, qualified disabled employees, and covered veterans have full opportunity for promotion, transfer and offering career development as needed.
- E. Communicating with and informing subordinate managers and supervisors that their work performance is being evaluated on the basis of adherence to the City's harassment and non-discrimination policies.

- F. Ensuring supervisors are aware of their responsibility to prevent harassment or discrimination of employees, particularly because of their race, color, sex, religion, national origin, disability or veteran status by attending discrimination and harassment prevention training programs scheduled by the City.
- G. Consulting with the HR/LR Director on any existing or developing equal employment opportunity problem to determine the best course of action to take that is consistent with City policies.

Supervisors

- A. Supervisors are expected to model appropriate behavior and also to report, coach and address workplace behavior to prevent discrimination or harassment of employees.
- B. Supervisors are evaluated on City Commission objectives related to Imagine Kalamazoo 2025 and Shared Prosperity goals, as well as City diversity goals and non-discrimination policies related to a respectful work environment, work assignments and other duties.

IV. Dissemination/Communication of EEO Policy

Communication of the City's Equal Employment Opportunity (EEO) Policy is important to effective implementation. Internally, the City uses bulletin board postings, new hire orientation and other relevant training programs to ensure a full understanding of the City's intent, purpose and responsibilities under the program. Externally the City communicates its policy as a response to inquiries from outside organizations and agencies with which the City has contact or does business.

Internal Communication

- A. The City's EEO/ non-discrimination policy is found in Section I, E of the *Human Resources Manual*. This manual is available to employees via copies kept in department and division offices, on the City's intranet, Human Resources (HR) Department and web page.
- B. The Equal Employment Opportunity Plan (EEO Plan) is available to the public and employees on the City's web site at www.kalamazoocity.org, on the HR web page under "Departments."
- C. The City policy on Discrimination and Harassment Prevention is included in new employee orientation training. Employees may review policies by requesting to see the PPM from their supervisor or the HR Department. They can also view the Human Resources on the intranet or the HR page on the City's web site.
- D. The EEO policy is distributed and discussed in other employee training programs such as Discrimination & Harassment Prevention Training (separate sessions available for employees and supervisors), Interview Training and EEO Supervisory Training.
- E. The designated poster prepared by the Equal Employment Opportunity Commission (EEOC) is displayed at city work sites, including HR where applications are received.
- F. All internal job postings carry the EEO solicitation "EOE" (Equal Opportunity Employer).
- G. Managers and supervisors are provided training in discrimination and harassment prevention, with emphasis on commitment to City policy that strictly forbids this activity. Since 2010 the HR department has scheduled sessions at various city sites for all employees and supervisors in *Discrimination and Harassment Prevention Training*. The City's EEO policy is discussed in depth with definitions, examples, EEO data and case studies presented to all attendees.

H. The HR Department analyzes and reports all employment-related activity and female/minority employment progress in the "Quarterly Employment Activity Report" to the City Manager, which is available to the City Commission and any community agency that requests it. This report helps identify areas of under- or over-utilization and other trends in female and minority representation.

External Communication

- A. All City employment advertisements carry the EEO solicitation of "EOE" (Equal Opportunity Employer).
- B. Recruiting sources are informed of our EEO policy and are encouraged to refer qualified candidates, including minority, female, Veterans, and disabled persons for open positions. Diversity web sites and sources are informed of all City postings.
- C. The organizations listed below receive the job postings of all City vacancies that will be filled externally:
 - Area churches with predominant Hispanic or African American members
 - Andrews University Employment
 - Andrews University SW MI
 - Aquinas- DMH
 - Aquinas- College
 - Blacks in Government
 - Bible Baptist Church
 - Davenport University
 - Deacon Conference
 - Debra Ehrmann Centro Multicultural La Familia
 - Delta Sigma Theta Kalamazoo Chapter
 - Douglass Community Association
 - Douglas NA- General
 - Earlene McMichael
 - Eastern Michigan University
 - Eastside Neighborhood Association
 - Edison Neighborhood Association
 - El Concilio
 - Ervin Armstrong
 - Friendship Church
 - Goodwill Industries
 - Grand Rapids Urban League
 - Grand Rapids Community College
 - Gryphon Place
 - Haven Church
 - Hope Network
 - ISAAC

- John Dillworth- Goodwill
- Kalamazoo College
- Kalamazoo County
- Kalamazoo Friends of Recreation
- Kellogg Community College
- KVCC- Director of Veteran Services
- Michigan Army Reservist
- Michigan Department of Veterans Affairs
- Michigan National Guard/Civilian Employment Liaison Center
- Michigan Organizing Project
- Michigan Rehabilitation Services Office
- Michigan State University Alumni Association
- Michigan Works Communications
- Ministry with Community
- Mother's of Hope
- Mott Community College
- Mt. Zion Baptist Church
- NAACP/Labor & Industry Committee Kalamazoo
- NAACP Battle Creek
- NAACP-SW & GR League
- New Genesis
- New Life Fellowship
- OnePlace/Kalamazoo Library (all library patrons)
- Open Doors
- Outfront Kalamazoo
- Seeding Change
- Senior Services
- Siena Heights University
- Spring Arbor University
- St. Augustine College
- St. Joseph Catholic Church
- Tabernacle Church of God and Christ
- Urban Alliance
- Vine Neighborhood Association
- Western Michigan University Multicultural Affairs Division
- YWCA
- YWCA of Kalamazoo
- D. Advertising for job vacancies is regularly placed with local newspapers and their electronic job posting sites as general notice of employment opportunities.
- E. Any publications developed and distributed by the City include articles and photos representative of the diversity of our workforce, i.e., females, minorities, disabled

persons and veterans. This also applies to media productions such as Public Safety recruitment videos.

E. The City maintains an outreach program to Minority and Women Business Enterprises within the Purchasing Division.

V. Work Force Analysis

41 CFR §60 2.1(b) (1)

The Work Force Analysis depicts the demographic composition of the City's major functional departments. Following this narrative section, worksheets present the demographic distribution of all employees by department and job title.

Approximately 77% of City employees are governed by union contracts. The current union groups are:

- AFSCME American Federation of Federal, State, County and Municipal Employees (Utility laborers, mechanics, and operators)
- KMEA Kalamazoo Municipal Employees Association (Clerical, electricians, accountants, buyers, inspectors, and technicians)
- KPSA Kalamazoo Police Supervisors Association (Public Safety sergeants, lieutenants, and captains)
- KPSOA Kalamazoo Public Safety Officers Association (Public safety officers, detectives, crime lab techs, polygraph examiner, fire marshal, evidence/investigative staff, and fleet manager)

The balance of employees, such as supervisors, professionals and confidential administrative support personnel are classified as NBU (non-bargained-for unit).

Lines of progression for most supervisory, professional, and managerial positions are generally informal and typically occur within departments due to specific skill and/or knowledge requirements. The process to promote or progress is generally found within the collective bargaining agreement.

In most cases, employees must respond to postings to be considered for higher-level positions within their respective bargaining units (if they are a union-represented employee). However, employees may be promoted or transferred between departments and may move between unions or from a non-union to union position, and vice versa. An internal posting system encourages employees at all levels, except City Commission appointees, to self-nominate for job opportunities.

Some positions within the Public Services Department have a *self-promotion* process. If an employee passes a bona fide skills test or a state certification test, the employee may self-promote to a higher level with an increase in pay and responsibility. Positions eligible for self-promotion are *Mechanics*, *Municipal Worker*, *Wastewater Operator/Maintainer*, *Water Operators and Maintainers*.

Employees who are hired or transfer to Apprentice Wastewater or Water Operator or Operator/Maintainer positions receive training at the City's expense. These employees

must take the appropriate State of Michigan certification exam as soon as they have worked the appropriate number of hours. Upon passing the State examination, they are promoted out of the Apprentice level.

Employees who are hired into the Public Services Department, Field Services Division, June 1, 2011, or later, must obtain and maintain appropriate certification to promote to Municipal Worker I.

Since 2016 the necessity for a Commercial Driver License (CDL) at the time of hire is based on the needs of the position. If a CDL is not needed at the time of hire, but required later, the City will assist in the employee obtaining the required CDL certification. Continued employment is contingent upon employees obtaining and retaining all certifications required for the position.

Many positions are advertised both internally and externally unless a labor agreement requires otherwise. Most entry level clerical positions are filled externally, due to more limited internal interest in this level of position. Once entry-level employees have gained sufficient experience and tenure, they are eligible and often bid on higher level jobs. Successful bidders are those possessing the requisite clerical/secretarial skills, and, in certain cases, the specific technical knowledge gained while working in lower-level positions.

Since 2014, the City has sponsored, paid the costs for, newly hired Public Safety Officers to attend the police academy, as well as all other training required to obtain position certifications. In addition, the PSO trainee receives a training wage and eligible benefits during the training phases. Continued employment is contingent upon employees obtaining and retaining all certifications required for the position.

Progression within Protective Services (04) is based on the individual's ability to meet initial physical and training requirements involved in completing the firefighting academy and field training program. Later advancement to promotional positions is outlined in the KPSOA and KPSA bargaining agreements. All interested, eligible members are encouraged to participate in the promotional processes as they become available.

Advancement to the Professional job group (2.1 or 2.3) from the Technician job group (3.1) often requires specific professional and technical skills, experience, and education. Often this technical expertise does not exist among lower-level personnel and outside recruitment is necessary. Even with outside recruiting efforts, there have been few qualified candidates, presenting recurring challenges to filling these professional positions, particularly with female and minority candidates.

Supervisory positions classified as *Supervisors* (1.2) are often posted externally but are also filled by promotion of individuals from within the same division due to the skills and knowledge required to manage the specific processes/operations of that area. The City will continue, through job postings, training and education programs, and ongoing on-the-job skill development, to encourage minority and female employees in the lower job classifications to prepare for progressive upgrade into the future Supervisory positions.

Placement in Officials/Managers (1.1) job group, which includes such positions as manager, director or executive, depends on factors similar to those described for Professional progression. Five positions (City Clerk, City Assessor, City Manager, City Attorney, and Internal Auditor) are also posted but are filled as appointees who serve at the pleasure of the City Commission.

Workforce Analysis as of December 31, 2022 311 Call Center

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Workforce Analysis as of December 31, 2022 City Attorney

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Workforce Analysis as of December 31, 2022 City Manager

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Workforce Analysis as of December 31, 2022 Foundation For Excellence

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| | | | Hispanic | | | c | , | %0 |
| | | | AA/Black | | | 0 | ı | %0 |
| | | | White | , | - | , | | 100% 100% |
| | | | Total | - | - | · | 1 | 300% |
| - | | ASSESSED OF THE PARTY OF THE PA | Two or more | | | 0 | ,,,,, | %0 |
| | | MONTHORNSON | Amer Hawaiian Two or Ind/ / Pacific more Total White AA/Black Hispanic Asian Alaskan Is | | | 0 | ,30 | - %0 |
| | | Service and Control of the Control o | Amer Ind/ Alaskan | | ľ | 0 | /00 | %5 |
| | Female | CALCOLOUR SHOP | Asian | | ľ | > | /00 | %50 |
| | Fe | S. C. | ack Hispanic Asian | | , | > | /00 | %50 |
| | | September of the second second | AA/Black | | | > | /00 | 20 |
| | | Marie Colores | White | | , | 0 | /00 | 000 |
| | | Section 1 | Total | 0 | , | 0 | 700 | 000 |
| | | | Total Minoritie Total White AA/Blac | 0 | • | 0 | 700 | 0/0 |
| | | | Total | - | , | | 1000/ | 2001 |
| | | British and the | Code | E | | | | |
| | | | Job Title Code | FFE Manage | | | Percentage | יייייייייייייייייייייייייייייייייייייי |

Workforce Analysis as of December 31, 2022 Community Planning & Development

| | + | | | | | | Fen | Female | | | | | | | | | | | |
|---|---------|------|---------------|--------------|-----|-------------|-------------|-----------|------------|------------|--------|-------|----------------|-------------|--------------|-----------------|-------|------------|--------|
| Job Title | Code | FFe | Minorities To | Total White | | AA/Black Hi | Hispanic As | Asian Ame | | Hawaiian/ | Two or | | 100 | SWIDS MOUSE | Ma | Male | 1 | 1 | |
| Comm Planning & Development Director | e e | | 3 | 0 | | - | - | | Alaskan Pa | Pacific Is | more | Total | White AA/Black | DECAM | Hispanic Asi | Asian Amer Ind/ | 70101 | 45.5 | Two or |
| City Planner | Ò | - | | , | | 1 | + | - | | | | - | _ | | | Zas | | Facific Is | more |
| Community Investment Admin Asst | ks-30 | - | <u> </u> | 1 | - - | + | + | - | | | | 0 | | - | - | + | | | |
| Program Finance Supervisor | , | _ | | - - | - - | + | + | - | | | | 0 | | - | + | - | 1 | 1 | |
| Building Official | E | - | t | - | - | + | + | | | | | 0 | | - | | - | 1 | | |
| Housing Development Supervisor | ts | - | | 1 | - | + | + | | | | | - | - | L | - | - | + | 1 | |
| Code Administration Manager | E | - | T | | - - | + | + | + | | | | 0 | | | | - | + | 1 | |
| Neighborhood Activator | p2 , | - | T | | | 1 | | - | 1 | | | 0 | | - | - | + | + | 1 | |
| rojects | , , | - | | ľ | - | + | - | + | | | | 0 | | | H | - | | | |
| Historic Preservation Coordinator | 10 | - | t | - - | - | + | + | + | | | | 0 | | | - | - | | 1 | |
| Shared Prosperity SPK Coordinator | D1 | _ | - | | - | + | + | 1 | | | | - | | - | | | | | |
| Community Planner | p1 | _ | | | - | + | | + | | | | 1 | - | | | | | | |
| Economic Development Supervisor | ts. | - | T | | | + | | | - | | | 1 | 1 | | - | - | | | |
| Planner I | ts | - | t | | + | + | | - | | | | - | 1 | | | | - | | |
| Compliance Specialist I | - | 2 | t | + | 6 | 1 | + | + | | | | 1 | 1 | | | | | \dagger | |
| Executive Admin Assistant | H | - | 1 | + | 1- | 1 | 1 | + | | | | 0 | | | | | | | |
| Housing Inspector II | 36 | 5 | 1 | - 6 | - | - | | + | | | | 0 | | | | | | | |
| | ks-40 | - | | 1 | + | - | | - | - | | - | က | 3 | | - | | - | | |
| ctor II | ks-32 | - | - | - | + | | + | + | | | | 0 | | | | | | + | |
| | 10 | - | - 0 | | - | - | + | + | | | | 0 | | | | | - | \dagger | |
| cer | ks-38 1 | - | $\frac{1}{1}$ | . 0 | - | + | | + | | 1 | | 0 | | | | | - | | |
| $\overline{}$ | ks-46 | - | T | | + | | | 1 | | | | - | | | | | | | |
| Building Insp Fire Suppression/Plan Rev | ks-46 | - | | 0 | + | - | | + | 1 | + | | - | | | | | | | |
| $\overline{}$ | ks-40 | _ | | 0 | - | | + | + | | + | | - | | | | | | | |
| Business Specialist | 10 | - | - | 0 | - | | 1 | + | | | | - | _ | | | | | | |
| | ks-30 | - | - | - | + | - | | + | | + | | - | | | | | | | - |
| spector III | ks-40 | _ | - | 1 | - | + | - | | | + | | 0 0 | + | 1 | - | | | | |
| | ks-44 | - | 0 | 0 | | - | | 1 | | + | | ٥, | | 1 | + | - | | | |
| oordinator | p2 1 | 1 | 0 | - | - | | - | - | | + | 1 | - | | + | + | | | - | |
| Code Compliance Inspector I | ks-32 1 | 1 | - | 0 | | | - | - | | | | | | 1 | + | | | | |
| Sr Electrical Inspector/Plan Review | ks-46 | 1 | 0 | 0 | | | | 1 | + | + | | - - | - | 1 | + | | | | |
| Accts/Rental Registration Coord | ks-30 | 1 | 0 | - | 1 | | | + | - | - | | - | | 1 | + | - | | | |
| Community Investment Secretary | ks-24 | 1 | 0 | 0 | | | - | - | | + | | > \ | | + | + | | | | |
| Community Development Secretary | ks-30 | + | 0 | - | | | | + | | + | | - 0 | | + | - | | | | |
| Code Admin Records Clerk/Cashier | ks-20 | 2 | 0 | 2 | 2 | | | + | | | 1 | | 1 | + | + | | | | |
| Doronto | 4 | 41 | П | | | 4 | - | 0 | 0 | 0 | , | + | 13 | - | - | 1 | | , | |
| reicemages | 10 | 100% | 29% 54 | 54% 39% | 9 | 10% | 2% | | 1 | 700 | /00 | - 10 | 1 | + | 1 | 1 | 1 | 0 | - |
| | | | | | | | 000 | | | 0.0 | | 46% 3 | 32% 10% | % 2% | %0 % | %0 % | | %0 | 2% |

Workforce Analysis as of December 31, 2022 Human Resources

| | | | | | | | | Female | | | | | | | | OleM | | | |
|--|---------------------------|-------|-------|-----------------|------------------|-------------------------------|------------------------|--------|----------------------|--------------------|--------|-------|-------|-------------------------------|----------|------------------|---------------------|------------|--------|
| | The state of the state of | Total | Total | SCHOOL SEC. 18. | The state of the | Change Connect | NAME OF TAXABLE PARTY. | | | | 1 | | | | | Male | | | |
| Job Title | Code | EEs | Σ | Total | White | White AA/Black Hispanic Asian | Hispanic | HES. | Amer Ind/ Alaskan | Alaskan Pacific Is | Two or | Total | White | White AA/Black Hispanic Asian | Hispanic | Asian | Amer Ind/ Hawaiian/ | Hawaiian/ | Two or |
| Human Resources/Labor Relations Director | Ф | - | 0 | - | - | | | | | | | c | | | | Name of the last | Alaskan | Pacific Is | more |
| Employee Health Services Manager | E | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| Human Resources Business Partner | P | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| Retirement Services Manager | E | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| Talent Acquisition Manager | E | - | _ | - | | - | | | | | | c | | | | | | | |
| Human Resources Assistant | a1n | - | - | - | | | - | | | | | 0 | | | | T | | | |
| Human Resources Coordinator | p1 | - | - | - | | - | | | | | | 0 | | | | T | | | |
| Securty Associate | a2n | 1 | - | 0 | | | | | | | | - | | | | | | | |
| | | 8 | 1 | 7 | 4 | 2 | 1 | 0 | 0 | 0 | 0 | - | 0 | - | 0 | 0 | 0 | 0 | 0 |
| Percentages | | 100% | 20% | 88% | %09 | 25% | 13% | %0 | %0 | %0 | %0 | 13% | %0 | 13% | %0 | %0 | %0 | %0 | %0 |

Workforce Analysis as of December 31, 2022 Information Technology

| | | | | | | Comple | | | | | | | | | | | |
|--------------------------------------|-------------|------------|--------------------|----------|----------------|---------|---------------------|------------|--------|-------|-------|--------------|--|-------|-----------|------------|--------|
| lob Title | Total Total | The second | PERSONAL PROPERTY. | | - | elliale | | | | | | | | Malo | | | |
| Son Title Code | 2 | Total | White | AA/Black | Hispanic Asian | Asian | Amer Ind/ Hawaiian/ | Hawaiian/ | Two or | 350 | | | Property and the party and the | | - 1 | | |
| Chief Information Officer e | 1 | | | | | | Alaskan | Pacific Is | more | lotal | White | AA/Black H | Hispanic | Asian | Amer Ind/ | Hawaiian/ | Two or |
| Deputy Chief Information Officer d | , | | | | | | | | | - | - | | | | MINSKAII | Pacific Is | more |
| | | | | | | | | | | | | 1 | 1 | 1 | | | |
| Doto Monogo | - | 0 | | | | | | | | + | - | | | | | | |
| Data Mariager m | 1 | - | - | | | | | | | - | - | | | | | | |
| Sr Systems Analyst - Proj Mgr p2 | - | F | , | | | | | | | 0 | | | | | | | |
| Sr Systems Analyst Level 2 p2 | 0 | - - | - | | | 1 | | | | 0 | | | | | | | |
| | 1 - | | | | | | | | | 2 | 2 | | | ł | | | |
| Server Administrator p2 | | 7 | , | | | 1 | | | | - | - | | | + | | | |
| | | - - | - | | | 1 | | | | 0 | | | | + | | | |
| | | | | | | 1 | | | | 1 | - | | | - | | | |
| Service Desk Analyst p1 | 2 1 | - T | - | | | † | | | | - | - | | | | | | |
| | 13 1 | 4 | | c | c | - | 0 | | | - | | _ | | | | | |
| Percentages | 100% 8% | 6 | 240/ |) (0 | 0 8 | 0 3 | 0 | 0 | 0 | 6 | 8 | - | 0 | 0 | С | c | C |
| | | | | 0,0 | 0% | %0 | %0 | %0 | %0 | %69 | 62% | 8% | %0 | %0 | %0 | 700 | 000 |
| | | | | | | | | | | | | | | | 0,0 | ~~ | 000 |

