# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

## 010 - DISTRICT WIDE

### Job Group: 0100 - BOARD APPOINTED POSITION

| | | | | | | | Entrances: 1 | | | | | | Exits: 1 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 3 | 3 | No | 30.84 | 100.00 | N/A | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Minority | 4 | 4 | No | 45.19 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| White Male | 1 | 1 | Yes | 42.16 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| White Female | 1 | 2 | No | 12.65 | 100.00 | N/A | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 2 | 2 | No | 6.69 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Female | 0 | 0 | No | 5.34 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 0 | 1 | No | 13.65 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Female | 1 | 0 | No | 8.93 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 0 | 0 | No | 0.64 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.29 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 0 | 0 | No | 5.32 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Female | 1 | 0 | No | 3.00 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 100.00 |
| Pacific Islander Male | 0 | 0 | No | 0.26 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 0 | No | 0.13 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 0 | 0 | No | 0.44 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 0 | 1 | No | 0.51 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

## 010 - DISTRICT WIDE

### Job Group: 0500 - EXECUTIVE AND MANAGER

| | | | | | | | Entrances: 40 | | | | | | Exits: 27 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 69 | 70 | No | 27.61 | 30.00 | N/A | 7 | 36.84 | 5 | 23.81 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 10 | 38.46 |
| Minority | 117 | 139 | Yes | 49.31 | 57.50 | Yes | 8 | 42.11 | 15 | 71.43 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 11 | 42.31 |
| White Male | 101 | 87 | No | 37.76 | 32.50 | N/A | 9 | 47.37 | 4 | 19.05 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 10 | 38.46 |
| White Female | 28 | 24 | Yes | 12.94 | 10.00 | No | 2 | 10.53 | 2 | 9.52 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 5 | 19.23 |
| Black Male | 24 | 25 | No | 5.29 | 10.00 | N/A | 2 | 10.53 | 2 | 9.52 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 7.69 |
| Black Female | 10 | 16 | No | 3.86 | 10.00 | N/A | 2 | 10.53 | 2 | 9.52 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 3.85 |
| Asian Male | 33 | 45 | Yes | 15.89 | 20.00 | Yes | 1 | 5.26 | 7 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 7.69 |
| Asian Female | 21 | 24 | No | 6.51 | 5.00 | N/A | 1 | 5.26 | 1 | 4.76 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 7.69 |
| Native American Male | 2 | 2 | No | 0.45 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 1 | 1 | No | 0.11 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 15 | 17 | Yes | 11.72 | 7.50 | No | 0 | 0.00 | 3 | 14.29 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 7.69 |
| Hispanic Female | 8 | 3 | No | 3.62 | 2.50 | N/A | 1 | 5.26 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 7.69 |
| Pacific Islander Male | 1 | 1 | No | 0.30 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 0 | No | 0.17 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 1 | 3 | Yes | 0.98 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 1 | 2 | No | 0.42 | 2.50 | N/A | 1 | 5.26 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

## 010 - DISTRICT WIDE

### Job Group: 1000 - SUPERVISOR TRANSPORTATION

| | | | | | | | Entrances: 22 | | | | | | Exits: 14 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 30 | 43 | Yes | 25.55 | 45.45 | Yes | 2 | 22.22 | 8 | 61.54 | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 1 | 9.09 |
| Minority | 80 | 93 | Yes | 71.01 | 86.36 | Yes | 9 | 100.00 | 10 | 76.92 | 0 | 0.00 | 2 | 66.67 | 0 | 0.00 | 7 | 63.64 |
| White Male | 31 | 24 | No | 23.68 | 9.09 | N/A | 0 | 0.00 | 2 | 15.38 | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 4 | 36.36 |
| White Female | 12 | 9 | No | 5.31 | 4.55 | N/A | 0 | 0.00 | 1 | 7.69 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 30 | 28 | No | 18.15 | 22.73 | N/A | 3 | 33.33 | 2 | 15.38 | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 3 | 27.27 |
| Black Female | 16 | 28 | No | 11.68 | 36.36 | N/A | 1 | 11.11 | 7 | 53.85 | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 1 | 9.09 |
| Asian Male | 18 | 16 | No | 11.76 | 13.64 | N/A | 3 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 18.18 |
| Asian Female | 1 | 1 | Yes | 3.86 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 0 | 0 | No | 0.20 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 1 | No | 0.16 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 11 | 8 | Yes | 17.24 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 9.09 |
| Hispanic Female | 1 | 2 | Yes | 4.17 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 1 | 3 | No | 1.31 | 4.55 | N/A | 0 | 0.00 | 1 | 7.69 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 1 | No | 0.23 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 2 | 4 | No | 2.12 | 4.55 | N/A | 1 | 11.11 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 0 | 1 | No | 0.15 | 4.55 | N/A | 1 | 11.11 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

