

Work Force Analysis

Department: WL / PRODUCTION

Facility 1
07/07/2010

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
POWER PLANT TECH SUPV	7	26.34	1		Male	1	1						
WATER TREATMENT PLANT CHIEF OP	7	26.83	1		Female								
NERC CERT BALANCING AUTH OPER	7	28.05 - 29.52	6		Male	6	6						
NERC COMPLIANCE OFFICER	2	29.52	1		Female								
WATER PLANT SUPERINTENDENT	2	29.81	1		Male	1	1						
ASST POWER PROD SUPERINTENDENT	2	31.89	2		Female								
DIRECTOR OF WATER & LIGHT	1	62.50	1		Male	1	1						
					Female								
Department Total													
			66	1	Male	64	63	0	1	0	0	0	0
				1.52	% of Total	96.97	95.45	.00	1.52	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	3.03	3.03	.00	.00	.00	.00	.00	.00

Work Force Analysis

Department: WL / RAILROAD OPERATIONS

Facility 1
07/07/2010

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
RAILROAD OPERATOR	7	18.27	1		Male	1	1						
					Female								
MAINTENANCE SPECIALIST	7	20.75	1		Male	1	1						
					Female								
RAILROAD OPERATIONS SUPERVISOR	7	22.74	1		Male	1	1						
					Female								
Department Total			3	0	Male	3	3	0	0	0	0	0	0
				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Department: WL / TRANS & DISTRIBUTION

Facility 1
07/07/2010

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
STOREROOM ASSISTANT	8	12.62 - 15.88	3	3	Male Female	3							
EQUIPMENT OPERATOR II	7	12.75 - 17.88	15		Male Female	15	15						
METER READER	8	13.02 - 14.96	6		Male Female	6	6						
EQUIPMENT OPERATOR I	8	13.61	1		Male Female	1	1						
UTILITY SERVICE WORKER I	8	14.04 - 17.09	3	1	Male Female	3	2	1					
UTILITY SERVICE WORKER II	7	14.05 - 19.16	4		Male Female	4	4						
ADMIN SUPPORT ASST III	6	14.18	1		Male Female	1	1						
WATER DISTR. TECHNICIAN	7	14.76 - 19.16	4		Male Female	4	4						
MOBILE METER READER	7	14.98	1		Male Female	1	1						
STORES CLERK	7	15.31 - 17.57	3		Male Female	2	2						
ASST METER READING SUPERVISOR	7	15.56	1		Male Female	1	1						
ELECTRIC METER REPAIR WORKER	7	16.11 - 19.84	3		Male Female	3	3						

Continued...

Work Force Analysis

Department: WL / TRANS & DISTRIBUTION

Facility 1
07/07/2010

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
EQUIPMENT OPERATOR III	7	16.13 - 20.09	5		Male	5	5						
					Female								
ELECTRONIC DATA SPECIALIST	7	16.58	1		Male	1	1						
					Female								
APPRENTICE SUBSTATION TECH	8	16.88 - 21.40	2		Male	2	2						
					Female								
APPRENTICE LINeworker	8	17.35 - 23.11	6		Male	6	6						
					Female								
UTILITY LOCATOR	7	18.58 - 19.16	3		Male	3	3						
					Female								
ENGINEERING AIDE IV	3	19.14	1		Male	1	1						
					Female								
COMMUNICATION TECHNICIAN	7	19.50	1		Male	1	1						
					Female								
METER READING SUPERVISOR	7	20.38	1		Male	1	1						
					Female								
UTILITY SERVICE WORKER III	7	20.47	1		Male	1	1						
					Female								
WATER DISTR. SUPERVISOR I	7	20.68 - 21.08	5		Male	5	5						
					Female								
ASST ELECTRIC DIST COORDINATOR	3	21.10	1		Male	1	1						
					Female								
ELECTRIC METER REPAIR SUPV	7	21.17	1		Male	1	1						
					Female								

Continued...