Workforce Analysis as of December 31, 2022 Internal Auditor

| | | | Ľ | | | | | | | | | | | | | | | | |
|------------------|------|-------|-----------|-----------------|-----------------|--|----------------------------|--|---------|--------------------|--------|--|-----------------|---------|-------------------------------------|------|----------|---------------------|--------|
| | | | | | | | 4 | Female | | | | | | | | Mala | | | |
| | | Total | Total | THE RESERVED IN | School Services | TO CONTRACTOR OF THE PARTY OF T | The Control of the Control | | | | | | | | - | Male | | | |
| Job Title | Code | EEs M | inorities | Total | White / | AA/Black I | Hispanic Asian | Asian | | Alaskan Dacific to | Two or | Total | White | A/Black | Total White AA/Black Hispanic Asian | | mer Ind/ | Amer Ind/ Hawaiian/ | Two or |
| Internal Auditor | 22 | 7 | | , | , | | | No. of Concession, Name of Street, or other party of the Concession, Name of Street, or other pa | Innonic | ם מכווור ום | | CATALOGUE AND AND ADDRESS OF THE PARTY AND ADD | The supposed in | | | | Alaskan | Alaskan Pacific Is | more |
| TOTAL PROPERTY | ρ¢ | - | > | - | - | | | | | | | c | _ C | | | | | | |
| | | - | , | 1 | 1 | | | | | | | , | , | | | | | | |
| | | _ | _ | _ | _ | 0 | _ | <u> </u> | C | _ | | | - | - | | | · | | |
| Darrantage | 1 | /000 | /00 | ,000, | 1000 | | , | , | , | , | | 0 | 0 | > | > | _ | _ | 0 | 0 |
| i elcellages | | %00 | %0 | 100% | 100% | %0 | %0 | % | %0 | %0 | %0 | %0 | %0 | %0 | %0 | %0 | %0 | %0 | 700 |
| | | | | | | | | | | | | | | | 212 | 2 | 2 | 200 | 20 |

Workforce Analysis as of December 31, 2022 Management Services (Assessor, Accounting, Budgeting, Finance, Purchasing, Treasurer)

| | | | | | | | | Female | | | | | | | | | | | |
|--|-------|-------|------------|-----|-------|----------|--------------------------|--------|-----------|------------|--------|-------|--------|---------|----------|--------|-----------|------------|---------|
| Job Title | Code | Total | Total | , | | | Management of the second | | 18 | | | | | | | Male | | | |
| | 3 | EEs 1 | Minorities | ota | White | AA/Black | Hispanic | Asian | Amer Ind/ | Hawaiian/ | Two or | Total | Mihito | | | | Amer Ind/ | Lanitaria | |
| \neg | е | - | 0 | 0 | | | | | Alaskan | Pacific Is | more | | | AMBIACK | Hispanic | Asian | Alaskan | Pacific le | I WO OF |
| Dep UIF Mgmt Serv/Purchasing Agent c | p | - | 0 | , | - | | | | | | | - | - | | | | | - 4611613 | alou |
| Budget & Accounting Division Manager m | E | - | 0 | - | | | | | | | | 0 | | | | | | | |
| Budget Manager | Ε | - | 0 | | - | | | | | | | 0 | | | | | | | |
| lager | E | - | | | 1 | | | | | | | 0 | | | | | | | |
| ng Specialist | p2 | - | | | 1 | | | | | | | 0 | | | | | | | |
| | ks-46 | 2 | 0 | - 0 | - 6 | | | | | | | 0 | | | | \mid | | | |
| nt | ks-40 | - | 0 | 10 | 1 | | | | | | | 0 | | | | | | | |
| | E | - | 0 | , | - | | | | | | | 1 | 1 | | | | | | |
| | 10 | - | | - | - | | | | | | | 0 | | | | | | | |
| | ks-28 | 3 | | - ~ | - 0 | | | | | | | 0 | | | | | | | |
| | ks-32 | - | , | 7 | , | - | | | | | | 0 | | | | | | | |
| nator | a1n | - | . | - | + | - | | | | | | 0 | | | | | | | |
| asing Division Manager | E | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| | ks-40 | - | 0 | | - | | | | | | | 0 | | | | | | | |
| | ks-36 | 2 | 2 | , | | | , | , | | | | - | 1 | | | | | | |
| | E | - | 0 | - | - | | - | - | | | | 0 | | | | | | | |
| | p2 | - | 0 | | | | | | | | | 0 | | | | | | | |
| st | ks-40 | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| it | ks-34 | - | 0 | | - | | | | | | | 0 | | | | | | | |
| = | ks-34 | - | - | - | 1 | - | | | | | | 0 | | | | _ | | | |
| Treasury Services Associate I | ks-18 | 3 | 2 | က | - | - | - | | | | | 0 | | | | | | | |
| | | 28 | 9 | 25 | 19 | 3 | 2 | - | c | c | c | ، د | , | , | | | | | |
| rercentages | (Man | 100% | 21% | %68 | %89 | 11% | %2 | 707 | 700 | 0 00 | 0 3 | 2 | 2) | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | 2 | 0/1 | 9/0 | 0.0 | %0 | 11% | 11% | %0 | %0 | %0 | %0 | %0 | %0 |

Workforce Analysis as of December 31, 2022 Parks & Recreation

| | | | , | | | | | Female | | | | L | | | | Molo | | | |
|------------------------------------|-------|-------|------------|-------|-------|----------|----------|--------|-----------|------------|--------|------|-------|----------|----------|-------|-----------|-------------|--------|
| Job Title | Code | Total | Total | Total | White | AA/Black | Hispanic | Asian | Amer Ind/ | Hawaiian/ | Two or | 1 | 17900 | _ | | 7.00 | Amer Ind/ | Hawaiian/ | Two or |
| | | EES | Minorities | _ | | | 2000 | | Alaskan | Pacific Is | more | Гота | WIITE | AAVBIACK | Hispanic | Asian | Alaskan | Parific le | 0000 |
| Parks & Recreation Director | Ф | - | 0 | 0 | | | | | | | | - | - | | | | inucouc. | 2 2 2 2 2 2 | alou |
| Deputy Director Parks & Recreation | р | - | 0 | 0 | | | | | | | | - | | | | | | | |
| Recreation Manager | Æ | - | 0 | 0 | | | | | | | | | - | | | | | | |
| Parks Supervisor | ts | - | - | 0 | | | | | | | | - | | - | | | | | |
| Support Services Supervisor | p1 | - | 0 | - | - | | | | | | | | | | | | | | |
| Special Events Coordinator | ks-28 | 2 | _ | 2 | - | - | | | | | | c | | | | | | | |
| Youth Development Coord | ks-28 | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| P & R Coordinator II | ks-32 | - | 0 | 0 | | | | | | | | , | - | | | | | | |
| Lead Field & Parks Maintenance Op | ah-30 | - | 0 | 0 | | | | | | | | - | - | | | | | | |
| Parks Coordinator | ah-30 | 5 | - | 2 | 2 | | | | | | | ۳. | - ~ | | - | | | 1 | |
| Youth Program Advocate | s | - | - | 0 | | | | | | | | - | | - | | İ | | | |
| P&R Bldge & Grounds Tech | ah-40 | - | 0 | 0 | | | | | | | | - | - | | | | | | |
| Lanscape Coordinator | p2 | 1 | 0 | 0 | | | | | | | | - | , | | | | | | |
| | | 18 | 4 | 9 | 2 | - | 0 | 0 | 0 | 0 | 0 | 12 | 6 | 2 | - | 0 | 0 | 0 | 0 |
| Percentages | | 100% | 22% | 33% | 28% | %9 | %0 | %0 | %0 | %0 | %0 | %29 | 20% | 11% | %9 | %0 | %0 | %0 | %0 |
| | | | | | | | | | | | | | | | | | | | |

Workforce Analysis as of December 31, 2022 Public Safety

| Job Title Public Safety Chief Deputy Chief | Code | 1000 | | | | | | | | | • | | | | | | | | |
|--|---------|------|------------|--------|---------|----------|----------|---------|-----------|------------|-------|----------------------------|-------------|--|----------|--|-----------|------------|--------|
| Public Safety Chief Deputy Chief | | E C | Total | Total | White | AA/Black | Hismanic | A seize | Amer Ind/ | Hawailan/ | Twoor | ST THE THE PERSON NAMED IN | SA STATE OF | NATION AND DESCRIPTIONS OF THE PERSONS AND | | Male | | | |
| Deputy Chief | e2 | 1 | MINORITIES | c | (0.0 | - | _ | | | Pacific Is | more | Total | White / | AA/Black | Hispanic | Asian | Amer Ind/ | Hawaiian/ | Two or |
| | e2 | - | - c | | | | | | | | | - | | , | | SELECTION OF SELEC | Alaskan | Pacific Is | more |
| Assistant Chief | ø | | , | | 1 | | | 1 | | | | - | - | - | | | | | |
| Captain | m2-12 | 5 | , | 7 | 1 | | | | | | | က | 2 | - | | | | | |
| Executive Lieutenant | m2-93 | 2 | 1 | - | - | | | 1 | | | | 4 | 2 | - | , | | | | |
| Lieutenant | m2-91 | 80 | - - | | 1 | | | | | | | 2 | 4 | | - | | , | | |
| Fire Lieutenant 56 HR | m2-90 | 6 | | | | 1 | | + | | | | 80 | 8 | | | | - | | |
| Sergeant | m2-81 | 34 | 9 | | · | 1 | | | | | | 3 | 3 | | | | | | |
| Fire Marshal | p5-73 | 0 |) - | , | , | - | | - | | | | 30 | 25 | 2 | 6 | | | | - |
| Deputy Fire Marshal | 00-02 | " | - | | | | | | | | | 2 | - | | , | | , | | - |
| Crime Lab Specialist II | p5-72 | , - | - | | | | | | | | | က | 2 | , | | | - | | |
| Lab Specialist | n5-72 | - | | | | | | | | | | ,- | - | - | | | | | |
| Polygraph Examiner | n5-72 | - | | | | | | | | | | - | - | | | + | | | |
| Lab Technician | 05-06 | , | | , | | | | | | | | - | - | | | 1 | | | |
| Crime Prevention Officer | 02-42 | 7 | | - | - | | | | | | | | , | | | | | | |
| Detective | 25-72 | - ; | | | | | | | | | | 1 - | 1 | | | | | | |
| Public Safety Officer II 42 Lin | 19-60 | = | 2 | 2 | - | - | | | | | | - | - ; | | | | | | |
| Public Cafet, Off II 42 HR | p2-42 | 103 | 18 | 27 | 24 | 2 | - | | | | | 2 | | - | 2 | - | | | |
| Police Officer II 56 HR | po-02 | 34 | 8 | 8 | 3 | | | + | | | | 9 | 61 | 4 | 7 | - | | | 4 |
| Police Officer I | po-03 | 4 | - | - | - | | | + | | | | 31 | 28 | 3 | | | | | |
| Police Officer II | po-04 | 2 | - | 0 | 1 | | | + | | | | 3 | 2 | 1 | | | | | |
| Public Safety Officer I | po-31 | 2 | - | - | T | | , | + | | | | 2 | 1 | - | | | | | |
| PSO Recruit | po-03 | - | 0 | | | | - | | | | | 4 | 4 | | | | | | |
| CSO Evidence Quartermaster | 80-od | 8 | 0 | , | 0 | | | + | | | | 1 | 1 | | | | | | |
| CSO Investigative Aide-CID | 80-od | - | 0 | - | 1- | | 1 | 1 | | | | - | 1 | | | | | | |
| CSO Investigative Aide-Service | 80-od | - | 0 | | | | | + | | | | 0 | | | | | | | |
| CSO Service/Fleet | 80-od | - | 0 | , - | - | | | + | | | | 1 | 1 | | | | | | |
| Strategic Ops & Intelligence Analyst | p1 | က | 0 | - | - | | 1 | | | | | 0 | | | | H | | | |
| KVET Operations Coordinator | p1 | - | 0 | - | - | | | + | | | | 2 | 2 | | | | | | |
| Executive Secretary | p2 | - | 0 | - | - | | | | 1 | | | 0 | | | | | | | |
| Community Collaborator | p1 | - | - | - | 1 | 7 | 1 | + | | | | 0 | | | | | | | |
| Business Specialist | ks-40 | - | - | - | | | | 1 | | | | 0 | | | | | | | |
| Accts Coord/Secretary | ks-28 | 2 | 0 | - | - | - | | 1 | | | | 0 | | | | | | | |
| CID Division Secretary | ks-28 | 2 | C | , | , | 1 | | 1 | | | | - | 1 | | | | | | |
| Operations Division Secretary | ks-28 | - | 0 | 1- | 1 - | | 1 | | | | | 0 | | | | | | | |
| Public Safety Records Coord | ks-28 | 4 | 0 | | - ~ | | 1 | 1 | | | | 0 | | | | | | | |
| Public Safety Records Clerk/Data Entry | / ks-20 | 2 | 0 | , | , , | | | 1 | | | | - | 1 | | | | | | |
| Emergency Prep & Response Mgr | E | - | 0 | - | 1 - | | 1 | 1 | | | | 0 | | | | | | | |
| Public Safety Teleserve | p2-42 | - | 0 | - | - | | | + | | | | 0 | | | | | | | |
| Parking Enforcement Attendant PT | ks-22 | 4 | 2 | | - 0 | + | | | | | | 0 | | | | | | | |
| Social Service Coord/Victim Adv. | p1 | - | 0 | , - | 1 | - | | + | | | | - | | | 1 | | | | |
| ć | | 269 | 46 | 64 | 55 | 7 | c | c | | | | 0 | | | | | | | |
| Percentages | | 100% | 1 | 13 | 70 / 00 | 7000 | _ | | | 0 | 0 | | 168 | 16 | 13 | - | 2 | c | ď |
| | - | 2/22 | | 40.070 | ZU.470 | 7.6% | 0.7% | %0.0 | %0.0 | %0.0 | 30 | 76.2% | 62 5% | 2 00% | | 707 0 | 702.0 | | 9 |

Workforce Analysis as of December 31, 2022 Public Services (Engineering Division)

| | | | | | | | Ĺ | Female | | | | | | | 2 | Malo | | | |
|------------------------------------|-------------|-------|------------|----------------|-----------------------------|-------------------------|----------|--------|--|-----------|--------|-------|---------|------------|------------|-----------|---------|------------|--------|
| | THE SECTION | Total | Total | 0.000 CASASSAN | A DESCRIPTION OF THE PERSON | A CHARLES AND PROPERTY. | | | The state of the s | | | | | | - | laic | | | |
| Job Title | Code | | Minorities | Total | White | AA/Black | Hispanic | Asian | Alaskan | Hawaiian/ | Two or | Total | White / | AA/Black I | Hispanic | Asian | | Hawaiian/ | Two or |
| Assistant City Engineer-Water | Ε | 2 | 0 | - | - | | | | | 2 | | , | - | | | | Alaskan | Pacific Is | more |
| Assistant City Engineer-Wastewater | E | - | 0 | c | | | | | | | Ī | - | - | | | | | | |
| Traffic Engineer | Ε | - | 0 | 0 | | | | 1 | | | | - | - | | | † | | | |
| Engineering Associate | p1n | 2 | 0 | 0 | | | | | | | Ī | - 0 | - | | | 1 | | | |
| Senior Civil Engineer | p2 | က | 0 | - | - | | | | | | | 10 | 10 | | | | | | |
| Senior Civil Engineer | p1 | - | 0 | 0 | | | | | | | | 1 - | 1 | | \uparrow | | | 1 | |
| Senior Civil Engineer | ts | 2 | - | 0 | | | | | | | | - ~ | - | | | - | | | |
| Records & Asset Mgr | p2 | - | 0 | - | - | | | | | | | 10 | | | | t | | | |
| Right of Way Coordinator | p1n | - | 0 | 0 | | | | | | | | , - | - | | | | | | |
| Traffic Signal Technician | ks-44 | 2 | 0 | 0 | | | | | | | | | - 0 | | | \dagger | | | |
| Lead Drafter | ks-36 | - | 0 | 0 | | | | | | | | 1 - | 1 | | | \dagger | | | |
| Engineering Technician I-Utility | ks-32 | က | 0 | 0 | | | | | | | | . 67 | - 60 | | | t | | | Ī |
| Engineering Technician I-Utility | p2 | - | 0 | 0 | | | | | | | | x- | , - | | | t | | | |
| Engineering Technician | ks-32 | - | 0 | 0 | | | | | | | | - | - | \dagger | | 1 | | | |
| 0 | | 22 | 1 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 19 | 18 | 0 | 0 | - | 0 | 6 | C |
| Percentages | | 100% | 2% | 14% | 14% | %0 | %0 | %0 | %0 | %0 | %0 | %98 | 82% | %0 | %0 | 2% | %0 | %0 | %0 |
| | | | | | | | | | | | | | | | | | | - | |

Workforce Analysis as of December 31, 2022 Public Services - Admin/Service& Finance/Equip/Field/Forestry/Pub Wrks