## 010 - DISTRICT WIDE

### Job Group: 1500 - SUPERVISOR OTHER

| | | | | | | | Entrances: 25 | | | | | | Exits: 11 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 36 | 36 | No | 26.24 | 32.00 | N/A | 3 | 42.86 | 5 | 27.78 | 0 | 0.00 | 2 | 66.67 | 0 | 0.00 | 2 | 25.00 |
| Minority | 68 | 81 | No | 57.67 | 64.00 | N/A | 5 | 71.43 | 11 | 61.11 | 0 | 0.00 | 3 | 100.00 | 0 | 0.00 | 4 | 50.00 |
| White Male | 37 | 31 | No | 31.61 | 28.00 | N/A | 2 | 28.57 | 5 | 27.78 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 4 | 50.00 |
| White Female | 13 | 10 | No | 10.72 | 8.00 | N/A | 0 | 0.00 | 2 | 11.11 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 6 | 10 | Yes | 8.54 | 12.00 | Yes | 0 | 0.00 | 3 | 16.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 12.50 |
| Black Female | 8 | 8 | No | 4.22 | 12.00 | N/A | 2 | 28.57 | 1 | 5.56 | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 19 | 19 | Yes | 18.85 | 12.00 | No | 1 | 14.29 | 2 | 11.11 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 12.50 |
| Asian Female | 14 | 12 | No | 7.59 | 8.00 | N/A | 1 | 14.29 | 1 | 5.56 | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 2 | 25.00 |
| Native American Male | 1 | 3 | No | 0.43 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.07 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 18 | 18 | No | 12.57 | 12.00 | N/A | 1 | 14.29 | 2 | 11.11 | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Female | 0 | 4 | Yes | 2.97 | 4.00 | Yes | 0 | 0.00 | 1 | 5.56 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 0 | 1 | No | 0.54 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 0 | No | 0.19 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 1 | 4 | No | 1.23 | 4.00 | N/A | 0 | 0.00 | 1 | 5.56 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 1 | 2 | No | 0.49 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 2000 - FOREWORKER TRANSPORTATION**

| | | | | | | | Entrances: 19 | | | | | | Exits: 1 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 33 | 36 | No | 34.24 | 36.84 | N/A | 0 | 0.00 | 7 | 36.84 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 |
| Minority | 73 | 87 | No | 73.02 | 78.95 | N/A | 0 | 0.00 | 15 | 78.95 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 |
| White Male | 18 | 20 | Yes | 20.38 | 15.79 | No | 0 | 0.00 | 3 | 15.79 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| White Female | 6 | 3 | No | 6.60 | 5.26 | N/A | 0 | 0.00 | 1 | 5.26 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 18 | 21 | Yes | 23.69 | 31.58 | Yes | 0 | 0.00 | 6 | 31.58 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Female | 16 | 18 | Yes | 19.75 | 15.79 | No | 0 | 0.00 | 3 | 15.79 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 11 | 15 | No | 8.79 | 5.26 | N/A | 0 | 0.00 | 1 | 5.26 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Female | 5 | 5 | No | 2.64 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 0 | 0 | No | 0.31 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 1 | 0 | No | 0.00 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 17 | 15 | No | 10.06 | 5.26 | N/A | 0 | 0.00 | 1 | 5.26 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Female | 4 | 5 | No | 4.85 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 0 | 1 | No | 0.61 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 1 | 0 | No | 0.08 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 0 | 2 | Yes | 1.91 | 5.26 | Yes | 0 | 0.00 | 1 | 5.26 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 0 | 5 | No | 0.31 | 15.79 | N/A | 0 | 0.00 | 3 | 15.79 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