| | STATE | 100 | | | | | Fel | Female | | | | | | | | olo.M | | | |
|--------------------------------------|---|--------------------------------------|------------|--------------|---|--|---|--|-----------|--|--------------|--|--------------------|---------------------|-----------|---------------|---|--|----------------|
| Job Title | Code | FFe | Minorities | Total | White | AA/Black | Hispanic | Acian | Amer Ind/ | Hawailan/ | Twoor | The second second | Washington Company | | N CHOCKED | - | | | |
| Administration | | CES | MINORITIES | | | | _ | Asian | Alaskan | Pacific Is | more | Total | White | AA/Black | Hispanic | Asian | Amer Ind/ | Hawaiian/ | Two or |
| Public Services Director | 60 | - | c | | | | | | | | | | | | - | | Alaskan | Pacific Is | more |
| Public Serv Deputy Director | 9 | - | > | 0 4 | | - | | | | | | - | - | | | | | | |
| Assistant Director | , 2 | - 6 | - | - | | - | | | | | | 0 | + | | T | | | | |
| Admin Support Manager | 2 | 1 - | | > ~ | , | | | | | | | 2 | 2 | | | | | | |
| Support Services Division Manager | Ε | - | - | | - | 1 | | | | | | 0 | | | | | | | |
| Water Distribution Manager | Ε | - | - | - | | | | 1 | | | | 0 | | | | l | | 1 | |
| Safety Manager | 20 | - | - | | | | | | | | | - | | - | | | | | |
| Safety Coordinator | 2 0. | - | | > \ | , | | | 1 | | | | - | - | | Ī | ł | | 1 | |
| Cemetery & Public Services Coord | kc-26 | - | | | - | | | | | | | 0 | - | | | 1 | | | |
| Payroll/Accounts Coordinator | No 28 | - | | - . | - | | | | | | | 0 | | | | 1 | | | |
| Utility Billing Supervisor | N3-50 | | | - | - | | | | | | | 0 | | | | 1 | | | |
| Utility Billing Coordinator | 0 0 | - | 0 | - | - | | | | | | | 0 | | | 1 | 1 | | | |
| Utility Services Coordinator | KS-20 | 7 | 0 | - | - | | | | | | | 7 | + | 1 | | 1 | | | |
| Sepior Systoms Application | KS-28 | - | 1 | 0 | | | | | | | | - | - | 1 | 1 | | | | |
| Public Modern Principal | D2 | - | 0 | 0 | | | | | | | Î | - | | | | | | | |
| rubilic works Division Secretary | ks-26 | - | 0 | - | - | | | \dagger | | 1 | | - | - | | | | | | |
| Public Services Coordinator | ks-24 | - | 0 | - | - | | | | | | | 5 | 1 | | | | | | |
| Stores/Procurement Coordinator | ks-28 | 2 | 0 | - | - | | | 1 | | | | 0 | | | | | | | |
| Fleet Services | | | | RESIDENCE OF | Spiratolic State | STREET, STREET | CONTROL STATE | 100 | | | | 1 | 1 | | | | | | |
| Fleet Manager | 20 | - | c | c | | | | | | SALES CONTRACTOR OF | | | | | | | | The state of the s | SALES SERVICES |
| Fleet Supervisor | 1 5 | | | | | | | | | | | - | - | | | | A SECULIAR DESCRIPTION OF THE PERSON OF THE | | |
| Lead Master Mechanic | 10 40 | - , | ٥ | 5 | | | | | | | | - | - | 1 | | | | 1 | |
| Vehicle Mechanic | an-42 | - | 0 | 0 | | | | | | | | | - | 1 | | + | | | |
| Votiols Machanic I | ah-26 | 2 | 0 | 1 | 1 | | | | | | | - | - | | | 1 | | | |
| Venicle Mechanic III | ah-40 | - | 0 | 0 | | | | \dagger | | | Ī | - | - | | | | | | |
| Vehicle Mechanic I | ah-45 | - | 0 | 0 | | | | 1 | | | | | - | | | | | | |
| Vehicle Mechanic II | ah-40 | - | 0 | c | | | 1 | 1 | | 1 | | - | - | | | _ | | | |
| Street & Sidewalks Crews | | | | , | (U.S. roce) (V.S. S. | NAME AND ADDRESS OF THE PERSON | a continue | The state of the s | | | | - | 1 | | | | | | |
| Public Serv Sprvsr | LS. | 0 | - | c | | | | | | | | | | | | | STATE OF STREET | | Specification |
| Municipal Worker IV | ah-42 | | | 0 | | | | | | | | 2 | 1 | - | | | | | |
| Municipal Worker III | 3h 38 | | | | | | | 1 | | | | 2 | 2 | | | T | | | |
| Municipal Worker Apprentice | ah-74 | - | 9 0 | | | | | 1 | | | | - | - | | | | | | |
| Municipal Worker Apprentice | 3h-36 | T | , | | | | | 1 | | | | 4 | 1 | | 3 | | | | |
| Municipal Worker III | ah-42 | | - - | | | | | 1 | | | | 2 | - | - | | \mid | | | |
| Municipal Worker II | 2h-35 | - | 7 | | | | | 1 | | | | 1 | _ | | | | | | |
| Municipal Worker II | ah-38 | | - | | | | | 1 | | | | 1 | | | - | | | | |
| Municipal Worker II | ah-36 | . ~ | - | | | | | | | | | 5 | 4 | - | | | | | |
| Municipal Worker I | ah-30 | | - | 0 | | | | 1 | | | | 3 | 2 | | - | | | | |
| Water Mains & Distribution | | PLEASE SERVICE | | | | | | | | | | 1 | | - | | | | | |
| Lead Maint Mechanic | ah-38 | - | C | - | - | | | | | | | | | THE PERSON NAMED IN | | To Assert Ser | | | Sales Sales |
| Public Services Supervisor | r. | 4 | | - | - | | | 1 | | | | 0 | | | | | | | |
| Public Serv Dispatcher | U | - | 7 | | | | 1 | 1 | | | | 4 | 4 | | | | | | |
| Municipal Worker III | ah-38 | - | - | | T | | | 1 | | | | 1 | | - | | | | | Ī |
| Municipal Worker II | 20 40 | - | | , | 1 | | | | | | | 1 | 1 | | | | | | |
| Municipal Worker Apprentice | ah-20 | | 2 | - 0 | - | | | 1 | | | | 0 | | | | | | | |
| Municipal Worker Apprentice | ah-30 | . 6 | 0 | 0 | | 1 | 1 | \dagger | | | | - | | - | | T | | | |
| Municipal Worker Apprentice | П | 19 | 9 | , | | Ī | | \dagger | | 1 | | 8 | 3 | | | | | | |
| Water Supply | 糖 | Name and Address of the Owner, where | | | | | S SCHOOL STATE | 201 (Discoving) | | The second secon | | 18 | 12 | 3 | 2 | | | | - |
| Water Operator/Maintainer Apprentice | ah-36 | - | 0 | - | - | | STATE STATE STATE OF THE PARTY | N CONTRACT OF | | | Section 1980 | STATE OF THE PARTY | | | | | | 2000年の日本日本 | |
| | ı | | | | - | | | - | | _ | | 0 | | _ | | | | | |

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| , | > | , | - | 0 | | > | | > | c | , | 0 | | > | | 0 |
| , | - | - | - | _ | , | | 7 | - | 1 | | - | c | 7 | , | † |
| | n | n1n | Т | Sn | 22 | 70 | 24 28 | CIID | ah-42 | | ah-34 | 24 20 | | NC 4c | |
| Water Operations Supopular | vaice operations ounce visor | Public Sevices Coordinator Supervisor | | Water Ops Maintenance Supervisor | Water One Maintenance Supervisor | The same section of the same | Water Well Driller II | | Water Operator/Maintainer | MAIN Maintenant T1. | well Maintenance Lech | Annrentice Water Onerstor Maintainer | ייייים יייים ליייים לאיייים אומווומווופו | Water Operator/Maintainer Apprentice | ייייי בייייייייייייייייייייייייייייייי |

| | | Two or | more | | | | | | , | _ |
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| | Male | STRIBLE | | | | | | | c | , |
| | | Hispanic | | | | | | | 7 | - |
| | | AA/Black Hispanic Asian | | | - | - | - | | 14 | 1 |
| | | White / | | - | | | 3 | - | 64 | ,,,,,, |
| | | Total | | - | 1 | 1 | 4 | 1 | 98 | /000 |
| | | more | | | | | | | 0 | /00 |
| | Jacillan | Pacific Is | の記録を | | | | | - | | %0 |
| | Amer Ind/ Hausiland | Alaskan Pa | | + | | + | + | + | + | % |
| ٥ | 19790 | F15525 | | 1 | \downarrow | 1 | - | 1 | | |
| Female | | Accident Hispanic Asian | | + | 1 | | + | - | 16, | % |
| | June 1115 | ack risk | | + | + | - | 1 | 1 | 2000 | |
| | 1676 | 850 - OF | | + | - | - | 1 | \downarrow | 700 7 | 200000 |
| | al White | _ | | | | | | 14 | , | |
| Ц | Total | | | 0 | 0 | 10 | 0 | 17 | ,17% | |
| | 1.346 | Minorities | 0 | - | - | - | 0 | 25 | % 54% | |
| ŀ | Code lotal | LES | - | ah-24 1 | ah-30 1 | -30 4 | ah-38 1 | 103 | 100% | |
| | ၓ | | sn | a | ah | ah-30 | ä | | | |
| Public Services (continued) | Job Title | 7 | diesity Supervisor | Inflicipal Worker Apprentice | unicipal worker | unicipal Worker Apprentice | pai worker III | | lages | |
| Public | | Forestry | N. P. P. P. | Municipal | Municipal | Municipal | Iviuiicipai V | Dorog | Leiceillages | |

Workforce Analysis as of December 31, 2022 Public Services - Wastewater/Maint/Env Serv/Water/WW

| | | | | | | 1 | Female | | | | | | | | | | |
|--|---------|----------------|--|--|--------------------------|------------------------|---|--|---|--|-----------------------|---|--|--|-----------------------------|--|-------------|
| Job Title | Code | Spiles | tal | White | AACRISCL | Hienanic | | Amer Ind/ Ha | Hawaiian/ | | | | | Ma | ə | | |
| | | EES Minorities | 200 | 355B) | | | | Alaskan Pa | Pacific Is I wo | o or more | Total | White AA/Black | ck Hispanic | c Asian | Alaskan | Pacific Is | Two or more |
| Wastewater Division | | | が 日本 | | | | | | | | | | | | | | |
| Wastewater Division Manager | P | 0 | 0 | | | | | | | | - | | ALCO CASCASSIST | | | | |
| Wastewater Senior Operations Supervisor | p2 1 | 0 | | | | | - | | - | T | + | | 1 | | | | |
| Public Services Supervisor WW | sn 2 | 0 | 0 | | | | | | - | | - | - 0 | | | | | |
| Collections & Plant Maint Manager | p2 1 | 0 | 0 | | | | | | | T | + | | | | | | |
| City-wide Maintenance | | THE RESIDENCE | | | | | | | | | STATE OF THE PERSON | | State Philipsepp | S STATE OF THE STA | Section Section and Section | State of the state | |
| Citywide Maintenance Manager | p2 1 | 0 | | | | | | | | | , | | | | | | |
| nanic | ah-42 4 | 0 | 0 | | | | | | | | 4 | | - | | | | |
| Environmental Services | | | | SEPREMENTAL STATES | Section of the second | | | San | Completion advanced | W. Stronger | 100 | The second second | SCHOOL SECTION | A ALIENTERS CONTROL OF | | THE REAL PROPERTY AND ADDRESS OF THE PARTY AND | |
| Environmental Programs Manager | m 2 | | 2 | 2 | | | | | | The state of the s | 0 | Storett Books at the | | The State of the S | | | |
| Environmental Compliance Supervisor | p2 1 | | | | | | | | | | , | | | | | | |
| Environmental Laboratory Supervisor | ts 1 | 0 | L | | | | | | | | - , | | - | | | | |
| Lab Sampling Supervisor | p1 | 0 | | | | | - | | | Ī | | | | | | | |
| | ks-38 3 | | <u> </u> | , | | | | - | | | - 6 | | - | | | | |
| II II | ks-32 6 | 0 | 2 | 2 | | | | | | | 7 7 | | | | | | |
| list | 10 | 0 | L | | | | | | | Ī | + | | | | | | |
| | ks-30 | 0 | c | | | | | | | 1 |) | | | | | | |
| Management of the Control of the Con | | | 86.08 | 1000 M 1000 M 1000 M | The street to the street | SCOUNTS CARROLL COLORS | CONTRACTOR INCOME. | WED STREET, ST | 100000000000000000000000000000000000000 | A CONTRACTOR OF THE PERSON OF | | | | | | | |
| | ks-44 4 | | 0 | | | | | | | | | | The state of the s | | | | |
| Process Control Engineering Supervisor | ts 1 | 0 | | | | | | - | | | + | | - | | | | |
| | ks-36 1 | C | Ī | | | | - | | 1 | 1 | - , | | | | | | |
| Instrumentation Records Specialist | ks-32 1 | | T | | | | - | | + | | | | | | | | |
| | ks-46 1 | | 1 | | | | + | | | | - | | | | | | |
| | ke-44 2 | + | | | 1 | | 1 | | | | - | | | | | | |
| ections | 100 | SCHOOL SECTION | | SERVICE SERVICES | BOTHER CONTRACTOR | Separated Survey | 100000000000000000000000000000000000000 | CONTRACTOR | | | 2 | | 1 | | | | |
| Municipal Worker IV | ah-42 | | c | Charles Control of the Control of th | | | | | CONTRACTOR INVESTOR | | CONCRETE THE PARTY OF | Marie desposition | AND STANFORMS | | SABJUST WELL STATES | · · · · · · · · · · · · · · · · · · · | |
| Municipal Worker III | ah-38 | - | T | | | | + | | | | | | | | | | |
| | ah-38 1 | - | | | | | + | | | | - | - | | | | | |
| Apprentice | ah-24 1 | - 0 | + | | | + | | | | | - - | - | | | | | |
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| | | - | <u> </u> | | , | | 1 | | - | | 3 | | | | | | |
| porentice | ah-38 | - - | T | | - | | - | | 1 | | 0 | | | | | | |
| | ah-42 | 0 | t | | | | + | | | 1 | + | | | | | | |
| tenance | | | | SAGERICA IN | No. of Control of | Walter Street | THE REPORT OF THE PARTY OF THE | | Checked in the same | or or other | Total de la constant | 000000000000000000000000000000000000000 | | | | | |
| Treatment Operations Supervisor | Sn 8 | 0 | - | - | STORY COLUMN | | | | District of the last | | , | | | | | | |
| Plant Maintenance Supervisor | H | L | 0 | | | + | | | 1 | | + | - | | | | | |
| ner II - Operations | 4 | L | <u> </u> | | | + | | | 1 | | + | 1 | | | | | |
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| | ah-36 2 | 0 | 0 | | | | | | | l | - 0 | | | | | | |
| perations | ah-38 1 | 0 | 0 | | | | | | 1 | | 7 4 | | | | | | |
| | ah-36 1 | 0 | | | | | - | + | - | 1 | + | - | 1 | | | | |
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| m | ah-30 1 | 0 | | | | + | + | | | + | - - | + | 1 | 1 | | | |
| П | | Н | | | | | | + | 1 | t | - 6 | + | | | | 1 | |
| Aaintenace | ah-24 5 | - | - | - | | | | | | | + | - | | | | | |
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| | | Н | | | H | \parallel | + | + | 1 | t | | 1 | 1 | 1 | | | |
| | 84 | 6 | H | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 75 68 | ري د | 0 | c | c | | |
| Percentages | 100% | 11% | 11% | 10% | 1% | | .0 | | | | | 9 | 700 | 0 % | 0 8 | 0 80 | 1 |
| | | | | | | | | | | | 4 | | 0.72 | 0.70 | 0.0 | %0 | 1% |

VI. Job Group Analysis

41 CFR §60 2.11(b)

The City determines and defines its job groups using federal EEOC job classifications. These job groups are aligned with census data classifications, which help determine the size of the job pool/availability in each of the groups for vacant positions. Following this narrative section, worksheets present the demographic distribution of all employees within each job group classification.

The EEO Plan reports using the EEOC job classifications, not the City's pay grade or contractual classifications. For example, the EEOC places an electrician into the *skilled craft worker* (06) job group, whereas the City considers it a *technical* position represented by the "technical" bargaining group (KMEA).

Job Group Categories

- 1.1 Executives/Appointees/Officials/Senior-level managers
- 1.2 First line supervisors/First and mid-level officials
- 2.1 Professionals (attorneys, human resources professionals, accountants, etc.)
- 2.2 Public Safety sworn professionals (lieutenants and captains)
- 2.3 Science, engineering, and IT professionals
- 3.1 Technicians (non-Sergeant)
- 3.2 Technicians (Sergeants)
- O4 Protective Service (police officer trainees, public safety officers, detectives, crime laboratory personnel, polygraph examiner and fire marshal)
- 05 Administrative support
- 06 Skilled craft workers
- 08 Service/maintenance

Sub-Group Explanations

The City subdivides the major classification of *Official/Manager* (1.1 and 1.2) in a way that allows an examination of career paths within this job group. This subdivision coincides with changes in the EEO-1 (Employer Information) Report.

The 1.1 classification refers to senior level officials, appointees, or managers. The 1.2 classification refers to first-line supervisor or mid-level officials or managers.

Vacancies in the 1.1 job group may be filled via internal promotion or through external searches. The range of the search depends on the requirements of the position. 1.2 job group vacancies are most often filled locally or by internal promotion.

The *Professional* job group is divided into three subgroups: 2.1 – Professionals such as attorneys, human resources specialists and accountants; 2.2 – Public Safety sworn professionals of lieutenant, executive lieutenant and captain; and 2.3 – Science, engineering and IT

professionals. Public Safety professionals have their own subgroup (2.2) because the hiring pool is limited by the labor agreement to eligible, currently employed Sergeants.

The *Technician* job group is subdivided into two groups: 3.1 – general City technical personnel, and 3.2 – Sergeants within the sworn Public Safety department. The reason for the Public Safety subdivision is that the only feeder group to Sergeants (3.2), is the 04 job group, as prescribed in the labor agreement.

Job Group 1 (1.1 and 1.2)

These employees set broad policies and have overall responsibility for those persons implementing the policy. Employees may direct individual departments, special phases or program areas of operations. The classification is divided into two levels due to decision-making responsibilities, salary and recruiting sources.

- 1.1 Senior level executives or officials in upper divisional management All City Commission appointees
- 1.2 Supervisors or officials at the mid-level or lower, and some KMEA employees such as:

Inspectors

Buyers

Public Services Supervisors and Forepersons

Office and Parks Managers

Job Group 2 (2.1, 2.2 and 2.3)

These employees are in positions requiring four years or more of college, or experience and training that provide a comparable background. The City separates Public Safety sworn professionals into the subgroup 2.2, as their recruitment is strictly internal due to the negotiated contract. Scientific and technical professionals make up subgroup 2.3 because of the specific recruitment issues.

- 2.2 Public Safety Captains and Lieutenants
- 2.3 Traffic Engineers
 Civil Engineers
 Systems Analysts and other computer professionals

Job Group 3 (3.1 and 3.2)

These occupations require a combination of basic or technical knowledge and manual skills that can be obtained through on-the-job training and post high school education, or the equivalent of two years at a community college, or an occupation in which employees perform some of the duties of a technician or professional in a supportive role.

Public Safety Sergeants are also in this category but are tracked separately. Because recruitment into this group is limited by contract language to internally eligible candidates, Sergeants have been assigned to a separate technical job group.

3.1 Drafters
 Engineering technicians
 Laboratory technicians
 Recreation assistants
 Surveyors
 Technicians

3.2 Public Safety Sergeants

Job Group 4 (04)

This group is composed of sworn protective service employees at various levels below command officers. The ERIP had the most impact on this job group, but still contains the highest number of allocated positions.

O4 Police Officer trainees
Public Safety Officers
Detectives
Crime Lab personnel
Polygraph Examiner
Fire Marshal

Job Group 5 (05)

This is the administrative support job group. It is made up of occupations in which employees perform tasks associated with clerical or secretarial activities, including internal/external communications, recording and retrieval of data and other paper or computer work required in an office.

O5 Administrative Support Coordinators
Accounts Coordinators
HR Coordinator
Secretaries
Treasury Services Associates

Job Group 6 (06)

This job group includes positions requiring a relatively high level of manual skill and comprehensive knowledge of the processes involved in the work. These jobs require an apprenticeship and on-the-job or other training.

O6 Electricians
Heavy equipment operators
Maintenance mechanics and repairers
Skilled machining positions
Water and sewage treatment plant operators, including apprentices
Water distribution operators, including apprentices

Job Group 8 (08)

These positions require limited degrees of acquired skill and knowledge. The duties of these jobs result or contribute to the comfort, convenience, hygiene or safety of the public or contribute to the upkeep and care of facilities and grounds.

08 Laborers Custodians

Job Group Analysis as of December 31, 2022 1.1 Executives/Directors/Managers

| - T. T. S. T. T. S. | | TODAY TOTAL CONTROL | | | | | Females | | | | | | | | | | | |
|--|------|---------------------|------------------|-------|-------|----------|-------------------------|----------------|---------|------------|------|-------|----------|-----------------------|--|-----------|------------|--|
| AND THE PERSON NAMED IN COLUMN | Code | Total EEs | Total Minorities | Total | White | | ACCOUNT OF THE PARTY OF | MITTHE SECTION | | L | | | | W | Males | | | |
| City manager | E | , | | | - | AAUGISCK | Hispanic | Asian | | Š. | | Total | 10 | TOTAL TOTAL PROPERTY. | MANUAL PROPERTY | | | |
| Deputy City Manager | 200 | - (| 0 | 0 | | | | | Alaskan | Pacific Is | more | | AA/Black | Hispanic | Asian | | 4 | The Party of the P |
| Assistant City Manager | 79 | 2 | 0 | | - | | | | | | | - | | | STATE OF THE STATE | Alaskan P | Pacific Is | I WO OF More |
| Public Safety Chief | 6.7 | - | 0 | - | - | | | | | | | | | | | | | |
| City Attorney | 62 | - | | | | | | | | | | | | | | | | |
| Public Services Director | 9 | | o | | | | | | | | Ī | | | | | | - | |
| Chief Information Office | | - | | | | | | | | | | | - | | | | | |
| Manual Officer | ٩ | | | ٥ | | | | | | | | - | | | | | | |
| Management Services Director/CFO | , | | 0 | 0 | | | | | | | | - | | | | | | |
| Benefits & Retirement Services Manager | 9 | - | 0 | 0 | | | | | | | | - | | | | | | Ì |
| DEI Director | E | - | 0 | - | | | | | | | | ŀ | | | | | | |
| 311 Customer Sugared Manager | 0 | , | | | | | | | | | I | | | | | | | |
| Dario a casamir author manager | E | | | - | | - | | | | | | | | | | | | |
| rains a Necreation Director | | - | | - | | | - | | 1 | 1 | | | | | | | | |
| City Planner | , | - | 0 | 0 | | | | | | | 0 | | | | | | | |
| Human Resources/Labor Relations Director | 9 | - | 0 | - | - | | | | | | _ | - | | | | | | |
| Deputy Chief Information Officer | 9 | - | 0 | - | | | | | | | c | | | | | | | |
| Deputy Director Public Septions | P | - | C | | | | | | | | | | 1 | | | | | |
| Depth Discours of the Same | P | - | | , | | | | | | | | | | | | | | |
| Deputy Director Parks & Recreation | - | | | - | | - | | | | 1 | | - | | | | | 1 | |
| Public Safety Deputy Chief | , | - | 0 | 0 | | | | | | | | 0 | | | | | | |
| Deputy Director Momt Services/Purchasing Agent | 79 | - | 0 | 0 | | | | | | | - | - | | | | | | |
| Denity City Clark | P | , | - | | 1 | | | | | | | | | | | | | |
| Digital Color | P | , | | - | - | | | | | | ľ | | | | | | | |
| rubiic Salety Assistant Chief | | | , | - | - | | | | | 1 | | | | | | | | |
| Purchasing Division Manager | | , | 1 | 0 | | | | | | | ٥ | | | | | | | |
| Asst Director Public Works Division | E | - | 0 | , | | | | | | | 6 | 6 | , | | | | | |
| Water Distribution Manager | 9 | - | 0 | 6 | | | | | | | 0 | | | | | | | |
| Wastewater Division 1 | E | - | - | | | | | | | | | ŀ | | | | - | | |
| Versiewater Division Manager | - | | - | 0 | | | | | | | | | | | | | | |
| Accounting & Budget Division Manager | . 8 | | 0 | 0 | | - | | | | | | | | | | | | |
| Budget Manager | | - | 0 | - | | | | 1 | 1 | | - | - | | | | | | |
| City Treasurer | E | - | 0 | - | - | | | | | - | 0 | | | | | | | |
| Strong Pooring | ٤ | - | 0 | | | | | | | | C | | | | | | | |
| Account of the second of the s | E | - | | | | | | | | - | | | | | | | - | |
| Assistant Director-Public Services Water | 7 | | - (| - | | - | | | | | | | | | | | | |
| Assistant City Engineer | 8 | | | 0 | | | | | | - | | | | | | | | |
| CPED Director | | 1 | 0 | 0 | | | | | | | | | | | | | | |
| Public Safety Technology Manager | D 8 | | | 0 | | | | | | | 2 | 2 | | | | | | |
| Environmental Programs Manager | | - | 0 | 0 | | | | | 1 | | | | - | | | | 1 | |
| City Clerk | E | 2 | 0 | 2 | 6 | | | | | | - | - | | | | | | |
| Communications Manager | e | - | 0 | | - | | | | | | | | | | | | 2000 | |
| Communications manager | E | | , , | , | | | | | | | | ŀ | 1 | | | | | |
| Deputy City Treasurer | 20 | | - 0 | 0 | | | | | | | Ī | 1 | | | | | | |
| Internal Auditor | 1 2 | - | 0 | - | , | | | | | | | | 1 | | | | | |
| Emergency Response & Prenaredness Mas | 74 | - | 0 | - | - | | | | | | 0 | | | | | | 1 | |
| Fleet Manager | E | - | 0 | | - | | | | | | 0 | | | | | | | |
| | р2 | - | 0 | | | | | | | L | | | | | - | | | |
| | | 45 | a | , | | | | | | | | - | | | | | | |
| recemages | | 100% | 7000 | 707 | 16 | 9 | - | 0 | 0 | 0 | 0 25 | - 60 | | | | | | |

Job Group Analysis as of December 31, 2022 1.2 Supervisors, Inspectors, Buyers

| | SE BREETINGS | Total | Total | | - | | | | | | | | | | Z | Males | | | |
|--|--------------|-------|------------|-------|-------|----------|----------|-------|-----------|------------|--------|-------|-----------|----------|----------|-----------|-----------|------------|--------|
| Job Title | Code | | Minorities | Total | White | AA/Black | Hispanic | Asian | Amer Ind/ | Hawaiian/ | Two or | Total | White / | AA/Black | Hispanic | Asian | Amer Ind/ | Hawaiian/ | Two or |
| Process Control Engineering Supervisor | . ts | - | 0 | 0 | | | | | Maskall | racilic is | more | , | - | | | | Alaskan | Pacific Is | more |
| Recreation Manager | ш | 1 | 0 | 0 | | | | | | | | | - | | | 1 | | | |
| Foundation for Excellence Manager | ш | 1 | 0 | 0 | | | | | | | | - | - | | | † | | | |
| Records and Asset Manager | p2 | 1 | 0 | | - | | | | | | | - | + | | | 1 | | | |
| Records & Information Manager | ٤ | 1 | 0 | 0 | | | | | | | | , | - | | | T | | | |
| Financial Services Division Manager | E | 1 | 0 | - | - | | | | | | | | † | | | | | | |
| Environmental Lab Supervisor | ts | 1 | 0 | 0 | | | | | | | | , | - | | | T | | | |
| Environmental Compliance Supervisor | p2 | 1 | 0 | 0 | | | | | | | Ī | - | | | | † | | | |
| Building Official | ш | - | - | 0 | | | | | | | | 1 | + | - | | T | | | |
| Code Administration Manager | ш | - | 0 | - | - | | | | | | | - | T | - | | t | | | |
| Collections & Plant Maintenance Manage p2 | e p2 | 1 | 0 | 0 | | | | Ī | | | | ,- | - | | | Ī | | | |
| Lab Sampling Supervisor | p1 | 1 | 0 | 0 | | | | | | | | - | - | | | | | | |
| Treatment Operations Supervisor | sn | 7 | 0 | - | - | | | | | | | - 6 | - 6 | | | T | | | |
| Forestry Supervisor | sn | 1 | 0 | 0 | | | | | | | | , | , - | | | 1 | | | |
| Fleet Supervisor (Pub Serv) | sn | 1 | 0 | 0 | | | | | | | | - | | | | | | | |
| Pub Serv Supv | sn | 8 | - | 0 | | | | | | | | - 00 | - | , | | t | | | |
| Water Operations Supervisor | sn | 1 | 0 | 0 | | | | | | | | , | - | | | 1 | | | |
| Water Ops Maintenance Supervisor | p2 | 1 | 0 | 0 | | | | | | | | - | | | | 1 | | | |
| Parks Supervisor | ts | 1 | - | 0 | | | | | | | | - | - | - | | | | | |
| WW Senior Operations Supervisor | p2 | 1 | 0 | 0 | | | | | | | | - | - | 1 | | ı | | | |
| City Building Maintenance Manager | p2 | 1 | 0 | 0 | | | | T | | | | - | | | | l | | | |
| Bldg Trades Code Compliance Officer | ks-38 | - | 0 | 0 | | | | | | | | - | - | Ì | | Ť | | | |
| Buildings Inspector/Plan Review | ks-40 | ٦ | 0 | 0 | | | | | | | Ī | - | | | | | | | |
| Sr Electrical Inspector/Plan Review | ks-46 | 1 | 0 | 0 | | | | | | | Ī | 1, | - | 1 | | 1 | | | |
| Plumbing Inspector/Plan Reviewer | ks-46 | 1 | 0 | 0 | | | | | | | Ì | - | - - | | | 1 | | | |
| Building Insp Fire Suppression/Plan Reviets-46 | icks-46 | - | 0 | 0 | | | | T | | | Ī | - | - - | | | † | | | |
| Safety & Training Manager | p2 | - | 0 | 0 | r | | | Ī | | | | - | - | Ī | | 1 | | | |
| Public Services Coordinator Supervisor | p1n | 1 | 1 | - | | | - | | | | | | | | | \dagger | | | |
| Buyer | ks-36 | 2 | 2 | 2 | | | - | - | | | | 0 | | | T | t | | | |
| Buyer | ks-40 | 1 | 0 | 0 | | | | | | | | , | - | | | | | | |
| Zoning Administrator | ks-44 | - | 0 | 0 | | | | | | | | - | - | | | t | | | |
| Housing Inspector II | ks-36 | 5 | 2 | 2 | | - | | | | | - | | - 6 | | T | Ī | | | |
| Code Compliance Inspector III | ks-40 | 1 | 1 | - | | | - | | | | | 0 | , | | | t | | | |
| Code Compliance Inspector II | ks-36 | 1 | 1 | - | | - | | | | | | 0 | \dagger | | | t | | | |
| Code Compliance Inspector II | ks-40 | - | | - | | - | | | | | Ī | 0 | | | | t | | | |
| Code Compliance Inspector I | ks-32 | - | - | 0 | | | | | | | Ī | - | T | - | | | | | |
| | | 54 | 12 | 12 | 4 | 3 | 3 | 1 | 0 | 0 | - | 42 | 38 | 4 | 0 | 0 | 0 | c | c |
| Percentages | | 100% | 22% | 22% | 1% | %9 | %9 | 2% | %0 | %0 | 2% | | %02 | 7% | %0 | %0 | 700 | 700 | 000 |
| | | | | | | | | | | | 1 | - | | 27, | 22 | 0/0 | 0/0 | 000 | |

Job Group Analysis as of December 31, 2022 2.1 Professionals

| White | | | | | | | | | E E | 200 | | | | | | | | | | |
|---|-------------------------------------|-------|-------|------------|-------|----|---|--------------|--------------|-----|------------|--------|-----|--------|---|------|------|---------|------------|------|
| | Job Title | Code | | Total | | | _ | | Н | | ŀ | | | | | | Male | | | |
| 1 2 0 0 2 2 2 2 2 2 2 | المان المان المان المان | 2000 | | Minorities | | 5 | - | 984 | | (EF | 100 | Two or | 100 | 100 | | | | - 10 | ŀ | ŀ |
| 1 | Code Compliance Specialist I | p1 | 2 | 0 | L | 0 | | | - | | Pacific Is | more | 100 | 100 | | 1700 | | | 963 | |
| 1 | Code Compliance Specialist II | 10 | - | 0 | - | 1 | | \downarrow | | | | | 0 | | | | | Alaskan | Pacific Is | more |
| 1 | Planner I | 01 | - | c | . c | 1 | | | | | | | 0 | L | | | - | | | |
| Note 1 | Support Services Supervisor | 10 | - | 0 | , | - | | | + | | | | - | - | | | | | | |
| 1 | Historic Preservation Coordinator | p1 | - | - | - | | | | + | | | | 0 | | | | | | | |
| 15 | Human Resources Business Partner | 02 | - | | 1 | - | | | + | | | | - | | | , | L | | | |
| No. | Housing Development Supervisor | ţ | - | 0 | -[- | - | | \downarrow | | | | | 0 | | | | | | | |
| Normalize Norm | Public Information Officer | 20 | - | , | - | - | | | | | | | 0 | | | | 1 | | | |
| 1 | Employee Health Services Manager | £ E | - | - - | , | , | | | | | | | - | | | | | | | |
| 1 | Human Resources Coordinator | 2 | - | 2 4 |] | | | | | | | | 0 | | | | | | | - |
| 1 | Executive Asst to CMO | 2 6 | - | - , | -[| | - | | | | | | c | | | | | | | |
| 1 | Financial Specialist | 7 5 | - | - | - | | - | | | | | | 0 | | | | | | | |
| No. | Talent Acquisition Manager | 2 2 | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| 1 | Asst Attorney | 2 8 | - | - | - (| | - | | | | | | 0 | | | | | | | |
| 1 | Asst Attorney | 3 | | | 5 | | | | | | | | - | , | | | | | | |
| No. 1 | Asst Attorney II | 70 | - | 5 | 0 | | | | | | | | - | - | | | | | | |
| March 1 | Asst Attorney III | 77 | - | Э | - | - | | | | | | | - | - | | | | | | |
| Note 1 | Cofote Training III | Ε | - | 1 | 1 | | 7 | | | | | | | | | | | | | |
| 1 | Salety I raining Coordinator | p2 | - | 0 | - | - | | | - | | | | | | | | | | | |
| 1 | Program Finance Supervisor | p2 | - | 0 | - | , | | | 1 | | | | 0 | | | | | | | |
| Part | Environmental Support Specialist | p1 | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| Pi | Network Engineer | p2 | - | 0 | 0 | | | | 1 | | | | 0 | | | | | | | |
| 1 | Community Planner | D1 | - | 0 | c | | | | + | | | | - | 1 | | | | | | |
| p1 1 0 0 0 ts 1 1 1 1 1 ts 1 1 1 1 1 m 1 1 1 1 1 m 1 1 1 1 1 m 1 1 1 1 1 p2 1 1 1 1 1 s 1 1 1 1 1 p2 1 1 1 1 1 ts-28 1 0 1 1 1 ts-40 2 2 1 1 1 ts-40 3 0 0 0 0 ts-40 3 0 1 1 1 1 ts-40 3 0 0 0 0 0 0 ts-40 1 1 1 1 <th< td=""><td>SS Coordinator/Victim Advocate</td><td>10</td><td>-</td><td>0</td><td>F</td><td>-</td><td></td><td></td><td>\downarrow</td><td></td><td></td><td></td><td>-</td><td>1</td><td></td><td></td><td></td><td></td><td></td><td></td></th<> | SS Coordinator/Victim Advocate | 10 | - | 0 | F | - | | | \downarrow | | | | - | 1 | | | | | | |
| p1 1 0 0 0 ts 1 1 1 1 1 p2 1 1 1 1 1 1 p2 1 0 1 1 1 1 1 s2 1 0 1 1 1 1 1 ks-40 2 2 1 1 1 1 1 ks-40 3 0 1 1 1 1 1 ks-40 2 2 2 2 2 1 1 1 ks-40 3 0 1 1 1 1 1 ks-40 3 0 1 1 1 1 1 ks-40 3 0 1 1 1 1 1 ks-40 1 1 1 1 1 1 ks-40 1 1 | Neighborhood Activator | 10 | - | 0 | - | - | | | 1 | | | | 0 | | | | | | | |
| ts 1 0 0 p1 1 1 1 m 1 1 1 m 1 1 1 p2 1 1 1 ks-28 1 1 1 1 ks-40 2 2 2 2 ks-40 3 0 2 2 ks-40 3 0 1 1 1 ks-40 3 0 1 1 1 ks-40 3 0 0 0 0 ks-40 3 0 0 0 0 ks-40 3 0 1 1 1 ks-28 1 0 1 1 1 ks-30 1 1 1 1 1 ks-40 1 1 1 1 1 ks-40 1 1 1 1 | Neighborhood Business & Sp Projects | 10 | - | 0 | - | - | | | 1 | | | | 0 | | | | | | | |
| P1 1 1 0 1 1 1 1 1 1 | Economic Development Supervisor | ts | 1 | 0 | - 0 | | | | 1 | | | | 0 | | | | | | | |
| Mar | Shared Prosperity Coordinator | 10 | - | _ | 0 | | | | 1 | | | | - | - | | | | | | |
| Note | Grants Specialist | Ε | - | 0 | - | , | | | - | | | | - | | 1 | | | | | |
| September Sept | Sustainable Dev Coordinator | p2 | 1 | 0 | - | - | | | 1 | | | | 0 | | | | | | | |
| tity to the first of the first | Utility Billing Supervisor | s | - | 0 | - | - | | | - | | | | 0 | | | | | | | |
| Ks-40 2 2 1 1 1 1 1 1 1 1 | Utility Services Coordinator | ks-28 | - | - | 0 | | | | 1 | | | | 0 | | | | | | | |
| Ks-40 2 2 1 1 1 1 1 1 1 1 | Accounting Specialist | p2 | - | 0 | - | ~ | | | | | | | - | | , | | | | | |
| Ks-40 3 0 2 2 2 | Business Specialist | ks-40 | | 2 | - | | - | | 1 | | | | 0 | | | | | | | |
| S 1 | Senior Accountant | ks-40 | | 0 | 0 | 0 | | | 1 | | | | - | | | | | | | - |
| Ks-28 1 0 1 1 1 1 1 1 1 1 | Youth Program Advocate | s | - | - | 10 | 1 | | | | | | | - | - | | | | | | |
| st ks-40 1 0 1 1 1 | Youth Development Coordinator | ks-28 | - | 0 | - | ~ | | | 1 | | | | - | | - | | | | | |
| | Community Collaborator | 10 | - | - | - | | ~ | | 1 | | | | 0 | | | | | | | |
| p1 3 0 1 1 0 0 45 12 30 24 6 0 0 0 0 10 0 </td <td>Treasury Tax Collection Specialist</td> <td>ks-40</td> <td>-</td> <td>0</td> <td>-</td> <td>-</td> <td></td> <td></td> <td>1</td> <td></td> <td></td> <td></td> <td>0</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> | Treasury Tax Collection Specialist | ks-40 | - | 0 | - | - | | | 1 | | | | 0 | | | | | | | |
| 45 12 30 24 6 0 0 0 0 0 0 2 2 1 1 10 0 0 0 0 15 9 3 1 0 0 0 0 0 0 15 9 3 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | Strategic Operations & Intell Mgr | 10 | | 0 | - | - | | | 1 | | | | 0 | | | | | | | |
| 100% 27% 67% 53% 43% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50 | | Γ | 45 | | 30 | 24 | | c | c | c | c | , | 2, | 2 | | | | | | |
| | Percentages | | 1000/ | | 2201 | Г | | | | | 0 | > | 15 | ი — | n | | 0 | c | | c |

Job Group Analysis as of December 31, 2022 2.2 Professionals - Sworn Public Safety

| | | • | | | | | | Formalos | | | | | | | | | | | |
|-----------------------|------------|-------|------------|-------|---|----------|----------------|----------|-----------|---|--------|-------|-------|----------|----------|----------|----------|---|--------|
| loh Titlo | | Total | Total | | S. H. S. L. | | OPPLIES CHOOSE | Ciliales | A | | | | | | 2 | Males | | | |
| | Code | EEs | Minorities | Total | White | AA/Black | Hispanic | Asian | Amer ing/ | White AA/Black Hispanic Asian Amering/ Hawaiian/ Two or | Two or | Total | White | AA/Riack | Hienanic | Acian | mer Ind/ | White AA/Black Hispanic Asian Amer Ind/ Hawaiian/ | Two or |
| Captain | m2-12 | 5 | 2 | | , | | | | AldSKall | Pacific IS | more | | | | 2000 | / IIBIGU | Alaskan | Alaskan Pacific Is | more |
| Executive Lieutenant | 2000 | | | | - | | | | | | | 4 | 7 | _ | | | | | |
| Executive Electricity | 1112-93 | ი | _ | 0 | | | | | | | | 4 | , | | | | | | |
| Sr Lieutenant | m2-02n | c | c | ļ | , | | | 1 | | | | ? | 4 | | | _ | _ | | |
| i | 1117-35111 | 7 | 0 | - | - | | | | | | | , | , | | | | | | |
| Fire Lieutenant | m2-90 | er. | c | 0 | | | | | | | | - | - | | | | | | |
| tacach: ci | | , | , | , | | | | | | | | n | e | | | | | | |
| Lieuteliali | m2-91 | ∞ | 0 | c | | | | | | | | ļ | 1 | | | | | | |
| | | | | | | | | | | | | o | 20 | | | | | | |
| | | 23 | က | 2 | 2 | 0 | 0 | 0 | 0 | 0 | o | 21 | 18 | - | , | c | 7 | | , |
| Percentages | | 100% | 130/ | /00 | /00 | /00 | /00 | 100 | ,00 | 1 | | | 2 | - | - | 0 | - | > | > |
| | _ | 10001 | 0/01 | 9.70 | 970 | %0 | %0 | %0 | %0 | %0 | % | 91% | 78% | 4% | 4% | %0 | 707 | 700 | /00 |
| | | | | | | | | | | | | | | | | | | | |