## 010 - DISTRICT WIDE

### Job Group: 2500 - FOREWORKER OTHER

| | | | | | | | Entrances: 15 | | | | | | Exits: 24 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 12 | 14 | No | 6.80 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 13.33 | 0 | 0.00 | 0 | 0.00 |
| Minority | 88 | 96 | No | 68.37 | 60.00 | N/A | 0 | 0.00 | 9 | 60.00 | 0 | 0.00 | 9 | 60.00 | 0 | 0.00 | 7 | 77.78 |
| White Male | 37 | 36 | Yes | 30.49 | 40.00 | Yes | 0 | 0.00 | 6 | 40.00 | 0 | 0.00 | 5 | 33.33 | 0 | 0.00 | 2 | 22.22 |
| White Female | 3 | 1 | No | 1.14 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 6.67 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 23 | 21 | No | 16.72 | 13.33 | N/A | 0 | 0.00 | 2 | 13.33 | 0 | 0.00 | 2 | 13.33 | 0 | 0.00 | 3 | 33.33 |
| Black Female | 2 | 4 | Yes | 2.81 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 25 | 25 | Yes | 23.73 | 33.33 | Yes | 0 | 0.00 | 5 | 33.33 | 0 | 0.00 | 4 | 26.67 | 0 | 0.00 | 3 | 33.33 |
| Asian Female | 3 | 2 | No | 1.02 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 1 | 0 | No | 0.50 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.13 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 27 | 33 | No | 19.40 | 13.33 | N/A | 0 | 0.00 | 2 | 13.33 | 0 | 0.00 | 1 | 6.67 | 0 | 0.00 | 1 | 11.11 |
| Hispanic Female | 4 | 5 | No | 1.44 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 6.67 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 0 | 1 | Yes | 0.83 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 1 | No | 0.09 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 3 | 3 | No | 1.53 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 6.67 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 0 | 1 | No | 0.17 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

## 010 - DISTRICT WIDE

### Job Group: 3000 - ENGINEERS

| | | | | | | | Entrances: 19 | | | | | | Exits: 23 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 25 | 29 | Yes | 16.96 | 47.37 | Yes | 9 | 52.94 | 0 | 0.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 4 | 28.57 |
| Minority | 162 | 150 | No | 54.46 | 63.16 | N/A | 11 | 64.71 | 1 | 50.00 | 0 | 0.00 | 8 | 88.89 | 0 | 0.00 | 8 | 57.14 |
| White Male | 61 | 42 | Yes | 39.03 | 15.79 | No | 2 | 11.76 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 4 | 28.57 |
| White Female | 7 | 9 | Yes | 6.51 | 21.05 | Yes | 4 | 23.53 | 0 | 0.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 2 | 14.29 |
| Black Male | 17 | 14 | No | 2.25 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 0 | 0.00 |
| Black Female | 1 | 1 | No | 0.73 | 5.26 | N/A | 1 | 5.88 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 7.14 |
| Asian Male | 96 | 87 | No | 35.30 | 26.32 | N/A | 4 | 23.53 | 1 | 50.00 | 0 | 0.00 | 6 | 66.67 | 0 | 0.00 | 4 | 28.57 |
| Asian Female | 14 | 17 | Yes | 8.34 | 21.05 | Yes | 4 | 23.53 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 7.14 |
| Native American Male | 1 | 1 | No | 0.29 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.06 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 19 | 18 | No | 5.26 | 10.53 | N/A | 2 | 11.76 | 0 | 0.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 2 | 14.29 |
| Hispanic Female | 1 | 1 | Yes | 1.11 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 3 | 0 | No | 0.14 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 0 | No | 0.05 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 8 | 10 | No | 0.76 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 2 | 1 | No | 0.16 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 3500 - PROFESSIONALS**

| | | | | | | | Entrances: 91 | | | | | | Exits: 42 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 194 | 193 | No | 38.19 | 41.76 | N/A | 33 | 53.23 | 5 | 17.24 | 0 | 0.00 | 4 | 33.33 | 0 | 0.00 | 15 | 50.00 |
| Minority | 278 | 314 | No | 52.66 | 75.82 | N/A | 49 | 79.03 | 20 | 68.97 | 0 | 0.00 | 5 | 41.67 | 0 | 0.00 | 23 | 76.67 |
| White Male | 108 | 89 | Yes | 29.86 | 15.38 | No | 5 | 8.06 | 9 | 31.03 | 0 | 0.00 | 5 | 41.67 | 0 | 0.00 | 4 | 13.33 |
| White Female | 49 | 45 | Yes | 17.48 | 8.79 | No | 8 | 12.90 | 0 | 0.00 | 0 | 0.00 | 2 | 16.67 | 0 | 0.00 | 3 | 10.00 |
| Black Male | 23 | 29 | Yes | 5.57 | 7.69 | Yes | 3 | 4.84 | 4 | 13.79 | 0 | 0.00 | 1 | 8.33 | 0 | 0.00 | 1 | 3.33 |
| Black Female | 50 | 37 | No | 3.85 | 10.99 | N/A | 7 | 11.29 | 3 | 10.34 | 0 | 0.00 | 1 | 8.33 | 0 | 0.00 | 7 | 23.33 |
| Asian Male | 74 | 93 | No | 16.62 | 23.08 | N/A | 13 | 20.97 | 8 | 27.59 | 0 | 0.00 | 1 | 8.33 | 0 | 0.00 | 4 | 13.33 |
| Asian Female | 67 | 73 | No | 11.01 | 9.89 | N/A | 7 | 11.29 | 2 | 6.90 | 0 | 0.00 | 1 | 8.33 | 0 | 0.00 | 2 | 6.67 |
| Native American Male | 2 | 0 | No | 0.35 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.19 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 30 | 30 | Yes | 8.05 | 3.30 | No | 3 | 4.84 | 0 | 0.00 | 0 | 0.00 | 1 | 8.33 | 0 | 0.00 | 3 | 10.00 |
| Hispanic Female | 21 | 20 | No | 4.98 | 6.59 | N/A | 6 | 9.68 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 3 | 10.00 |
| Pacific Islander Male | 1 | 2 | No | 0.27 | 1.10 | N/A | 1 | 1.61 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 2 | 6 | No | 0.19 | 1.10 | N/A | 1 | 1.61 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 3 | 12 | Yes | 1.08 | 7.69 | Yes | 4 | 6.45 | 3 | 10.34 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 3 | 10.00 |
| Two or more races Female | 5 | 12 | No | 0.49 | 4.40 | N/A | 4 | 6.45 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