Job Group Analysis as of December 31, 2022 2.3 Science, Engineering and Computer Professionals

| Seriot Systems Analyst-Pg Mgr Farales Fa | | Ī | | - | | | Г | T | T | T | T | T | T | T | T | T | T | T | T | ٦ | 18 |
|--|--|---|--|---------------|-----------|----|-----|----|-------------------|-----------|----|-----------|----------|----|----------|---------------|------------|----|---------|-----|-----|
| Job Title Code Ess Minorities Total Total Total Total Total Total Total Minite Avelanck Hispanic Asian Amerindal Alaskan Amerindal | | | | Two or | more | | | | | | | | | | | | | | | 0 | %0 |
| Job Title Code Ess Minorities Total Total Total Total Total Total Total Minite Avelanck Hispanic Asian Amerindal Alaskan Amerindal | | | | awaiian/ | acific Is | | | | | | | | | | | | | | , | 0 8 | %0 |
| Job Title Code Total White AAVBlack Hispanic Asian Amerinds Two or Total White AAVBlack Hispanic Asian Amerinds Two or Total White AAVBlack Hispanic Asian Amerinds Two or Total White AAVBlack Hispanic Asian Ingineer p1 1< | | | | 10,000 | | + | _ | | + | + | + | + | + | + | + | + | + | + | + | | |
| Job Title Code Total Less Total Less White AVBlack Hispanic Asian Amerinal National Alaskan Amerinal Amerinal Alaskan Amerinal Amerinal Alaskan Amerinal Amerinal Alaskan Two or Total Multiples Mul | | | | Amer In | Alaska | | | | | | | | | | | | | | 4 | 0 8 | %0 |
| Job Title Code Total Total Total Total Minorities Multiple AABlack Hispanic Asian Amerind Amerind Hawaiian/ Two or More ABlack Total White AABlack Multiple AABlack Hispanic Asian Amerind Hawaiian/ Two or Total More ABlack Total White AABlack AABlack Ingineer p2 3 0 1 1 0 0 1 | | Major | Males | | | | | | | - | | | | | | | | | * | 703 | 0,0 |
| Job Title Code Total Total White AAVBlack Hispanic Asia Amerind/Alaskan Hawaiian/Pacificis Toval White r ngineer p1 1 <td< td=""><td></td><td></td><td></td><td>Hispanic</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td><td>700</td><td>0,0</td></td<> | | | | Hispanic | | | | | | | | | | | | | | | 6 | 700 | 0,0 |
| Job Title Code Total Total White AA/Black Hispanic Asian Amer Ind/I Hawaiian/ Information Two or Total In S Analyst-Prg Mgr p2 1 | | | The second second second | AA/Black | | | | | | | | | | | - | | | | - | 20% | 200 |
| Job Title Code Total Total White AA/Black Hispanic Asian Amer Ind/Amer Ind/Ame | | | A100 CONTRACTOR AND ADDRESS OF THE PERSON AN | White | | | , | - | 2 | - | - | - | 8 | | | 2 | | - | 12 | %09 | |
| Job Title Code Total Total White AA/Black Hispanic Asian Amer Ind/Amer Ind/Ame | | | THE REAL PROPERTY. | Total | 0 | c | , | - | 2 | 2 | - | - | က | 0 | - | 2 | 0 | - | 14 | %02 | |
| Job Title Code Total Total White AABlack Hispanic Asian Amer Ind/Amerian/Amerian Hawaiian/Amerian Ingineer p2 1 0 1 1 0 1 1 0 0 1 1 0 <td< td=""><td></td><td></td><td>Two or</td><td>more</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>0</td><td></td><td>1</td></td<> | | | Two or | more | | | | | | | | | | | | | | | 0 | | 1 |
| Job Title Code Total Total White AAABlack Hispanic Asian Amerind/Aaskan Ingineer p2 1 1 1 1 Alaskan Ingineer p2 3 0 1 1 1 Alaskan Ingineer p2 3 0 1 1 1 Alaskan Instantation p2 1 0 | | | _ | _ | | | | | | | | | | | | | | | 0 | %0 | |
| Job Title Code Total Total White AA/Black Hispanic Females Instruction P2 1 1 1 1 1 A/Black Hispanic Asian Indineer P2 3 0 1 | | | várú | 1000 | | - | _ | ł | + | 1 | + | 1 | \dashv | + | \dashv | + | + | | | | |
| Job Title Code Total Total Total Total White AA/Black Hispanic Ingineer p1 | | L | Amer Ir | Alaska | | | | | | | | | | | | | | | 0 | %0 | |
| Job Title Code Total Total Total Total White AA/Black Hispanic Ingineer p1 | emales | | Acion | Asiall | | | | | | | | | | | | | | | 0 | %0 | |
| Job Title Code Total Total Total Monite Total White AABlack Ingineer p2 1 0 1 1 Ingineer p2 3 0 1 1 Ingineer p2 3 0 1 1 Ingineer p2 3 0 1 1 Insideer p2 1 0 0 0 0 Instantiation p2 1 0 | | | Hispanic | all modelling | | | | | T | | | | | | | | | , | 0 | %0 | |
| Job Title Code Total Minerties | | 200000000000000000000000000000000000000 | WBlack | | | | | | | 1 | 1 | | | | | T | | , | 5 | %0 | |
| Job Title Code Total Total Total Total Total Total T | | ALC: DESCRIPTION | | , | - , | + | + | _ | + | \dagger | + | \dagger | 1 | 1 | + | + | + | | | % | |
| Job Title Code Total Total Ins Analyst-Prg Mgr P2 1 0 Ingineer P1 1 0 Ingineer P2 3 0 Ingineer P2 3 0 Ingineer P2 3 0 Ins Analyst P2 1 0 Instanct P2 3 0 Instanct P2 1 0 Instanct P3 2 1 Instanct P4 2 0 Inser P4 C2 0 Inser P4 C2 0 Inser P4 C2 C4 Inser P4 C5 C6 Inser P4 C6 C6 | | Charles Active | | and and | 1 | I. | | | | | | | Ţ | ľ | - | ľ | + | + | ٥. | -01 | |
| Job Title | 1 | 9000 | _ | S C | ľ | ľ | 7 | _ | | | T | T | /\f | T | T | T | T | T | ₹ | | |
| Job Title | | Total | Minoriti | | | | | 0 | - | c | | | 0 | - | . 0 | 0 | | 0 | 1 | | |
| ns Analyst-Prg Mgr Ir Ingineer Ins Analyst III Ingineer Ins Analyst III Ins Analyst III Instrator Instrator Instrator Instrator Instrator Ins Analyst III Instruction Instruct | | | | 1 | - | - | - | ກ | 7 | - | - | 8 | - | 2 | 2 | - | - | 20 | 1000/ | 000 | |
| or Systems Analyst-Prg Mgr Manager or Civil Engineer or Civil Engineer or Civil Engineer or Systems Analyst or Systems Analyst or Systems Analyst II er Administrator ice Desk Analyst er Administrator ice Desk Analyst er Administrator ice Desk Analyst ering Associate City Engineer | | 2000 | anno | 02 | E | 2 | 2 5 | 77 | ts | p1 | p2 | p2 | 02 | 10 | 01 | Ε | Ε | | | | |
| | ということには、日本のでは、日本の日本のでは、日本の日本のでは、日本の日本の日本の日本の日本の日本の日本の日本の日本の日本の日本の日本の日本の日 | Job Title | | | | | | | or Civil Engineer | | | | | | iate | City Engineer | c Engineer | | entages | | |

Job Group Analysis as of December 31, 2022 3.1 Technicians (non-Sergeants)

| | | | | | | | ľ | | | | | | | | | | | | |
|---|-------|------|------------|-------|-------|----------|----------|---------|-----------|------------|--------|-------|---------|---------------|----------|-------|---------|------------|--------|
| | | | | | I | | | remales | | | | | | | × | Males | | | |
| Job Title | Code | EEs | Minorities | Total | White | AA/Black | Hispanic | Asian | Amer Ind/ | Hawaiian/ | Two or | Total | White A | AA/Black H | Hispanic | Asian | | Hawaiian/ | Two or |
| Public Services Dispatcher | s | - | 1 | 0 | | | | | Aldonali | racilic is | шоле | + | | 8 | - | 8 | Alaskan | Pacific Is | тоге |
| Administrative Support Manager | p.1 | - | 0 | - | - | | | | | | | - | | 1 | 1 | 1 | | | |
| Right-of-Way Coordinator | p1n | - | 0 | 0 | | | | | | | | 0 - | - | | | | | | |
| Communications Coordinator | D1 | - | 0 | 0 | - | | | | | | | | - | | T | 1 | | | |
| Marketing & Communications Specialist | a2n | - | 0 | - | - | | | | | | | - 0 | - | + | | 1 | | | |
| Special Events Coord/Secretary | ks-28 | - | 1 | - | r | - | | | | | | 0 | - | | | | | | |
| Instrument Technician | ks-44 | 4 | 0 | 0 | | | | | | | |) 4 | 4 | $\frac{1}{1}$ | 1 | t | T | | |
| Traffic Signal Technician | ks-44 | 2 | 0 | 0 | r | | | | | | | 2 | 2 | | | | | | |
| Lead Drafter | ks-36 | 1 | 0 | 0 | | | | | | | | - | 1 | | | | | | |
| Environmental Services Tech I | ks-30 | - | 0 | 0 | | | | | | | | - | | t | | 1 | | | |
| Environmental Services Technician III | ks-38 | က | 0 | - | - | | | | | | | 2 | | | | - | | | |
| Electronics Technician | ks-36 | 1 | 0 | 0 | | | | | | | | 1 - | 1- | t | l | - | † | | |
| Parks and Recreation Program Coordinator II | ks-32 | 1 | 0 | 0 | | | | | | | | - | . _ | | | 1 | | | |
| Engineering Tech I | ks-32 | - | 0 | 0 | | | | | | | | - | - | | | | T | | |
| Engineering Tech I- Utility | ks-32 | 2 | 0 | 0 | | | | | | | | 2 | | t | Ī | - | | | |
| Engineering Tech I- Utility | ks-36 | - | 0 | 0 | | | | | | | | - | 1 | | | | | | |
| Engineering Tech I- Utility | p2 | 1 | 0 | 0 | | | | | | | | - | - | + | | 1 | | | |
| Environmental Services Technician II | ks-32 | 5 | 0 | 2 | 2 | | | | | | | 3 | | | | 1 | | 1 | |
| Instrumentation Records Specialist | ks-32 | 1 | 0 | 0 | l | | | | | | | - | , | | | | | | |
| Code Permit Technician | ks-30 | 1 | 1 | - | - | - | | | | | | 0 | - | | T | 1 | 1 | | |
| Parking Enforcement Attendant | ks-22 | 4 | 2 | ၈ | 2 | - | | | | | | - | | | - | | | | |
| CSO Evidence Quartermaster | 80-od | က | 0 | 2 | 2 | | | | | | | - | - | | | | T | | |
| CSO Service (Fleet) | 80-od | - | 0 | - | - | | | | | | | 0 | - | | | l | | | |
| CSO Investigative Aide (CID) | 80-od | - | 0 | - | - | | | | | | | 0 | | | | l | 1 | | |
| Security Associate | a2n | 1 | - | 0 | - | | | | | | | - | - | | | - | | | |
| CSO Investigative Aide (Service) | 80-od | 1 | 0 | 0 | | | | | | | | ,- | - | | | | | | |
| Percentages | | 42 | 9 | , , | 11 | 3 | 0 | 0 | 0 | 0 | 0 | 28 | 25 | 2 | - | 0 | 0 | 0 | 0 |
| | | 100% | 14% | 33% | 76% | 2% | %0 | %0 | %0 | %0 | %0 | 67% 6 | %09 | 2% | 2% | %0 | %0 | %0 | %0 |
| | | | | | | | | | | | | 1 | - | | - | - | - | 0/0 | 2/0 |

Job Group Analysis as of December 31, 2022 3.2 Technicians (Sergeants)

| | Two or | ore | | 3% |
|-----------|----------------------|--------------|-----------|-----|
| | | Pacific Is m | | 0% |
| | 5250 | Alaskan Pa | | %0 |
| 0 | | Ala | - | |
| Males | ic Asi | | | %0 |
| | Hispanic Asian | 2 | 2 | %9 |
| | AA/Black | 2 | 2 | %9 |
| | White | 24 | 24 | 75% |
| | Total | 29 | 29 | 91% |
| | more | | 0 | %0 |
| Haweilen | Pacific Is | | 0 | %0 |
| Amer Ind/ | 15653 15653 | | 0 8 | %0 |
| | Sian | | | 92 |
| Fem | Asian Mispanic Asian | | 9 | 000 |
| Joels | E | 1 | 30% | 2 |
| to AA/E | | ŀ | 3 | 2 |
| tal | 3 2 | 2 | % 6% | |
| 2 | sel | `` | 6 | |
| Total | 9 | 9 | 19% | |
| Total | 32 | 32 | 100% | |
| Code | m2-81 | | | |
| | | | | |
| tte | | | | |
| Job Ti | | | es | |
| | Sergeant | | reicentag | |

Job Group Analysis as of December 31, 2022 04 Public Safety Detectives, Lab Technicians, Officers (including those in training)

| | | | | | | | ŭ | Females | | | | | | | | | | | |
|--------------------------------|-----------------|-------|------------|-----------------|----------------|---|----------|---------|---------|-----------|--------|-------|-------|----------|----------|-------|-----------|------------|--------|
| | STATE OF STREET | Total | Total | St. STREET, ST. | SALES SERVICES | 200000000000000000000000000000000000000 | | - 13 | - 1 | | | | | | | Males | | | |
| Job Title | Code | EEs | Minorities | Total | White A | AA/Black + | Hispanic | Asian A | Alaskan | Hawaiian/ | Two or | Total | White | AA/Black | Hispanic | Asian | Amer Ind/ | Hawaiian/ | Two or |
| Fire Marshal | p5-73 | 2 | 1 | 0 | | | | | III | Lacille | HIOLE | c | 7 | | | | Alaskan | Pacific Is | more |
| Deputy Fire Marshal | po-02 | ဗ | - | 0 | | l | T | | | | | v 0 | - | , | | | - | | |
| Polygraph Examiner | 20-5d | - | 0 | 0 | - | | | | | | | 7 | 7 | | | | | | |
| Crime Lab Specialist II | p5-71 | - | 0 | 0 | - | | T | + | | | | - | - | | | | | | |
| Laboratory Technician | 90-gd | ၈ | 0 | - | - | | | | T | | | - | - (| | | | | | |
| Lab Specialist | p5-72 | - | 0 | 0 | - | | | | | | | 1 - | 1 | | | | | | |
| Detective | p5-61 | 17 | 5 | 2 | - | - | | | | | | - 12 | - 7 | , | c | , | | | |
| Public Safety Officer II 42 HR | p2-42 | 103 | 18 | 27 | 24 | 2 | - | - | | | | 76 | - 6 | - | 7 1 | - | | | |
| PSO II 56 HR | po-02 | 34 | 3 | က | 6 | | | l | | | | 3 5 | 200 | , | | | | | 4 |
| Police Officer II | po-04 | 2 | - | 0 | | | | | | | | , | 27 | 7 | | | | | |
| Police Officer I | po-03 | 4 | - | - | - | | | - | | | | 1 6 | - (| | | | | | |
| PSO Recruit | po-03 | - | 0 | 0 | | | | | | | | , - | 1 | | | | | | |
| Public Safety Teleserve | p2-42 | - | 0 | - | - | | | | | | | - | | | | | | | |
| Crime Prevention Officer | p2-42 | - | 0 | | - | | | r | | | | 7 | , | | | | | | |
| Public Safety Officer I | po-31 | 2 | - | - | | | - | - | | | | 4 | 4 | | | | | | |
| Total | | 179 | 31 | 36 | 31 | 3 | 2 | 0 | 0 | 0 | 0 | 143 | 117 | 11 | σ | ~ | , | c | , |
| Percentages | | 100% | 17% | 50% | 17% | 2% | 1% | %0 | %0 | %0 | %0 | %08 | 65% | %9 | 2% | 1% | 1% | %0 | 700 |
| | | | | | | | | | | | | | | | 2 | 2/- | 0/1 | 0/0 | 6/0 |

Job Group Analysis as of December 31, 2022 05 Administrative Support

| Job Title | Long | Total | Total | - | 100 | SAME TO SERVE AND | SECULIAR SAME | remales | H | | | | | | M | Males | | | |
|--|-------------|-------|------------|-------|----------|-------------------|---------------|----------|---------|------------|--------|-------|-------|--------------|------------|-------|-----------|---------------|--------|
| Experience Accident to Otto | 9 | | Minorities | Total | White A | AA/Black H | Hispanic | Asian Am | | Hawaiian/ | Two or | Total | White | AAM | | 18 | Amer Ind/ |) - cilonicin | |
| Community Investigation | p2 | - | 0 | - | - | | | | Alderan | Pacific Is | more | | 95 | OTES OTES | nispanic / | Asian | Alaskan | Pacific le | To own |
| Committee Investment Admin Asst | ks-30 | _ | 0 | - | - | \dagger | | | | | | 0 | | | | - | | | more |
| Administrative Support Coordinator | a2 | - | 0 | - | | 1 | | | | | | 0 | | - | | 1 | | | |
| 311 Support Coordinator | 10 | - | 0 | - | - - | + | | | | | | 0 | | | | | | | |
| 311 Support Coordinator | ks-26 | α | , | - | - - | + | | 1 | | | | 0 | - | | 1 | + | 1 | | |
| HR Assistant | 27 70 | , - | 1 4 | 1 | n | | 2 | | | | | - | - | | 1 | | | | |
| Community Development Secretary | ke-24 | | - | - | + | | - | | | | | . 0 | - | | 1 | 1 | | | |
| Executive Secretary | 17-54 24 | - , | | - | - | | | | | | | 0 | 1 | 1 | 1 | 1 | | | |
| Executice Adiministrative Assistant | ā, | - - | 0 | - | - | | | | | | | | 1 | + | | | | | |
| Flections Manager | 5 | - | 0 | - | - | | | | | | | | | - | | | | | |
| Diversity Equity Inclusion Community | ε | - | 0 | 1 | - | | | | | | | 0 | | | | | | | |
| Account County, Inclusion Coordinator | 10 | - | - | - | - | | | - | 1 | | | 0 | | | | | | | Ī |
| Accounts Coordinator | ks-28 | 4 | - | 4 | er. | - | 1 | - | | | | 0 | | | | | | | T |
| Accounts Coordinator/Secretary | ks-28 | 2 | 0 | - | 2 4 | - | | 1 | - | | | 0 | | | | | | 1 | |
| I reasury Receivables Specialist | ks-34 | - | c | - | | | | | | | | - | - | | | - | | | |
| Legal Secretary | 32 | 2 | | - (| - (| | | + | | | | 0 | | - | | | | | |
| Treasury Services Associate | ks-18 | 1 6 | , | 4 6 | 7 | - | | 1 | | | | 0 | | | | | | | |
| Stores/Procurement Coordinator | 00 20 | , 4 | 10 | 7 | - | - | - | | | | | 0 | | | | | 1 | | |
| Management Services Coordinator | N3-20 | - , | | - | - | | | | | | | | | | 1 | 1 | | | |
| Utility Rilling Coordinates | 0 | - | 0 | - | _ | | | | | | | | | + | | 1 | | | |
| Acete Pental Designation (Co. 1) | ks-28 | 7 | 0 | - | - | | | - | | | | | | 1 | | | | | |
| CID Division Registration/Cert Coord | ks-30 | - | 0 | - | - | | | | + | 1 | | - 0 | - | | | - | | | |
| CIO DIVISION Secretary | ks-24 | 2 | 0 | 2 | 2 | | | | | | | 0 | | | | | | | |
| Payroll/Accts Coordinator | ks-28 | 1 | 0 | - | - | | | | | + | | 0 | | | | | | | |
| Public Works Division Secretary | ks-26 | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| Operations Division Secretary | ks-28 | - | 0 | - | - | | | 1 | 1 | | | 0 | | | - | | | | |
| Public Services Coordinator | ks-24 | - | 0 | - | | | | 1 | 1 | | | 0 | | | | | | | |
| Code Admin Records Clerk | ks-20 | 2 | 0 | | - 0 | 1 | | 1 | 1 | | | 0 | | _ | | | | | |
| Public Safety Records Clerk - Data Entry | ks-24 | 2 | 0 | 10 | 10 | 1 | | | + | | | 0 | | | | | | | |
| Treasury Services Associate III | ks-34 | - | - | 1 - | 1 | , | | | | | | 0 | | - | | | | | |
| Public Safety Records Coordinator | ks-28 | 4 | - | - ~ | 6 | + | | | | | | 0 | | _ | | | | | |
| KVET Operations Coordinator | 0,1 | - | 0 | 7 | 2 4 | + | | | | | | - | - | | | | | | |
| Community Investment Secretary | k2-24 | - | 0 | - | - | | | | | | | 0 | | | | | | | |
| Elections/Postal Clerk | ke-22 | - | 0 | > - | - | + | | | | | | - | _ | | | - | | | |
| Election Specialist | ke-36 | . , | | - | - , | 1 | | | | | | 0 | | _ | | | | | I |
| Special Events Coordinator | 000 | - - | | - - | - - | | | | | | | 0 | | | | | | | |
| Cemetery and Public Services Coordinator | 07-67 | - , | | - | - | | | | | | | 0 | | - | | t | | | |
| | 1 | - 25 | 0 | + | - | , | | | | | | 0 | | | | | 1 | | |
| Percentages | 7 | 100% | 140/ | _ | 43 | 8 | 4 | | 0 | 0 | 0 | 5 | 5 | 0 | 0 | c | c | c | |
| U | | 000 | 1470 | 0/16 | %// | 2% | 1% | 5% | %0 | %0 | %0 | %6 | %6 | %0 | | 700 |) 60 | 0 00 | |
| | | | | | | | | | | | | 4 | 2000 | | | 000 | 0.0 | 0% | %0 |

Job Group Analysis as of December 31, 2022 06 Skilled Crafts

| Total Total Total Multie AA/Black Hispanic EEs Minorities 7 | 196802 | Amer Ind/ Alaskan | | Total | White | AA/Black | - | 100 | Amer Ind/ | | |
|--|--|----------------------|-----------------|-------|-------|------------|----------|-----------|----------------|------------|--------|
| trician | 1 | Alaskan | | | | COURTE | | | | Hawaiian/ | Two or |
| Name | | | Pacific Is more | 1 | - | Sharkanana | Hispanic | Asian | 97230 24010 | Pacific Is | more |
| III | | | | - 0 | - | | | | | | |
| III | | | | 2 | - | | - | | | | |
| III | | | | - 0 | | | | | | | |
| III | | | | 2 | 2 0 | , | | \dagger | | | |
| lantic ah-42 1 0 0 0 1 1 1 | | | | 1 - | 2 | - | | 1 | | | |
| Mechanic ah-38 1 0 1 | | | | - | - | | 1 | 1 | | | |
| Apprentice ah-32 4 0 0 0 Apprentice ah-30 12 2 0 0 III ah-42 2 8 11 1 1 1 1 Apprentice ah-38 1 0 0 0 III ah-42 2 8 11 1 1 1 1 Apprentice ah-38 2 1 0 0 0 III ah-38 1 0 0 0 III ah-39 1 0 0 0 III ah-36 1 0 0 0 III ah-36 1 0 0 0 III ah-37 1 0 0 0 III ah-38 1 0 0 0 III ah-38 1 0 0 0 III ah-39 2 0 0 0 III ah-30 2 0 0 0 III ah-40 1 0 0 0 | | | | - c | | | | | | | |
| Apprentice ah-20 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | > < | - | | | | | | |
| Apprentice ah-30 12 2 0 0 0 and ah-38 1 0 0 0 0 0 0 and ah-38 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | , | | 7 | | 1 | | | |
| Apprentice ah-38 1 0 0 0 Ill ah-38 1 0 0 0 Apprentice ah-36 2 1 0 1 Apprentice ah-42 1 0 0 0 Ill ah-36 1 0 0 0 Ill ah-37 1 0 0 0 Ill ah-42 1 0 0 0 Ill ah-38 1 0 0 0 Ill ah-30 1 0 0 0 Ill ah-30 1 0 0 0 Itice ah-30 1 0 0 0 Itice ah-30 2 0 0 0 Itice ah-30 1 0 0 0 Itice ah-30 2 0 0 0 Itice ah-30 2 0 0 0 Itice ah-30 2 0 0 0 Itice ah-30 1 0 0 0 Itice ah-30 2 0 0 0 Itice ah-30 2 0 0 0 Itice ah-30 1 0 0 0 Itice ah-30 2 0 0 0 Itice ah-30 1 0 | | | | 12 | 10 | - | , | 1 | | | |
| I | | | | - | ,- | | | \dagger | | | |
| Apprentice ah-42 1 0 0 0 Apprentice ah-24 28 11 1 1 Apprentice ah-36 2 1 0 0 II ah-36 4 2 1 1 0 II ah-36 4 2 1 1 0 II ah-36 1 0 0 1 1 1 II ah-36 1 0 0 0 1 1 1 II ah-37 1 0 0 0 1 1 1 II ah-37 1 0 0 0 1 1 1 II ah-38 1 0 0 0 0 1 1 1 II ah-34 1 0 0 0 0 1 1 1 II ah-34 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | , | , | | | t | l | | |
| Apprentice ah-24 28 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | | | | - | - | | | \dagger | | | |
| Apprentice ah-36 2 1 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | | | | 22 | 16 | 7 | c | t | | | , |
| Apprentice ah-42 1 0 0 0 and ah-38 6 2 0 0 and ah-38 6 2 0 0 and ah-36 1 1 0 1 1 and ah-36 1 1 0 0 0 1 1 1 and ah-30 1 0 0 0 0 and ah-30 1 0 0 0 0 and ah-30 1 0 0 0 0 and ah-30 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | 10 | 2 - | - | 7 | 1 | | | 7 |
| I | | | | 1 | - | | | + | 1 | | |
| I | | | | - u | - | c | | 1 | | | |
| In the control of t | | | | | , | 7 | - | 1 | | | |
| In the control of t | | | | , - | 1 | | - | + | | | |
| Technician ah-30 1 0 0 0 | | | | - 0 | | | 1 | † | | | |
| Technician ah-34 1 0 0 0 anitatiner Apprentice ah-30 2 0 0 0 anitatiner Apprentice ah-30 2 0 0 1 anitatiner Apprentice ah-30 2 0 0 1 ah-34 1 0 0 0 ah-34 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | 9 | - | | | 1 | 1 | | |
| aintainer Apprentice ah-24 4 0 0 0 aintainer Apprentice ah-30 2 0 0 0 1 aintainer Apprentice ah-36 1 0 0 0 1 ah-36 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | - | | | | | | 1 | |
| aintainer Apprentice ah-30 2 0 0 0 aintainer Apprentice ah-36 1 0 1 1 ah-38 1 0 0 0 1 ah-38 1 0 0 0 0 ah-38 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | - 4 | | | | + | | | |
| antialiner Apprentice ah-36 1 0 1 ah-38 1 0 0 0 ah-24 5 0 0 0 0 or | | | | , | , | | | \dagger | | | |
| ah-38 | | | | 10 | 1 | | | 1 | 1 | | |
| tice ah-24 5 2 0 0 1 | | | | , - | - | | | \dagger | | | |
| tice ah-34 1 0 0 0 tice ah-36 1 0 0 0 tice ah-36 1 0 0 0 tice ah-24 3 1 0 0 0 tice ah-24 3 1 0 0 0 tice ah-24 1 0 0 0 0 tice ah-30 2 0 0 0 0 tice ah-30 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | . 2 | | 0 | | + | | | |
| tice ah-36 1 0 0 0 tice ah-30 2 0 0 0 tice ah-30 2 0 0 0 0 tice ah-22 1 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | - | , - | 1 | | | | | |
| tice ah-30 2 0 0 0 tice ah-24 3 1 0 1 0 ah-24 3 1 0 1 0 1 1 ce - Maint ah-30 2 0 0 0 0 ah-30 1 0 0 0 0 ah-30 1 0 0 0 0 ah-30 1 0 0 0 0 ah-30 2 2 0 0 1 ah-30 2 2 0 0 1 ah-30 2 2 0 0 1 ah-30 1 0 0 0 0 ah-40 1 0 0 0 0 0 ah-40 1 0 0 0 0 0 0 ah-40 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | - | - | | T | | \dagger | | |
| tice ah-24 3 1 0 0 1 ah-22 1 0 1 1 0 0 1 ah-30 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | 0 | | | | | 1 | | |
| titee | | | | 1 60 | 10 | - | | 1 | | | |
| ce - Maint ah-30 2 0 0 ce - Maint ah-30 1 0 0 ah-24 2 0 0 0 ah-36 2 0 0 0 ah-36 1 0 0 0 pervisor sn 1 0 0 vices Tech II ks-32 1 0 0 ech ah-40 1 0 0 nt Clerk ah-30 5 1 2 ah-30 2 2 0 1 ah-36 2 2 0 1 ah-36 2 2 0 1 ah-36 2 0 1 0 ah-36 2 0 0 0 ah-37 1 0 0 0 ah-40 1 0 0 0 | | | | | - | | | | 1 | | |
| Ce - Maint ah-30 1 0 0 ah-24 2 0 0 ah-36 2 0 0 ah-36 2 0 0 pervisor sn 1 0 0 vices Tech II ks-32 1 0 0 ech ah-40 1 0 0 rt Clerk ks-28 1 0 0 ah-30 5 2 0 1 ah-36 5 2 0 1 ah-26 2 0 1 1 ah-26 2 0 1 1 ah-40 1 0 0 0 ah-40 1 0 0 0 | | | | 2 | 0 | | | ł | | 1 | |
| ah-24 2 0 0 0 ah-36 2 0 0 0 ah-36 2 0 0 0 ah-30 1 0 0 0 benvisor sn 1 0 0 0 vices Tech II ks-32 1 0 0 0 ech ah-40 1 0 0 0 ah-30 2 2 0 ah-30 2 2 0 ah-40 1 0 0 0 0 0 ah | | | | - | 1 | | l | | 1 | | |
| ah-36 2 0 0 ah-30 1 0 0 ah-30 1 0 0 pervisor sn 2 0 0 vices Tech II ks-32 1 0 0 ech ah-40 1 0 0 t Clerk ks-28 1 0 0 ah-30 2 2 0 ah-40 1 0 0 ah | | | | 2 | 2 | | | 1 | | | |
| Supervisor an-30 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | 2 | 2 | | | | | | |
| Supervisor sn 2 0 0 pervisor sn 1 0 0 vices Tech II ks-32 1 0 0 ech ah-40 1 0 0 nt Clerk ks-28 1 0 0 ah-30 5 1 2 ah-26 2 0 1 ah-26 2 0 1 iii ah-40 1 0 0 | | | | - | - | | | t | | | |
| Vices Tech II | | | | 2 | 2 | | | | | | |
| Vices lech II ks-32 1 0 0 0 ech II lech II lec | | | | - | - | | | | | | l |
| ech ah-40 1 0 0 0 1 Clerk ks-28 1 0 0 0 0 ah-30 5 1 2 ah-30 2 2 0 1 ah-60 1 ah-40 1 0 0 0 ah-40 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | - | - | | | + | | | |
| ht Clerk ks-28 1 0 0 0 an-20 5 1 2 0 an-30 2 2 0 1 an-30 2 2 0 1 an-30 1 an-40 1 0 0 0 an-40 1 0 0 0 0 an-40 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | - | - | | | Ī | | | |
| ah-30 5 1 2 ah-30 2 2 0 ah-30 2 2 0 ah-26 2 0 1 ah-40 1 0 0 0 ah-42 1 0 ah-42 | | | | F | - | | | t | | | |
| | | | | m | 2 | | - | l | | | |
| | | | | 2 | | 2 | | 1 | | | |
| ah-40 1 0 ah-42 1 0 | | | | - | , | 1 | | + | + | | |
| ah-42 1 0 | | | | - | - | | | l | | | |
| | | | | - | - | | | | | - | |
| ah-40 1 0 0 0 | 1 | | | - | 1 | | | | | | |
| 28 9 8 1 0 | | 0 | | ш | 90 | 18 | H | 0 | 0 | 0 | 6 |
| 100% 22% 7% 6% 1% 0% | %0 | %0 | %0 %0 | 83% | 71% | 14% | %9 | %0 | %0 | %0 | 2% |

Job Group Analysis as of December 31, 2022 08 Service/Maintenance

| | Γ | T | | | |
|---------|-----------------------------------|---|------------|------------|-----------|
| | | Two o | more | | 0 |
| | | Amer Ind/ Hawaiian/ | Pacific Is | | %0 |
| | | Amer Ind/ | Alaskan | | 0 %0 |
| | Males | Asian | | , | %0 |
| | | Total White AA/Black Hispanic | | | %0 |
| | | AA/Black | | c | %0 |
| | | White | c | 10 | 100% 100% |
| L | 1 | Total | , | 10 | 100% |
| | 100 A COLOR OF THE REAL PROPERTY. | Two or | | 0 | %0 |
| | Section section | Hawaiian/ Pacific Is | | 0 | %0 |
| | | Amer Ind/ Hawaiian/ Alaskan Pacific Is | | 0 | %0 |
| Females | | Asian | | 0 | %0 |
| 18 | | Hispanic Asian | | 0 | %0 |
| | | AA/Black | | 0 | %0 |
| | | wnite | , | 0 8 | 800 |
| | Tetal | lotal | 0 | 0 % | 8 |
| | Total | Minorities | | %0 | |
| | Code Total FFs | 2 | 2 6 | 100% | |
| | Code | ah-24 | - | | • |
| | itle | | | | |
| | Job Title | | | S | |
| | | Laborer II | | Percentage | |

VII. Availability and Utilization Analysis

41 CFR §60 2.12 and 2.13

A major function of the EEO Plan is to compare the City's female and minority internal representation with external available candidates for each job group. The availability calculations for both internal and external representation are discussed here. Following the narrative section is the availability analysis computation worksheet for each job group and a chart summarizing the goal analysis of underutilization.

Availability figures are the percentage of *external and internal* qualified candidates for positions within a given job group both within the organization and in the immediate, surrounding and broader regions. Representation or utilization figures are the *internal* incumbents (current employees) within job groups as of 12/31/2022. Underutilization, if any, is the percentage to which internal candidates fall below the external availability for positions in that job group. Underutilization is considered significant if equal to or greater than 5%. When a 5% or greater underutilization exists, efforts are made to address any barriers to promotion or employment, along with efforts to increase diverse candidates to the applicant pools. These efforts are discussed in further detail in Section VIII.

EEO Plan availability calculations utilize a US Census EEO Tabulation published in 2020, which remains the most current demographic and occupational data available. In addition to the external EEO availability data, internal job group data is incorporated into the availability calculations. Thus the availability calculation is a combination of external and internal data of potentially qualified candidates. As such, the availability calculation can change from year to year based on these factors.

The external job group availability calculations in this section, except for Public Safety sworn (2.2, 3.2, & 04), are based on the US Census EEO Tabulation (2014-2018) available at: https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation/guidance/2014-2018-eeo.html

With the exception of 2.3 and 08 job groups, job group availability calculations were based on data from Table EEO-ALL06R. For 2.3 and 08 job groups, data from Table EEO-ALL03R was utilized.

Job group 04 (Sworn Public Safety) calculations are based on data from Department of Justice, Bureau of Labor Statistics, Michigan Commission on Law Enforcement Standards (MCOLES) and Michigan Office of Fire Fighting Training. The 2.2 job group (Professionals-Sworn Public Safety) and the 3.2 job group (Sergeant) availability calculations are based entirely on eligible internal candidates as prescribed in the respective labor agreements.

The following is an analysis of the representation percentages of females and minorities in the EEO job groups. Factors impacting the changes in representation are also discussed. For more ease of reporting and earlier completion, the EEO Plan analysis shifted data to a 12-month

calendar review period. Presented below is the current 4th quarter data (12 months) verses 1st quarter data (15 months) in the last EEO.

Job Group: Officials/Managers 1.1

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 44.4% (40.5%) | 39.6% (41%) | none (none) |
| Minorities | 20 % (16.7%) | 17.0% (16.3%) | none (none) |

This job group includes executive, director, and upper-level management staff, with the 1.2 Supervisor job group being a major source of promotion into these top-level positions.

<u>Females</u> – Representation for females in this job group increased in this reporting year. There is no female underutilization in this job group.

<u>Minorities</u> – Representation of minorities increased from the prior reporting. There is no minority underutilization.

Job Group: Supervisors/Inspectors 1.2

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 22.2% (32.1%) | 39.4% (37.8%) | 1 7.2% (7.1%) |
| Minorities | 22.2% (21.7%) | 16.7% (14.2%) | none (none) |

This job group includes first-line supervisors, inspectors and buyers and is frequently a source of promotions into the 1.1 job group (Officials/Managers).

<u>Females</u> – Representation of females decreased from the prior reporting period. The percentage of female availability remained increased, thus the underutilization of females increased. This job group remains an area for improvement.

<u>Minorities</u> – Minority representation increased from the prior reporting year. There is no minority underutilization in the 1.2 job group.

Job Group: Professionals - General 2.1

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 66.7% (66.7%) | 63.0% (62.7%) | none (none) |
| Minorities | 26.7% (18.8%) | 17.8% (16.7%) | none (none) |

The 2.1 job group represents attorneys, accountants, human resources professionals, financial analysts and other general professional positions. This job group has been a source of promotions into the 1.1 (Officials/Managers) and 1.2 (Supervisors) job groups.

<u>Females</u> – Representation remained the same since last reporting. There is no underutilization of females in this general professional job group.

<u>Minorities</u> – The minority representation markedly increased resulting in no underutilization in this job group. Minority representation is above the external availability for this professional job group and remains a strong area of minority representation at the City.

Job Group: Professionals – Sworn Public Safety 2.2

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 8.7% (9.1%) | 6.4% (8.9%) | none (none) |
| Minorities | 13.0% (13.6%) | 16.4% (16.4%) | 3.4 (none) |

Public Safety Lieutenants, Executive Lieutenants and Captains comprise this job group. The collective bargaining agreement limits the source of candidates to those eligible in Lieutenant and Sergeant ranks (2.2 & 3.2 job groups). Thus, there is no external data used in the availability calculation for this job group.

<u>Females</u> – There was a decrease in female representation from the prior year and no underutilization. Future retirements are expected to provide additional opportunities for female promotions into this job group.

<u>Minorities</u> – Minority representation decreased slightly this reporting period, resulting in underutilization. Future retirements will provide additional opportunities for minority promotions into this job group.

Job Group: Professionals - Computer, Science and Engineering 2.3

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 30.0% (37.5%) | 23.5% (23.3%) | None (none) |
| Minorities | 10% (12.5%) | 18.5% (18.6%) | 8.5% (6.1%) |

Within this job group are the engineer, science, and computer professionals, and is the smallest job group within the organization. Additional IT/computer allocations are anticipated, as well as filling of current vacancies in engineering positions.

<u>Females</u> – Female representation decreased from previous year, however there is no female underutilization.

<u>Minorities</u> – There continues to be minority underutilization in this job group. Additional openings in the 2.3 job group and more competitive compensation are expected to attract more minority candidates into this specialized professional job group.

Job Group: Technicians (non-Sergeant) 3.1

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 33.3% (26.0%) | 43.0 % (42.2%) | 9.7% (16.2%) |
| Minorities | 14.3% (18.0%) | 17.4% (17.5%) | 3.1% (none) |

This job group includes a variety of technical positions including, treatment control analysts, electronic and environmental services. A large majority of 3.1 job group positions are governed by labor agreements, impacting wage scales and promotional processes.

<u>Females</u> – Female representation increased in this job group. Female availability remains strong while representation lags. Creating underutilization. Future vacancies are expected to provide opportunities to advance or hire females.

<u>Minorities</u> – Minority representation decreased during this reporting period, creating underutilization in this job group. Future vacancies are expected to provide opportunities to advance or hire minorities.

Job Group: Technicians (Public Safety Sergeants) 3.2

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 9.4% (9.1%) | 17.3% (16.8%) | 7.9% (7.7%) |
| Minorities | 18.8% (18.2%) | 17.3% (16.8%) | none (none) |

Public Safety Sergeant is the only position in this job group due to the closed nature of the contractual bid system. The collective bargaining agreement limits the source of candidates to eligible sworn members in the 04 job group. Thus, there is no external availability data used in the calculation for this job group.

<u>Females</u> – Female representation increased slightly for this period. Future retirements will provide additional opportunities for females to promote up to the 3.2 job group.

Minorities – Minority representation increased with promotions creating no underutilization for the last two reporting periods. Minority new hires have increased in the 04 job group, which will provide for future minority promotions. As mentioned above, the required 5 years of service must be met in order to test for promotion up to the 3.2 job group, so minority promotions are expected to occur in the near future.

Job Group: Protective Service 04

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 20.1% (20.0%) | 13.8% (13.7%) | none (none) |
| Minorities | 17.3% (16.8%) | 13.6% (13.5%) | none (none) |

The 04 job group includes sworn officers, detectives, polygraph, fire marshal and specialized lab personnel. Position allocations within the 04 job group will increase due to federally funded grants, greater general fund dollars and more contractual service relationships.

<u>Females</u> – Female representation increased slightly again this year in the 04 job group. Female availability remained stable and for another year and female representation is above the availability percentage, which is a solid accomplishment in a public safety agency.

<u>Minorities</u> – Minority representation increased. For the 7th year, there is no minority underutilization in this job group. This is of special note in light of the pressure and competition nation-wide on law enforcement agencies to increase minority representation. To continue this success, future recruiting is focusing on increasing the pool of qualified minority candidates.

Job Group: Administrative Support 05

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 91.1% (93.5%) | 81.0% (81.8%) | none (none) |
| Minorities | 14.3 % (15.2%) | 18.6% (18.9%) | 4.3 (3.7) |

This job group encompasses all levels of administrative support, from clerk/typists to executive assistants. Historically, this job group is well-represented by females and minorities, with frequent opportunities for promotion within the job group and upward into higher job groups.

<u>Females</u> – Female representation and availability in this job group decreased but remains very strong. The 05 job group has provided a source for promotions to upper level supervisory and professional positions, yet continues to remain above the female availability benchmark.