## 010 - DISTRICT WIDE

### Job Group: 4000 - TECHNICIANS

| | | | | | | | Entrances: 18 | | | | | | Exits: 17 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 12 | 10 | Yes | 15.46 | 5.56 | No | 0 | 0.00 | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Minority | 280 | 240 | No | 64.96 | 72.22 | N/A | 10 | 71.43 | 3 | 75.00 | 0 | 0.00 | 8 | 88.89 | 0 | 0.00 | 5 | 62.50 |
| White Male | 86 | 73 | Yes | 29.86 | 22.22 | No | 4 | 28.57 | 0 | 0.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 3 | 37.50 |
| White Female | 1 | 1 | Yes | 5.18 | 5.56 | Yes | 0 | 0.00 | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 30 | 32 | No | 4.66 | 27.78 | N/A | 3 | 21.43 | 2 | 50.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 2 | 25.00 |
| Black Female | 3 | 3 | Yes | 1.65 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 194 | 151 | No | 21.64 | 22.22 | N/A | 4 | 28.57 | 0 | 0.00 | 0 | 0.00 | 5 | 55.56 | 0 | 0.00 | 3 | 37.50 |
| Asian Female | 5 | 3 | Yes | 4.55 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 1 | 1 | No | 0.30 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.16 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 36 | 33 | Yes | 26.74 | 5.56 | No | 0 | 0.00 | 1 | 25.00 | 0 | 0.00 | 2 | 22.22 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Female | 3 | 2 | Yes | 3.64 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 5 | 6 | No | 0.33 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 0 | No | 0.16 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 3 | 7 | No | 1.02 | 16.67 | N/A | 3 | 21.43 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 0 | 1 | No | 0.12 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 4500 - TRAIN OPERATOR**

| | | | | | | | Entrances: 132 | | | | | | Exits: 59 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 134 | 140 | No | 24.91 | 28.03 | N/A | 28 | 27.18 | 9 | 31.03 | 0 | 0.00 | 7 | 28.00 | 0 | 0.00 | 12 | 35.29 |
| Minority | 337 | 417 | Yes | 77.24 | 87.88 | Yes | 88 | 85.44 | 28 | 96.55 | 0 | 0.00 | 18 | 72.00 | 0 | 0.00 | 28 | 82.35 |
| White Male | 111 | 97 | No | 21.19 | 11.36 | N/A | 14 | 13.59 | 1 | 3.45 | 0 | 0.00 | 6 | 24.00 | 0 | 0.00 | 4 | 11.76 |
| White Female | 25 | 15 | No | 1.57 | 0.76 | N/A | 1 | 0.97 | 0 | 0.00 | 0 | 0.00 | 1 | 4.00 | 0 | 0.00 | 2 | 5.88 |
| Black Male | 118 | 150 | Yes | 27.21 | 26.52 | No | 26 | 25.24 | 9 | 31.03 | 0 | 0.00 | 7 | 28.00 | 0 | 0.00 | 6 | 17.65 |
| Black Female | 82 | 83 | Yes | 20.89 | 15.15 | No | 15 | 14.56 | 5 | 17.24 | 0 | 0.00 | 5 | 20.00 | 0 | 0.00 | 8 | 23.53 |
| Asian Male | 42 | 50 | No | 2.46 | 12.12 | N/A | 12 | 11.65 | 4 | 13.79 | 0 | 0.00 | 2 | 8.00 | 0 | 0.00 | 7 | 20.59 |
| Asian Female | 5 | 5 | No | 1.21 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 5.88 |
| Native American Male | 2 | 2 | Yes | 3.76 | 0.76 | No | 1 | 0.97 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 2.94 |
| Native American Female | 0 | 0 | No | 0.11 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 52 | 55 | Yes | 20.18 | 12.12 | No | 13 | 12.62 | 3 | 10.34 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 2.94 |
| Hispanic Female | 22 | 18 | No | 0.90 | 0.76 | N/A | 1 | 0.97 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 3 | 6 | No | 0.18 | 2.27 | N/A | 3 | 2.91 | 0 | 0.00 | 0 | 0.00 | 1 | 4.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 3 | No | 0.14 | 1.52 | N/A | 1 | 0.97 | 1 | 3.45 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 11 | 29 | No | 0.12 | 6.82 | N/A | 6 | 5.83 | 3 | 10.34 | 0 | 0.00 | 2 | 8.00 | 0 | 0.00 | 3 | 8.82 |
| Two or more races Female | 0 | 16 | No | 0.08 | 9.85 | N/A | 10 | 9.71 | 3 | 10.34 | 0 | 0.00 | 1 | 4.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 4700 - STATION AGENT**