<u>Minorities</u> – Minority representation decreased resulting in underutilization.

Job Group: Skilled Craft Workers 06

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22 (1Qtr22) |
|------------|-----------------------------------|---------------------------------|-------------------------------------|
| Females | 6.6% (6.6%) | 5.7% (5.3%) | none (none) |
| Minorities | 22.2% (21.0%) | 18.4% (17.7%) | none (none) |

This job group includes water, wastewater and equipment operators, mechanics and electricians. All positions are represented by AFSCME or KMEA bargaining units. Due to the career ladder, a self-promotion process is available to employees. This has been a great training and development opportunity for this job group, as well as a solid career pathway for entry level, local candidates.

<u>Females</u> – Female representation remained the same and female availability increased slightly from the prior year resulting in no underutilization.

<u>Minorities</u> – Minority representation and availability increased. There is no underutilization of minorities in the 06 job group.

Job Group: Service/Maintenance 08

| | Representation 4Qtr22 (1Qtr22) | Availability 4Qtr22 (1Qtr22) | Underutilization 4Qtr22(1Qtr22) |
|------------|-----------------------------------|---------------------------------|------------------------------------|
| Females | 0.0% (0.0%) | 13.9% (15.1%) | 13.9% (15.1%) |
| Minorities | 0.0% (0.0%) | 19.2% (11.1%) | 19.2% (11.1%) |

Due to the transfer of positions to the CCTA and upward career ladder promotions to the Skilled Trades (06) job group, the (08) job group now has just two positions, Laborer and Custodian.

<u>Females</u> – There is no female representation.

Minorities – There is no minority representation in this limited job group.

2023 EEO Plan Job Group: Managers (1.1)

| | Raw Statistics | | | | Waightod Easter | | |
|---|----------------|-------|----------|-----------|-----------------|--|---------------------------------------|
| | Minority | 0 | % Weight | 15 | 31 | Source of Statistics | Reason for Weighting |
| Percentage of minorities and women | | | | MILIORITY | remale | | Factor |
| among those having requisite skills in immediate labor area. | 12.70 | 44.20 | 0.30 | 3.81 | 13.26 | Kalamazoo - Portage MSA (US Census EEO Tabulation EEO-A I I 03R 2014-2018) | Normal recruiting source |
| Percentage of minorities | | | | | | (0.02 | |
| among those having requisite skills in a broader recruitment area. | 13.10 | 45.20 | 0.20 | 2.62 | 9.04 | Battle Creek MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| | | | | | | | |
| Percentage of minorities and women among those promotable or transferrable within facility. | 21.30 | 41.50 | 0.40 | 8.52 | 16.60 | 9 minorities and 20 females in 1.1 job group; 12 minorities and 12 females in 1.2 job group; 12 minorities and 30 females in 2.1 job group; 2 minority and 6 females in 2 is by group; | Internal recruiting source |
| 30 000000000000000000000000000000000000 | | | | | | dholg glodb | |
| among those at facility who can be trained in requisite skills | 20.80 | 7.40 | 0.10 | 2.08 | 0.74 | 3 minorities and 2 females in 2.2 job group; 28 minorities and 9 females in 06 job group | Occasional internal recruiting source |
| | | | | | | | |

Total Availability

39.64

17.03

1 wf hired from immediate area 2022 Actions

I wf hired from out of state

1bm hired from immediate area 1 bf promoted from 2.1 job group 1 wm protoed from 1.2 job group

2023 EEO Plan Job Group: Supervisors (1.2)

| | Raw Statistics | atistics | % Weish | | Weighted Factor | | Reason for Weighting |
|--|----------------|----------|----------|----------|-----------------|--|--------------------------------|
| | Minority | Female | w weigin | Minority | Female | Source of Statistics | Eactor Factor |
| Percentage of minorities and women among those having requisite skills in immediate labor area. | 12.70 | 44.20 | 0.35 | 4.45 | 15.47 | Kalamazoo - Portage MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| Percentage of minorities and women among those having requisite skills in a reasonable recruitment area. | 13.10 | 45.20 | 0.15 | 1.97 | 6.78 | Battle Creek MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| Percentage of minorities and women among those promotable or transferrable within facility. | 21.30 | 39.70 | 0.10 | 2.13 | 3.97 | 12 minorities and 12 females in 1.2 job group; 12 minorities and 30 females in 2.1 job group; 6 minorities and 14 females in 3.1 job group | Internal recruiting sources |
| Percentage of minorities and women among those at facility who can be trained in requisite skills | 20.30 | 33.00 | 0.40 | 8.12 | 13.20 | 8 minorities and 51 females in the 05 job group; 28 minorities and 9 females in 06 job group | Occassional source of recruits |
| | | | - | | | | |
| Total Availability | | | | 16.66 | 39 42 | | |

1 wm hired from immediate area
1 wm hired from broader region
1 wm promoted from 2.1 job group
1 wm promoted from 3.1 job group
2 wm promoted from 06 job group

2023 EEO Plan Job Group: Professionals (2.1)

| | Raw Statistics | | | | d Footo | | |
|--|----------------|--------|----------|-----------|-----------------|---|------------------------------|
| | Minority | Female | % Weight | Alligians | Airouted ractor | Source of Statistics | Reason for Weighting |
| Percentage of minorities and women | | 200 | | MINORITY | Female | Solution of the second | Factor |
| among those having requisite skills in immediate labor area. | 14.90 | 00.09 | 0.35 | 5.22 | 21.00 | Kalamazoo - Portage MSA (US Census EEO Tabulation FFO-A I I 03B 2014 2019) | Normal recruiting source |
| | | | | | | === (VIECOIV 2014-2010) | |
| Percentage of minorities and women among those having requisite skills in a out of state recruitment area. | 17.80 | 57.10 | 0.15 | 2.67 | 8.57 | Michigan (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Larger recruiting source |
| Percentage of minorities and | | | | | | | |
| among those promotable or transferrable within facility. | 19.80 | 80.20 | 0.40 | 7.92 | 32.08 | 12 minorities and 30 females in 2.1 job group; 8 minorities and 51 females in 05 joh group. | Normal recruiting source |
| Percentage of minorities | | | | | | drois action in comme | |
| among those at facility who can be trained in requisite skills | 20.20 | 13.70 | 0.10 | 2.02 | 1.37 | 6 minorities and 14 females in 3.1 job group; 28 minorities and 9 females in 06 iob group | Occasional recruiting source |
| | | | | | | | |
| Total Augilabilita | | | 1 | | | | |
| lotal Availability | | | | 17.83 | 63.02 | | |

2022 Actions

1 bm hired from immediate area 1 2+m hired from immediate area 2 wf hired from immediate area 2 wf hired from broader region

Availability Factor Computation Form

2023 EEO Plan Job Group: Professionals - Sworn (Public Safety Lt/Cpt) (2.2)

| | Raw St | Raw Statistics | *4=!=/// /6 | Weighte | Weighted Factor | | |
|---|----------|----------------|-------------|----------|-----------------|---|---|
| | Minority | Female | meignt % | Minority | Female | Source of Statistics | Reason for Weighting Factor |
| Percentage of minorities and women among those having requisite skills in immediate labor area. | n/a | n/a | n/a | n/a | n/a | n/a | Not a source of recruits |
| Percentage of minorities and women among those promotable or transferrable within facility. | 16.40 | 9.10 | 1.00 | 16.40 | 6.38 | 4Q2022 Diversity Profile: 3 minorities and 2 female in 2.2 job group; 6 minorities and 3 females in 3.2 job group | Sole recruiting source per collective bargaining agreements |
| Percentage of minorities and women in institutions providing training in requisite skills. | n/a | п/а | n/a | n/a | п/а | n/a | Not a source of recruits |
| Percentage of minorities and women among those at facility who can be trained in requisite skills | n/a | n/a | n/a | n/a | n/a | n/a | Not a source of recruits |
| | | | , | | | | |

Total Availability

1 wm promoted from 3.2 job group 1 bf promoted from 3.2 job group

2022 Actions

Job Group: Science, Engineering and Computer Professionals (2.3)

2023 EEO Plan

| | Kaw St | atistics | 0/ 14/-:-1-1 | | Weighted Factor | | |
|---|----------|----------|--------------|------|-----------------|---|--|
| | Minority | Female | % weignt | 838 | Fomele | Source of Statistics | Reason for Weighting |
| Percentage of minorities and women | | | | (1) | Lemaie | | Factor |
| among those having requisite skills in immediate labor area. | 14.60 | 26.30 | 0.30 | 4.38 | 7.89 | Kalamazoo - Portage MSA (US Census EEO Tabulation EFO-A I I 03R 2014 | Normal recruiting source |
| Percentage of minorities and woman | | | | | | (0102-1102)1002-1 | |
| among those having requisite skills in a broader recruitment area. | 17.60 | 28.40 | 0.20 | 3.52 | 5.68 | Battle Creek MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| | | | | | | | |
| refucentiage of Minorities and women among those having requisite skills in a broader recruitment area. | 22.60 | 22.70 | 0.30 | 6.78 | 6.81 | Michigan MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| Percentage of minorities | | | | | | (0.00) | |
| among those promotable or transferrable within facility. | 19.10 | 15.40 | 0.20 | 3.82 | 3.08 | 2 minorities and 6 females in 2.3 job group; 6 minorities and 14 females in 3.1 job group; 28 minorities and 9 females in | Occasional recruiting source |
| Percentage of minorities and women | | | | | | 06 job group | |
| among those at facility who can be trained in requisite skills | n/a | n/a | n/a | n/a | n/a | n/a | Not a source due to level of expertise required for this |
| | | | - | | | | technical job group |

Total Availability

18.50

2022 Actions:

1 wm hired from out of state 1 wf hired from broader region

2023 EEO Plan Job Group: Technicians (3.1)

| | Raw St | Raw Statistics | % Moicht | Weighte | Weighted Factor | | Reason for Weighting |
|---|----------------|----------------|-----------|----------|-----------------|--|--|
| | Minority Femal | е | / Meigill | Minority | Female | Source of Statistics | Factor |
| Percentage of minorities and women among those having requisite skills in immediate labor area. | 16.50 | 61.00 | 0.40 | 0.60 | 24.40 | Kalamazoo - Portage MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| Percentage of minorities and women among those having requisite skills in a broader recruitment area. | 21.40 | 62.70 | 0.10 | 2.14 | 6.27 | Michigan (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Larger recruiting source |
| Percentage of minorities and women among those promotable or transferrable within facility. | 16.70 | 22.60 | 0.40 | 6.68 | 9.04 | 6 minorities and 14 females in 3.1 job group; 31 minorities and 36 females in 04 job group | Normal recruiting source |
| Percentage of minorities and women among those at facility who can be trained in requisite skills | 19.80 | 33.00 | 0.10 | 1.98 | 3.30 | 8 minorities and 51 females in 05 job group; 28 minorities and 9 females in 06 job group | Occasional source of recruits due to DEQ and MWEA training |
| | | • | 1 | | | | |

Total Availability

1 wm hired from immediate area 1 wm hired from broader area 2022 Actions

Availability Factor Computation Form

2023 EEO Plan

Job Group: Technicians (Public Safety Sergeants) (3.2)

| | 10000 | | The second second | | | | |
|---|----------------|----------|-------------------|----------|--|--|---|
| | Naw Statistics | atistics | 0/ M/2:244 | Weighte | Weighted Factor | | |
| | Minority | Female | % weignt | Minority | Fomala | Source of Statistics | Reason for Weighting Free |
| Percentage of minorities and women | | | | 6 | - diliaid | | reason for weighting ractor |
| among those having requisite skills in immediate labor area. | n/a | n/a | n/a | n/a | n/a | ה/מ | Not a source of recruits |
| | | | | | | | |
| Percentage of minorities and women among those promotable or transferrable within facility. | 17.30 | 20.10 | 1.00 | 17.30 | 17.30 | 4Q2022 Diversity Profile: 31 minorities and 36 females in the 04 job group | Sole recruiting source per collective bargaining agreements |
| Percentage of minorities and women in | | | | | | | |
| institutions providing training in requisite skills. | n/a | n/a | n/a | n/a | n/a | n/a | Not a source of recruits |
| Percentage of minorities and women | | | | | | | |
| among those at facility who can be trained in requisite skills | n/a | n/a | n/a | n/a | n/a | п/а | Not a source of recruits |
| | | | | | | | |
| | | | , | | The state of the s | | |

Total Availability

17.30

2022 Actions 2 wm promoted from 04 job group

2023 EEO Plan

Job Group: Protective Service (04)

| | Raw St | Raw Statistics | | Weighted Factor | 1 Factor | | Dogon for Weighting |
|---|----------|----------------|----------|-----------------|----------|---|--|
| | Minority | Female | % Weignt | Minority | Female | Source of Statistics | Factor Factor |
| Percentage of minorities and women among those having requisite skills in immediate labor area. | . n/a | n/a | n/a | n/a | n/a | Occupational data by race and gender are not available for the immediate area | N/A, No Data Available |
| Percentage of minorities and females in Michigan in the sworn police profession. | 6.98 | 12.15 | 0.30 | 2.09 | 3.65 | Michigan Commission on Law Enforcement, Licensing Division, as of 7/3/2018 | Normal recruiting source |
| Percentage of minorities and females in Michigan in the FF and EMS profession (Occupational stats not separated). | 4.12 | 7.55 | 0.30 | 1.24 | 2.27 | Michigan Fire Fighter Training Division, Statistics as of 7/3/2018 | Occasional source of recruits when open to non-MCOLES candidates |
| Percentage of minorities and women among those promotable or transferrable within facility. | 17.30 | 20.10 | 0.20 | 3.46 | 4.02 | 31 minorities and 36 females in 04 job group | Sole recruiting source for detective, crime lab & fire marshal positions per collective bargaining |
| Percentage of females and minorities nationwide in the police profession. | 37.90 | 23.80 | 0.15 | 5.69 | 3.57 | BLS, Employment & Earnings, Household Data, Table 11, 2021 | National statistics of females and minority police and sheriff patrol officers |
| Percentage of females and minorities nationwide in the fire fighting profession. | 22.50 | 5.10 | 0.05 | 1.13 | 0.26 | BLS, Employment & Earnings, Household Data, Table 11, 2021 | National statistics of females and minority fire fighters |
| | | | | | | | |

Total Availability

13.76

13.60

2022 Actions

2 wm hired from immediate area 6 wm hired from broader region 1 bm hired from broader region 1 bm hired from out of state 1 wf hired from immediate area 1 hf hired from immediate area

2023 EEO Plan Job Group: Administrative Support (05)

| | | | | The second secon | | | |
|--|---------------|-------|----------|--|-----------------|---|------------------------------|
| | Kaw Statistic | S | | | Weighted Eactor | | |
| | Minority Fem | ale | % Weight | 15 | 31 | Source of Statistics | Reason for Weighting |
| Percentage of minorities and | | | | WILLION IN | remale | concerno : | Factor |
| among those having requisite skills in immediate labor area. | 17.20 | 76.80 | 0.50 | 8.60 | 38.40 | Kalamazoo - Portage MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| | | | | | | (0)01 | |
| among those having requisite skills in immediate labor area. | 21.10 | 77.90 | 0.10 | 2.11 | 7.79 | Michigan MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| | | | | | | | |
| reformage of mnorttes and women among those having requisite skills in a broader recruitment area. | 36.40 | 75.10 | 0.10 | 3.64 | 7.51 | United States MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Occasional recruiting source |
| Percentage of minorities | | | | | | (0.02) | |
| among those promotable or transferrable within facility. | 14.30 | 91.00 | 0.30 | 4.29 | 27.30 | 8 minorities and 51 females in 05 job group | Normal recruiting source |
| | | | | | | | |

Total Availability

81.00

18.64

2022 Actions

5 wf hired from immediate area

1 wf hired from broader region 2 hf hired from immediate area 1 bf hired from immediate area

2023 EEO Plan Job Group: Skilled Craft (06)

| | Raw St | Raw Statistics | % Woight | | Weighted Factor | | Reason for Weighting |
|---|-----------------|----------------|-----------|-------|-----------------|---|--|
| | Minority Female | 10000 | /o weigin | | Female | Source of Statistics | Factor Factor |
| Percentage of minorities and women among those having requisite skills in immediate labor area. | 13.30 | 3.60 | 0:30 | 3.99 | 1.08 | Kalamazoo - Portage MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| Percentage of minorities and women among those having requisite skills in a reasonable recruitment area. | 7.90 | 3.10 | 0.05 | 0.40 | 0.16 | Battle Creek MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| Percentage of minorities and women among those having requisite skills in a broader recruitment area. | 13.90 | 3.70 | 0.05 | 0.70 | 0.19 | Michigan MSA (US Census EEO Tabulation EEO-ALL03R 2014-2018) | Normal recruiting source |
| Percentage of minorities and women among those promotable or transferrable within facility. | 22.20 | 7.10 | 0.60 | 13.32 | 4.26 | 28 minorities and 9 females in 06 job group | Primary source for lateral transfers/ promotions |
| | | | , | | | | |

Total Availability

5.68

8 wm hired from immediate area 2022 Actions

5 bm hired from immediate area

1 2+m hired from immediate area 10 wm hired from broader region

1 wf hired from broader region

2023 EEO Plan Job Group: Service/Maintenance* (08)

| | - | | | | | | |
|--|----------|-----------------|----------|---------------|-----------------|---|--------------------------|
| | RAW SI | Raw Statistics | | | Weighted Eactor | | |
| | Minority | Minority Female | % Weight | Minority | ם מכנסו | Source of Statistics | Reason for Weighting |
| Dercentage of misselfice | | | | MILLOFILLY | remale | | Factor |
| among those having requisite skills in immediate labor area. | 32.90 | 23.20 | 0.55 | 18.10 | 12.76 | Kalamazoo - Portage MSA Transportation only EEO-ALL03R 2014-2018) | Normal recruiting source |
| Percentage of minorities | | | | | | | |
| among those having requisite skills in a reasonable recruitment area | 21.90 | 23.00 | 0.05 | 1.10 | 1.15 | Battle Creek MSA Transportation and | : |
| | | | | | | (EEO-ALL03R 2014-2018) | Normal recruiting source |
| Percentage of minorities and women | | | | | | | |
| among those promotable or transferrable | 0.00 | 0.00 | 0.40 | 0.00 | 00.0 | 0 minorities and 0 females | |
| warm racinty. | | | | 6 2. 2. | | in 08 job group* | Normal recruiting source |
| | | | - | | | | |
| Total Availability | | - | | | | | |
| 6 | | | | 19.19 | 13.91 | | |
| | | | | | | | |

2022 Actions (No activity in this job group)

0% of pools were female 0% of pools were minority

*Only 2 positions/personnel left in this job group.