| | | | | | | | Entrances: 93 | | | | | | Exits: 39 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 178 | 188 | No | 44.01 | 41.94 | N/A | 35 | 45.45 | 4 | 25.00 | 0 | 0.00 | 10 | 47.62 | 0 | 0.00 | 11 | 61.11 |
| Minority | 277 | 353 | No | 66.16 | 94.62 | N/A | 72 | 93.51 | 16 | 100.00 | 0 | 0.00 | 20 | 95.24 | 0 | 0.00 | 16 | 88.89 |
| White Male | 38 | 36 | Yes | 14.88 | 5.38 | No | 5 | 6.49 | 0 | 0.00 | 0 | 0.00 | 1 | 4.76 | 0 | 0.00 | 1 | 5.56 |
| White Female | 34 | 27 | Yes | 18.96 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 5.56 |
| Black Male | 75 | 122 | No | 20.50 | 43.01 | N/A | 30 | 38.96 | 10 | 62.50 | 0 | 0.00 | 4 | 19.05 | 0 | 0.00 | 6 | 33.33 |
| Black Female | 97 | 116 | No | 2.32 | 36.56 | N/A | 30 | 38.96 | 4 | 25.00 | 0 | 0.00 | 7 | 33.33 | 0 | 0.00 | 6 | 33.33 |
| Asian Male | 26 | 26 | Yes | 12.37 | 4.30 | No | 2 | 2.60 | 2 | 12.50 | 0 | 0.00 | 3 | 14.29 | 0 | 0.00 | 0 | 0.00 |
| Asian Female | 22 | 20 | Yes | 8.15 | 1.08 | No | 1 | 1.30 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 11.11 |
| Native American Male | 0 | 1 | No | 0.05 | 1.08 | N/A | 1 | 1.30 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.05 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 27 | 29 | No | 7.87 | 2.15 | N/A | 2 | 2.60 | 0 | 0.00 | 0 | 0.00 | 2 | 9.52 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Female | 20 | 16 | Yes | 14.40 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 5.56 |
| Pacific Islander Male | 2 | 2 | No | 0.07 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 1 | 2 | No | 0.09 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 3 | 12 | No | 0.26 | 2.15 | N/A | 2 | 2.60 | 0 | 0.00 | 0 | 0.00 | 1 | 4.76 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 4 | 7 | No | 0.04 | 4.30 | N/A | 4 | 5.19 | 0 | 0.00 | 0 | 0.00 | 3 | 14.29 | 0 | 0.00 | 1 | 5.56 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 5000 - SKILLED WORKER**

| | | | | | | | Entrances: 33 | | | | | | Exits: 39 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 6 | 6 | Yes | 15.11 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Minority | 240 | 244 | Yes | 62.45 | 81.82 | Yes | 11 | 91.67 | 16 | 76.19 | 0 | 0.00 | 8 | 50.00 | 0 | 0.00 | 16 | 69.57 |
| White Male | 151 | 114 | No | 29.98 | 18.18 | N/A | 1 | 8.33 | 5 | 23.81 | 0 | 0.00 | 8 | 50.00 | 0 | 0.00 | 7 | 30.43 |
| White Female | 2 | 1 | Yes | 7.58 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 53 | 49 | No | 13.58 | 18.18 | N/A | 2 | 16.67 | 4 | 19.05 | 0 | 0.00 | 2 | 12.50 | 0 | 0.00 | 3 | 13.04 |
| Black Female | 0 | 2 | Yes | 3.59 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 68 | 66 | No | 12.36 | 15.15 | N/A | 2 | 16.67 | 3 | 14.29 | 0 | 0.00 | 3 | 18.75 | 0 | 0.00 | 4 | 17.39 |
| Asian Female | 1 | 1 | Yes | 1.23 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 2 | 2 | Yes | 1.09 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 1 | 0 | No | 0.05 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 105 | 107 | No | 25.86 | 39.39 | N/A | 6 | 50.00 | 7 | 33.33 | 0 | 0.00 | 1 | 6.25 | 0 | 0.00 | 9 | 39.13 |
| Hispanic Female | 2 | 1 | Yes | 2.32 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 2 | 4 | Yes | 0.80 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 0 | No | 0.14 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 6 | 11 | No | 1.23 | 9.09 | N/A | 1 | 8.33 | 2 | 9.52 | 0 | 0.00 | 2 | 12.50 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 0 | 1 | No | 0.22 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 5500 - SEMI-SKILLED WORKER**

| | | | | | | | Entrances: 90 | | | | | | Exits: 109 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 101 | 111 | No | 18.13 | 24.44 | N/A | 22 | 24.44 | 0 | 0.00 | 0 | 0.00 | 11 | 16.67 | 0 | 0.00 | 14 | 32.56 |
| Minority | 416 | 462 | No | 79.60 | 95.56 | N/A | 86 | 95.56 | 0 | 0.00 | 0 | 0.00 | 59 | 89.39 | 0 | 0.00 | 40 | 93.02 |
| White Male | 68 | 48 | Yes | 17.75 | 3.33 | No | 3 | 3.33 | 0 | 0.00 | 0 | 0.00 | 6 | 9.09 | 0 | 0.00 | 2 | 4.65 |
| White Female | 9 | 6 | Yes | 2.65 | 1.11 | No | 1 | 1.11 | 0 | 0.00 | 0 | 0.00 | 1 | 1.52 | 0 | 0.00 | 1 | 2.33 |
| Black Male | 172 | 216 | No | 4.75 | 42.22 | N/A | 38 | 42.22 | 0 | 0.00 | 0 | 0.00 | 26 | 39.39 | 0 | 0.00 | 14 | 32.56 |
| Black Female | 53 | 64 | No | 0.88 | 12.22 | N/A | 11 | 12.22 | 0 | 0.00 | 0 | 0.00 | 7 | 10.61 | 0 | 0.00 | 7 | 16.28 |
| Asian Male | 63 | 42 | No | 10.18 | 4.44 | N/A | 4 | 4.44 | 0 | 0.00 | 0 | 0.00 | 6 | 9.09 | 0 | 0.00 | 6 | 13.95 |
| Asian Female | 12 | 10 | No | 2.62 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 2.33 |
| Native American Male | 3 | 2 | No | 0.39 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.11 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 72 | 65 | Yes | 47.89 | 12.22 | No | 11 | 12.22 | 0 | 0.00 | 0 | 0.00 | 13 | 19.70 | 0 | 0.00 | 7 | 16.28 |
| Hispanic Female | 22 | 16 | Yes | 11.71 | 3.33 | No | 3 | 3.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 3 | 6.98 |
| Pacific Islander Male | 4 | 3 | No | 0.32 | 2.22 | N/A | 2 | 2.22 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 2 | 2 | No | 0.06 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 10 | 29 | No | 0.57 | 11.11 | N/A | 10 | 11.11 | 0 | 0.00 | 0 | 0.00 | 4 | 6.06 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 3 | 13 | No | 0.10 | 7.78 | N/A | 7 | 7.78 | 0 | 0.00 | 0 | 0.00 | 3 | 4.55 | 0 | 0.00 | 2 | 4.65 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

## 010 - DISTRICT WIDE

### Job Group: 5700 - TRANSIT VEHICLE MECHANICS

| | | | | | | | Entrances: 26 | | | | | | Exits: 19 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 4 | 4 | Yes | 6.72 | 3.85 | No | 0 | 0.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Minority | 132 | 146 | Yes | 75.71 | 80.77 | Yes | 19 | 79.17 | 2 | 100.00 | 0 | 0.00 | 2 | 50.00 | 0 | 0.00 | 10 | 66.67 |
| White Male | 105 | 88 | No | 23.75 | 19.23 | N/A | 5 | 20.83 | 0 | 0.00 | 0 | 0.00 | 2 | 50.00 | 0 | 0.00 | 5 | 33.33 |
| White Female | 2 | 1 | No | 0.54 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 15 | 14 | No | 3.44 | 3.85 | N/A | 1 | 4.17 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 13.33 |
| Black Female | 0 | 0 | Yes | 1.15 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 68 | 67 | No | 17.19 | 30.77 | N/A | 8 | 33.33 | 0 | 0.00 | 0 | 0.00 | 2 | 50.00 | 0 | 0.00 | 3 | 20.00 |
| Asian Female | 0 | 0 | Yes | 0.79 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 2 | 2 | No | 0.07 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.01 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 36 | 48 | Yes | 47.20 | 42.31 | No | 10 | 41.67 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 5 | 33.33 |
| Hispanic Female | 1 | 2 | Yes | 4.10 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 4 | 3 | No | 0.09 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 0 | No | 0.04 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 5 | 9 | No | 1.56 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 1 | 1 | No | 0.08 | 3.85 | N/A | 0 | 0.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 6000 - CLERICAL**