CITY OF KALAMAZOO - EEO Plan, Section VII Prior EEO Submission/ Goal Analysis of Underutilization (2022 vs 2021)

| | Under Use 2022 | Under Use 2021 | Contributing Factors |
|--|------------------------|-------------------|--|
| 1.2 Supervisors/Inspectors Females | 17.1% | 7.1% | Female representation decreased significantly from the prior reporting period therfore underuse increased. One female promoted from this job group. |
| 2.3 Professionals- Compute | r Scionco and | Engineering | |
| Minorities | 8.5% | 6.1% | Minority underutilization increased in this job group. Future vacancies are expected to provide opportunity to advance or hire minorities. |
| 3.1 Technicians- (non- Sergo Females | eant) 9.7% | 16.2% | Female underutilization decreased significantly in this job group. Female availability increased and female representation increased. |
| 3.2 Technicians- (Public Safe Females | ety Sergeants) 7.9% | 7.7% | Female under use increased in this job group. Contributing factors include: • two males promoted to sergeant • closed/limited contractual pool of candidates |
| 08 Service/Maintenance Females | 13.9% | 42.00/ | |
| remaies | 13.9% | 13.9% | Female underutilization remains high in this job group as only 2 positions remain at present and there are few |
| Minorities | 19.2% | 19.2% | and infrequent vacancies. Minority underutilization remains high in this job group as only 2 positions remain at present and there are few and infrequent vacancies. |

Utilization Analysis by Number and Percentage by EEOC Job Group

4th Quarter 2022

| | | | | | | 7 5 F | ארוו אמשוובו לחלל | 7707 | | | | | | | | | | | | |
|--|-------|------------------|------------|--------------|-----------|-------------|-------------------|---------------|-----------|--------|----|------|--------|-------------|-----|-----|----|----|-----|-----|
| C 1-1 CCDD | | ACTION OF STREET | | | | | | | | | | | | | | | | | | |
| dnois acc son | Total | Females | Femalow | remale | Female | Minority | Incumbent | Minority | Minority | - | ŀ | - | | - | | | | | | |
| 1.1 Official/Manager | 7.0 | 00 | ciliaie 20 | Availability | Under %** | , | Minority % | Availability* | Under %** | W M | BM | AM H | HM AIM | M 2+M | WF | # | AF | 10 | 110 | ļ |
| | Û. | 70 | 44.4% | 39.6% | 4 8% | σ | 20.00 | 17 001 | | | | | | | _ | i | 7 | = | 1.7 | 101 |
| 1.2 Supervisor/Inspector/Buyer | 54 | 12 | 22 20% | 20.407 | 100 17 | , | 20.0% | %0.71 | 3.0% | 20 | 2 | | | | 16 | m | | , | | 1 |
| 2.1 Professional General | , | ! | 22.270 | 33.4% | -17.2% | 12 | 22.2% | 16.7% | 5.5% | 38 | 4 | | F | - | | , | | - | | 40 |
| | 45 | 30 | %2'99 | 63.0% | 3.7% | 12 | 26 70/ | 47 007 | | 1 | - | | | | 4 | m | - | ო | - | 24 |
| 2.2 Professional (Lts, Ex Lts & Cpts) | 23 | c | 0 70, | | | 7 | 60.170 | 17.8% | 8.9% | თ | ო | | _ | 2 | 24 | u u | | | | |
| 2 3 Drofore Jone 17 | 62 | 7 | 8.7% | 6.4% | 2.3% | က | 13.0% | 16.4% | -3 4% | 48 | - | 1 | | + | 1 | • | | | | 42 |
| 2.2 Occasional (Engineer/computer/science) | 20 | 9 | 30.0% | 23.5% | 6.5% | c | 70.00 | | | 1 | - | | | - | 7 | | | | | 23 |
| 3.1 Technician (non-Sats) | ć | : | | | 0.5.0 | 7 | 10.0% | 18.5% | -8.5% | 12 | ,- | _ | | | ď | | | | | |
| | 747 | 14 | 33.3% | 43.0% | -9.7% | 9 | 14 3% | 17 10% | 2 40/ | 10 | 1 | 1 | - | - | , | | | | | 20 |
| 3.2 Technician (Sgts) | 32 | 6 | 0 10% | 17 201 | 1 | | | 0/1.7 | -3.1% | 67 | 7 | | _ | | 11 | ო | | | | 15 |
| 04 Protective Sepules | | , | 0.470 | 17.370 | %6.7- | 9 | 18.8% | 17.3% | 1.5% | 24 | 0 | - | , | 1 | 1 | 1 | | | | 74 |
| | 179 | 36 | 20.1% | 13.8% | 6.3% | 31 | 17 20/ | 70007 | | | | | , | - | 7 | - | | | | 32 |
| 05 Administrative Support | 5,6 | 4 | 24.50 | | 200 | 5 | 07.5.11 | 13.6% | 3.7% | 117 | = | | 9 | 4 | 33 | c | | , | | 1, |
| Of Okillod Oracle | 3 | 5 | 91.1% | 81.0% | 10.1% | œ | 14.3% | 18.6% | -4.3% | 5. | | | - | - | 1 | 1 | | 4 | | = |
| o Onlied Clair | 126 | თ | %9.9 | 5.7% | %60 | 28 | 700 00 | 40.401 | | + | 1 | 1 | - | - | 43 | 6 | - | 4 | | 26 |
| 08 Service/Maintenance | 0 | c | 1000 | 70.00 | 200 | 27 | 22.270 | 16.4% | 3.8% | 06 | 18 | | 7 | 7 | 00 | - | | | | 120 |
| 10441 | | | 0.0% | 13.9% | -13.9% | 0 | %0.0 | 19.2% | -19.2% | 2 | | - | | - | ľ | | | | | 4 |
| IOIAL | 624 | 183 | | | | 447 | | | | + | + | + | - | \parallel | ٥ | | | | | 2 |
| | | | | | | /// | | | | 360 | 47 | 2 2 | 21 2 | თ | 147 | 23 | 2 | 40 | , | 6 |
| | | | | | | | | | | | | | | | | | 7 | 2 | | 770 |
| | | | | | | | | | | | | | | | | | | | | |

| 18.8% | | | | |
|-------|---------------|-----------------|---------------|------------------|
| 29.3% | 441 | 183 | 510 | 7 7 |
| _ | 70.7% | 29.3% | 81.3% | 18 80/ |
| | Percent males | Percent females | Percent white | Percent minority |

1.6% 0.2% 100.C

7.5% | 0.3% | 3.4% | 0.3% | 1.4% | 23.6% | 3.7% | 0.3% |

27.7%

*Availability - Represents goal/guideline for utilization/incumbent representation.

••Under Utilization % - Represents job groups with underutilization compared to External & Internal Availability. Job groups with underrepresentation of ≥5% of Availability are bolded and identified as areas for improvement.

Under Utilization in the 08 Service/Laborer job group is primarily due to the depature of all but two positions/personnel when the CCTA split off from the City. Efforts to improve utilization are in accordance with Michigan Constitution, Art. I, Sec 26, as amended, which prohibits preferential treatment in public employment based on race, sex, color ethnicity or national origin (enacted 12/23/2006).

On April 22, 2014, the US Supreme Court ruled/upheld the Michigan Constitutional prohibition of preferential treatment in college admissions. The Court did not rule on the constitutionality in public employment; therefore the City will continue to comply with the prohibition of preferential treatment in public employment.

CITY OF KALAMAZOO - EEO Plan, Section VIII

Plan of Action to Reduce Underutilization (≥5% under use in 2022 EEO Job Groups)

| | Un | der | Use |
|----|----|-----|------|
| as | of | 12- | 2022 |

Plan of Action

1.2 Supervisors/Inspectors Females

17.1%

Underutilization of females increased during this reporting period and remains an area for improvement. Continued actions to address under-representation of females will include:

- encourage females to promote through implementation of onboarding/ mentorship opportunities for females
- consider/ determine if qualified internal female candidates exist prior to seeking external candidates
- continued training for hiring managers to increase awareness of goals/underutilization: EEO training, interviewing/hiring, discrimination/harassment prevention training house-wide
- review of hiring processes/outcomes with hiring managers to identify issues and seek greater diversity in candidate pools
- continue to recruit on diversity websites, in addition to traditional recruiting sources
- · continue participation and promotion of diversity initiatives.

2.3 Professionals (computer/science/engineers)

Minorities

8.5%

Further actions to address minority underutilization will include:

- continue to seek candidates from historically black colleges, minority agencies and diversity websites, in addition to traditional recruiting sources
- continue to offer internships in the Information Technology department to attract diverse talent
- review of hiring processes and outcomes with hiring managers to identify issues and seek greater diversity in candidate pools
- criminal history checks done post-interview for final candidates and evaluated by Human Resources on a case-by-case basis relative to the position
- continue participation and promotion of diversity initiatives:
 Respecting Differences annual event, ongoing Summit on
 Racism and diversity workshops

3.1 Technicians (non-Sergeants) Females

9.7%

Underutilization decreased significantly during this reporting period; however this job group remains an area for improvement. This job group is largely controlled by Continued actions to address female underutilization include: encourage females to promote through implementation of onboarding/ mentorship opportunities for females

- consider/ determine if qualified internal female candidates exist prior to seeking external candidates
- continued training for hiring managers to increase awareness of goals/underutilization: EEO training, interviewing/hiring, discrimination/harassment prevention training house-wide
- review of hiring processes/outcomes with hiring managers to identify issues and seek greater diversity in candidate pools
- continue to recruit on diversity websites, in addition to traditional recruiting sources
- · continue participation and promotion of diversity initiatives.

3.2 Technicians (Public Safety Sergeants)

| Females | 7.9% | Female underutilization increased sligtly from the prior reporting year due to 2 male promotions to Sergeant. Continued actions to address female underutilization include: • encourage eligible females in the 04 job group to test for promotion to the Sergeant position • implementation of a female mentoring program within KDPS for development and promotion into command positions • provide study preparation sessions for promotional exams, including females to improve test success • continue efforts to recruit and hire females into the 04 job group, which is the sole contractual source of candidates for Sergeant • continue participation and promotion of diversity initiatives: Respecting Differences annual event and other diversity workshops |
|-----------------------------------|-------|---|
| 08 Service/Maintenance Females | 13.9% | Underutilization of females remains unchanged in this job group. Positions in this job group are limited. |
| Minorities | 19.2% | Underutilization of minorities remains unchanged in this job group. Positions in this job group are limited. |

IX. Monitoring and Reporting Systems

41 CFR §60 2.13(g)

Human Resources staff retains records of applicant flow, referrals, placements, rejected offers, testing results, training, transfers, promotions, salary changes, terminations and layoffs. This information is reported quarterly to the HR/LR Director and City Manager to ensure that the City's efforts toward increased diversity and non-discrimination are carried out. This quarterly reporting also provides for review of outcomes to identify any procedures or practices that may need to be addressed.

The Human Resources/Labor Relations Director or designee informs managers and supervisors of the status of EEO Plan objectives. This is done through the quarterly *EEO Job Group Status Report*. This report is derived from a quarterly survey of all employment activity, an analysis of employment actions and a review of job group census.

The City of Kalamazoo is committed to fulfilling its responsibility to comply with all government regulations pertaining to equal employment opportunity. The Human Resources/Labor Relations Director updates hiring managers and upper management of developments and "best practices" in equal employment recruiting.

New developments in the area of diversity and progress in the EEO Plan objectives are discussed with department directors and the HR/LR Director or designee(s) through periodic communications (reports, meetings and/or training sessions). Relevant information is communicated to employees via departmental meetings, training programs and/or postings.

The City Human Resources/Labor Relations Director or designee provides quarterly reports to the City Manager regarding program effectiveness and makes recommendations to improve diversity within city employment.

An employee who has been discriminated against or harassed based on any protected category as protected by City policy, state or federal law may file a complaint with Human Resources (complaint form and procedure attached). The employee may also file a complaint with the Michigan Department of Civil Rights or the Equal Employment Opportunity Commission (EEOC).

The EEO Officer (HR/LR Director) monitors and reviews the investigation of internal discrimination and harassment complaints. Complaints are investigated in partnership the Employee Relations Manager/Ombudsman along with a City Attorney representative and are logged and tracked in the Human Resources office.

Complaints filed externally through the Michigan Civil Rights Commission and/or the EEOC are investigated, tracked, and logged by the City Attorney. A log of these EEO/Civil Rights complaints is also kept in Human Resources.

X. Compliance Regarding Religion, National Origin and Sex Discrimination Guidelines

41 CFR §60 2.13(h) and §60 50

In implementing its equal employment opportunity policy regarding non-discrimination, the City of Kalamazoo commits to equal opportunity in employment regarding religion, national origin, and sex/gender. In addition, the City's non-discrimination policy includes the additional protected categories of age, ancestry, citizenship, color, disability, ethnicity, familial status, gender identity, genetic information, height, weight, marital status, sexual orientation, and veteran status.

The Human Resources/Labor Relations Director or designee reviews employment practices to determine whether members of various religious and/or ethnic groups are given equal job opportunities in all job groups and gives particular attention to those employed in or applying for positions in management job groups. Such opportunities include, but are not limited to, the following: employment, reclassifications, promotions, demotions, transfers, layoffs, terminations, rates of pay and selection for training.

To ensure non-discrimination based on religion or national origin, the City is involved in the following outreach or recruitment activities:

- The City communicates its commitment to provide equal employment opportunity without regard to religion or national origin to all employees.
- Supervisory personnel are made of aware through training of the extent of equal employment and fair labor practices as related to religion and national origin.
- A variety of recruitment resources such as employment agencies, college placement and community agencies, etc., are used to ensure equal employment opportunity without regard to religion and national origin and such sources are made aware of the City's position on this matter.
- The City makes reasonable accommodations with the religious observances and
 practices of employees or prospective employees except where such accommodation
 causes undue hardship on City business. The extent of our obligation is determined
 by community needs, financial costs and expenses, and resulting personnel problems,
 in conformity with applicable laws.

The City complies with the regulations regarding equal opportunity for all persons employed or seeking employment without regard to sex (41 CFR. Section 60-741.20). The City has determined that employees of both sexes receive fair consideration for job opportunities and advancement. In our effort to ensure that equal opportunity policy regarding sex discrimination is well known, the following steps have been taken:

- 1. Recruitment of employees of both sexes for all jobs. Recruitment does not always yield diverse applicants, as is often in the case in Skilled Craft Worker positions.
- 2. Advertisements for employment in newspapers and other media do not express a gender preference. In addition, when employment ads are published, they include the statement "An Equal Opportunity Employer" or its equivalent to promote awareness of City's commitment to diversity.
- 3. Written Administrative and Human Resources policies relating to the subject area expressly indicate that there is no discrimination against employees on account of gender and that harassment of any type, in particular sexual harassment, will not be tolerated.
- 4. The City does not distinguish between genders in employment opportunities, wages, hours, light duty opportunities or other conditions of employment. In the area of employee contributions for insurance, pensions, welfare programs, and other benefits, both men and women are treated on an equal basis.
- 5. No distinctions are made between genders with regard to marital status. This also applies to job applicants with children.
- 6. Wage schedules are not related to or based upon the gender of employees.
- 7. The City has ensured that appropriate physical facilities are available to both sexes.
- 8. Leave time is granted according to policy without regard to gender, childcare, or family medical needs. Pregnancy is treated as any other medical condition and as a Family & Medical Leave Act qualifying event.
- 9. The City does not maintain a policy of mandatory termination or retirement because of age for either sex.
- 10. The EEO Plan outlines methods to recruit women for those jobs where they may be or have been underutilized.
- 11. The City makes every effort to avoid the concentration of members of one gender in any job classification. It makes jobs available to all qualified employees in all classifications without regard to gender and does not restrict any job classification by gender.

- 12. The City makes efforts to promote "family friendly" benefits. These benefits include:
 - Allowing employees to use sick leave to care for the illness of a sick dependent
 - Allowing employees to modify their schedules whenever possible through Flextime and Convenience Leave
 - Providing free, confidential counseling to employees and members of their households through an Employee Assistance Program
 - Implementation of Paid Parental Leave in 2021

Historically, the City has responded to internal complaints of sexual harassment with a variety of actions including discharge, discipline, coaching, training and/or performance improvement plans as appropriate. In addition, the City has conducted or referred employees for discrimination and harassment prevention training.

The City communicates its Policy against Harassment and Discrimination to all new employees via a copy and discussion of the written policy, protected categories and behavior expectations. The policy is also presented in coordination with other training such as Interview training.

In 2009 the City began conducting *Discrimination and Harassment Prevention* training sessions at work site locations on a regular, ongoing basis. In 2022, all supervisors, management and executive level employees were trained in supervisory roles and expectations related to discrimination and harassment prevention. General employee sessions were also required in 2022.

XI. EEO Plan for the Disabled and Veterans

Americans with Disabilities Act Public Law 101-336 1974 Vietnam Era Readjustment Act 38 USC §4212 Veterans Employment Opportunities Act of 1998 Jobs for Veterans Act 2002

The City of Kalamazoo treats veteran and disabled applicants without discrimination in compliance with applicable City policies, state and federal laws. Veterans and the disabled are not discriminated against based on their disability or veteran status in employment practices, such as reclassification, demotion, transfer, recruitment, advertising, layoff or termination, rates of pay, compensation or selection for training.

Review of Job Qualifications

The City continuously reviews all job descriptions to ensure that essential functions of the position are accurate and that these essential functions are the basis of determining minimally qualified applicants. For example, for many years all position descriptions listed having a valid Michigan driver license as a job requirement. Because not all positions include driving as an essential function of the job, this requirement was removed from non-driving positions so as not to discriminate against persons who did not possess a driver license or commute from out of state. When driving is an essential function of the position, the term "valid driver license" is used, unless a specific license, such as a CDL, is required.

The City encourages self-disclosure of disabilities by applicants and employees. The City zealously seeks reasonable accommodations for employees who request them.

For veterans, the City does not ask or review the nature of a veteran's discharge unless it is relevant to the specific job qualifications for which the veteran is being considered. The City views military experience as a plus and complies with state law in Veteran's preference in employment.

Reasonable Accommodations

The City makes reasonable accommodations for disabilities of employees and citizens unless the accommodation causes an undue hardship for the City. The City has provided amplified telephones for the hearing impaired and additional lighting for persons with low vision. Requests for accommodation of employees' disabilities are considered on a case by case basis, including an interactive dialogue with the employee to determine if reasonable accommodations can be provided.

City Hall, built in 1929, is considered an historic building, but has been made handicap accessible via a ramp on the south entrance and interior elevator. Newer City buildings have been constructed as handicap accessible, such as Mayors' Riverfront Park.

Compensation

The City does not reduce the amount of compensation offered to covered veterans because of disability, pensions or other benefits.

The City encourages new employees to take advantage of its *Military Buy Back* policy. Employees may purchase up to three years of service credit for active military duty. Payments must begin within one year of hire and be completed within five years. The cost is based on the annual rate of pay at the time of application times the applicable percentage as established by the City ordinance.

Under the Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994, as amended, a City employee who leaves to serve in the active armed forces of the United States and returns to City employment is eligible to buy back military service under the provisions of the Act. Any City employee who leaves to serve in the active armed forces of the United States does not leave City employment. Rather, they go on a *Military Leave of Absence*. While on this leave, the employee continues to accrue seniority, sick leave and vacation. The employee also receives full benefits. Military pay is supplemented by the City so that the employee and his/her dependents suffer no financial hardship. The City makes contributions to the pension fund from the employee's supplemental pay. If there is a shortfall, the employee must make up that difference.

Leaves of absence are also granted to full-time employees who are active in the National Guard or a branch of the Armed Forces Reserves for the purposes of fulfilling their annual field training obligations. Employees are granted time off regardless of whether they were ordered for training or volunteered for it. During training, there is no loss of seniority. The City allows a two-week training period annually and will pay the difference between training pay and regular pay for employees who report for field training. If training exceeds two weeks, the employee may use vacation time or approved time without pay. There is no limit to the number of times an employee can go for military training.

Recruitment and Approved VA Training Program

Job postings are routinely sent to the Veteran's Administration offices in Battle Creek, MI. Job postings are also sent to the Disability Resource Center in Kalamazoo, MI.

The City welcomes and recruits, veterans for employment. The Department of Public Safety recruits veterans by posting positions at major military bases, and, preference points are given to veterans during the selection process.

In 2013, the Public Safety Officer in-house training received approval from the Veteran's Administration as an On The Job training program, which provides a monthly benefit to veterans during their training period. So far, 25+ KDPS veteran new hires have benefited from this in-house training stipend. The HR Business Partner for KDPS administers this program.

XII. Appendix

City of Kalamazoo Retention Based on Separations vs. Hires 2022 vs 2021

The City analyzes retention, defined here as separations versus hires, to examine the rate of women and minorities hiring into and leaving the organization. Separations include retirement, resignation, layoffs/position eliminations, duty/disability, and discharge.

| Results (1Q2022 – 4Q2022) | | | | | | |
|---------------------------|-------|---------------|--------------|-----------------|--|--|
| | Male | <u>Female</u> | White | Minority | | |
| City (city-wide) | | | | | | |
| Separations | 66% | 34% | 63% 79% | 37% 21% | | |
| Hires | 69% | 31% | | | | |
| Admin, CP&D, P&R | | 9 | | | | |
| Separations | 50% | 50% | 79% | 21% | | |
| Hires | 30% | 70% | 60% | 40% | | |
| Public Services | | | | | | |
| Separations | 78% | 22% | 78% | 22% | | |
| Hires | 93% | 7% | 80% | 20% | | |
| Public Safety (all) | | | | | | |
| Separations | 90% | 10% | 70% | 30% | | |
| Hires | 77% | 23% | 77% | 23% | | |
| Results (1Q2021 – 4Q | 2021) | | | | | |
| | Male | <u>Female</u> | White | Minority | | |
| City (city-wide) | | | | | | |
| Separations | 65% | 35% | 80% | 20% | | |
| Hires | 69% | 31% | 71% | 29% | | |
| Admin, CP&D, P&R | | | | | | |
| Separations | 52% | 48% | 72% | 28% | | |
| Hires | 54% | 46% | 75% | 25% | | |
| Public Services | | | | * | | |
| Separations | 74% | 26% | 89% | 11% | | |
| Hires | 87% | 13% | 81% | 19% | | |
| Public Safety (all) | | | | | | |
| Separations | 74% | 26% | 74% | 26% | | |
| Hires | 79% | 21% | 61% | 39% | | |
| | | | | | | |