| | | | | | | | Entrances: 33 | | | | | | Exits: 14 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 77 | 68 | Yes | 65.60 | 51.52 | No | 17 | 60.71 | 0 | 0.00 | 0 | 0.00 | 4 | 44.44 | 0 | 0.00 | 3 | 60.00 |
| Minority | 120 | 115 | No | 60.36 | 87.88 | N/A | 24 | 85.71 | 5 | 100.00 | 0 | 0.00 | 8 | 88.89 | 0 | 0.00 | 3 | 60.00 |
| White Male | 7 | 5 | Yes | 12.45 | 3.03 | No | 1 | 3.57 | 0 | 0.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 1 | 20.00 |
| White Female | 9 | 7 | Yes | 27.19 | 9.09 | No | 3 | 10.71 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 20.00 |
| Black Male | 23 | 17 | No | 4.17 | 15.15 | N/A | 4 | 14.29 | 1 | 20.00 | 0 | 0.00 | 2 | 22.22 | 0 | 0.00 | 0 | 0.00 |
| Black Female | 30 | 28 | No | 7.12 | 24.24 | N/A | 8 | 28.57 | 0 | 0.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 13 | 17 | Yes | 11.72 | 12.12 | Yes | 2 | 7.14 | 2 | 40.00 | 0 | 0.00 | 2 | 22.22 | 0 | 0.00 | 0 | 0.00 |
| Asian Female | 18 | 10 | Yes | 19.46 | 3.03 | No | 1 | 3.57 | 0 | 0.00 | 0 | 0.00 | 2 | 22.22 | 0 | 0.00 | 1 | 20.00 |
| Native American Male | 0 | 0 | No | 0.18 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 1 | No | 0.21 | 3.03 | N/A | 1 | 3.57 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 8 | 8 | No | 5.26 | 12.12 | N/A | 2 | 7.14 | 2 | 40.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 20.00 |
| Hispanic Female | 17 | 16 | No | 10.17 | 3.03 | N/A | 1 | 3.57 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 20.00 |
| Pacific Islander Male | 0 | 1 | No | 0.48 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 1 | 1 | No | 1.01 | 3.03 | N/A | 1 | 3.57 | 0 | 0.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 8 | 11 | No | 0.14 | 6.06 | N/A | 2 | 7.14 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 2 | 5 | No | 0.44 | 6.06 | N/A | 2 | 7.14 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 6500 - POLICE OFFICERS**

| | | | | | | | Entrances: 35 | | | | | | Exits: 21 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 10 | 15 | Yes | 18.08 | 11.43 | No | 3 | 9.38 | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 5.56 |
| Minority | 112 | 117 | No | 44.88 | 85.71 | N/A | 27 | 84.38 | 3 | 100.00 | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 10 | 55.56 |
| White Male | 57 | 41 | Yes | 46.44 | 14.29 | No | 5 | 15.63 | 0 | 0.00 | 0 | 0.00 | 2 | 66.67 | 0 | 0.00 | 8 | 44.44 |
| White Female | 3 | 3 | Yes | 8.68 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 28 | 28 | No | 6.18 | 40.00 | N/A | 12 | 37.50 | 2 | 66.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 4 | 22.22 |
| Black Female | 5 | 5 | No | 2.26 | 2.86 | N/A | 1 | 3.13 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 25 | 22 | No | 10.32 | 8.57 | N/A | 3 | 9.38 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 11.11 |
| Asian Female | 1 | 3 | Yes | 2.33 | 2.86 | Yes | 1 | 3.13 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 0 | 0 | Yes | 0.68 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.06 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 42 | 34 | No | 16.67 | 17.14 | N/A | 6 | 18.75 | 0 | 0.00 | 0 | 0.00 | 1 | 33.33 | 0 | 0.00 | 2 | 11.11 |
| Hispanic Female | 1 | 4 | Yes | 4.56 | 5.71 | Yes | 1 | 3.13 | 1 | 33.33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 5.56 |
| Pacific Islander Male | 5 | 5 | No | 1.14 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 5.56 |
| Pacific Islander Female | 0 | 0 | No | 0.16 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 5 | 16 | No | 0.49 | 8.57 | N/A | 3 | 9.38 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 0 | 0 | No | 0.04 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 7500 - POLICE SUPERVISORS AND MANAGERS**

| | | | | | | | Entrances: 5 | | | | | | Exits: 4 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 13 | 10 | No | 10.06 | 20.00 | N/A | 0 | 0.00 | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 25.00 |
| Minority | 23 | 33 | Yes | 61.29 | 20.00 | No | 0 | 0.00 | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| White Male | 21 | 19 | No | 34.64 | 60.00 | N/A | 1 | 100.00 | 2 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 3 | 75.00 |
| White Female | 3 | 1 | No | 4.07 | 20.00 | N/A | 0 | 0.00 | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 25.00 |
| Black Male | 2 | 6 | Yes | 14.78 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Black Female | 5 | 2 | No | 3.24 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Male | 7 | 7 | No | 14.25 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Asian Female | 2 | 3 | No | 1.35 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 0 | 0 | No | 0.14 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.02 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 4 | 10 | Yes | 21.26 | 20.00 | No | 0 | 0.00 | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Female | 3 | 4 | No | 1.23 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 0 | 0 | Yes | 2.33 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 0 | 0 | No | 0.13 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 0 | 1 | Yes | 2.54 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Female | 0 | 0 | No | 0.02 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*

# Personnel Activity Summary Analysis - Gender within Race

## Analysis Date Range is 12/31/2019 - 12/31/2023

### 010 - DISTRICT WIDE

**Job Group: 7700 - POLICE CIVILIAN**

| | | | | | | | Entrances: 23 | | | | | | Exits: 19 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Hires | | Promotions | | Transfers | | Promotions | | Transfers | | Total Terminations | |
| Class | Emps on Plan Date | Emps on Mon Date | Under-utilized at Plan Date? | Goal Place-ment Rate % | Actual Place-ment Rate % | Goal Met? * | # | % | # | % | # | % | # | % | # | % | # | % |
| Female | 45 | 66 | No | 30.35 | 60.87 | N/A | 14 | 63.64 | 0 | 0.00 | 0 | 0.00 | 4 | 66.67 | 0 | 0.00 | 5 | 38.46 |
| Minority | 71 | 107 | No | 56.51 | 95.65 | N/A | 21 | 95.45 | 1 | 100.00 | 0 | 0.00 | 4 | 66.67 | 0 | 0.00 | 10 | 76.92 |
| White Male | 17 | 15 | Yes | 31.12 | 4.35 | No | 1 | 4.55 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 3 | 23.08 |
| White Female | 15 | 16 | No | 12.38 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 33.33 | 0 | 0.00 | 0 | 0.00 |
| Black Male | 9 | 16 | Yes | 10.07 | 13.04 | Yes | 2 | 9.09 | 1 | 100.00 | 0 | 0.00 | 1 | 16.67 | 0 | 0.00 | 2 | 15.38 |
| Black Female | 11 | 20 | No | 6.19 | 17.39 | N/A | 4 | 18.18 | 0 | 0.00 | 0 | 0.00 | 1 | 16.67 | 0 | 0.00 | 5 | 38.46 |
| Asian Male | 21 | 28 | No | 14.28 | 13.04 | N/A | 3 | 13.64 | 0 | 0.00 | 0 | 0.00 | 1 | 16.67 | 0 | 0.00 | 1 | 7.69 |
| Asian Female | 10 | 10 | No | 5.51 | 8.70 | N/A | 2 | 9.09 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Male | 0 | 0 | No | 0.33 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Native American Female | 0 | 0 | No | 0.19 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Hispanic Male | 9 | 9 | Yes | 11.89 | 8.70 | No | 2 | 9.09 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 7.69 |
| Hispanic Female | 7 | 13 | No | 5.17 | 17.39 | N/A | 4 | 18.18 | 0 | 0.00 | 0 | 0.00 | 1 | 16.67 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Male | 0 | 1 | Yes | 1.08 | 0.00 | No | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Pacific Islander Female | 2 | 3 | No | 0.65 | 4.35 | N/A | 1 | 4.55 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Two or more races Male | 2 | 3 | No | 0.88 | 0.00 | N/A | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 7.69 |
| Two or more races Female | 0 | 4 | No | 0.28 | 13.04 | N/A | 3 | 13.64 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |

** N/A indicates the class was not underutilized at plan date.*