Work Force Analysis

Department: WL / TRANS & DISTRIBUTION

Facility 1
07/07/2010

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
VEHICLE MAINT SUPERVISOR I	7	21.39 - 22.02	2		Male	2	2						
UTILITY LOCATOR SUPERVISOR	7	22.10	1		Female	1	1						
WATER DISTR. SUPERVISOR II	7	22.12 - 23.35	4	1	Male	4	3	1					
WATER DISTR. SUPERVISOR III	7	24.84 - 26.24	3		Female	3	3						
STORES SUPERVISOR	7	26.03	1	1	Male	1		1					
ELECTRIC DISTR. COORDINATOR	3	26.80	1		Female	1	1						
LINEWORKER	7	28.13	20		Male	20	20						
LINE SUPERVISOR I	7	28.95 - 29.52	4		Female	4	4						
COMMUNICATION TECH SUPERVISOR	7	29.52	1		Male	1	1						
SUBSTATION TECHNICIAN SUPV	7	29.52	3		Female	3	3						
LINE SUPERVISOR II	7	29.84 - 30.98	7		Male	7	7						
WATER DIST SVCS SUPT	2	30.67	1		Female	1	1						

Continued...

Work Force Analysis

Department: WL / TRANS & DISTRIBUTION

Facility 1
07/07/2010

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ELECTRIC SERVICES SUPT	2	30.99	1		Male	1	1						
					Female								
WATER DISTR. SUPERINTENDENT	2	32.52	1		Male	1	1						
					Female								
SUBSTATION REPAIR SUPT	2	33.21	1		Male	1	1						
					Female								
LINE SUPERINTENDENT	2	33.31 - 34.28	2		Male	2	2						
					Female								
ENERGY SERVICES SUPERINTENDENT	2	35.83	1		Male	1	1						
					Female								
MANAGER OF WATER OPERATIONS	1	39.01	1	1	Male	1		1					
					Female								
Department Total													
			123	7	Male	126	119	6	1	0	0	0	0
				5.47	% of Total	98.44	92.97	4.69	.78	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	1.56	1.56	.00	.00	.00	.00	.00	.00
Facility Total													
			1256	118	Male	906	812	69	14	3	8	0	0
				9.39	% of Total	72.13	64.65	5.49	1.11	.24	.64	.00	.00
					Female	350	326	19	4	1	0	0	0
					% of Total	27.87	25.96	1.51	.32	.08	.00	.00	.00

Work Force Analysis Summary

Facility 1
07/07/2010

Department	Total	Total Min # %		Total													
				#	%	White # %	Black # %	Hisp # %	Asian # %	Amlnd # %	NHOPI # %	Two+ # %					
CITY CLERK	3	1 33.33	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	3	100.00	2	66.67	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00
CITY MANAGER	8	0 0.00	Male	4	50.00	4	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	4	50.00	4	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CONVENTION & TOURISM	8	0 0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	8	100.00	8	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CULTURAL AFFAIRS	3	0 0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ECONOMIC DEVELOPMENT	3	0 0.00	Male	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EMPLOYEE BENEFIT	4	0 0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	4	100.00	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FINANCE	55	6 10.91	Male	5	9.09	5	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	50	90.91	44	80.00	6	10.91	0	0.00	0	0.00	0	0.00	0	0.00
FIRE DEPARTMENT	131	12 9.16	Male	119	90.84	107	81.68	6	4.58	2	1.53	0	0.00	4	3.05	0	0.00
			Female	12	9.16	12	9.16	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH / ADMINISTRATIVE	9	0 0.00	Male	1	11.11	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	8	88.89	8	88.89	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH / ANIMAL CONTROL	6	0 0.00	Male	1	16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	5	83.33	5	83.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH / COMMUNITY HEALTH	29	4 13.79	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	29	100.00	25	86.21	3	10.34	1	3.45	0	0.00	0	0.00	0	0.00
HEALTH / ENVIRONMENTAL HEALTH	11	0 0.00	Male	4	36.36	4	36.36	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	7	63.64	7	63.64	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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Department	Total	Total Min # %	Total																				
			#	%	White # %	Black # %	Hisp # %	Asian # %	AmtInd # %	NHOPi # %	Two+ # %												
HEALTH / WIC	5	1 20.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00						
			Female	5	100.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
HUMAN RESOURCES	9	2 22.22	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
			Female	9	100.00	7	77.78	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
HUMAN SERVICES	4	0 0.00	Male	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
			Female	3	75.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INFORMATION TECHNOLOGIES	25	1 4.00	Male	21	84.00	20	80.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
			Female	4	16.00	4	16.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JOINT COMMUNICATIONS	33	0 0.00	Male	13	39.39	13	39.39	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	20	60.61	20	60.61	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
LAW	13	0 0.00	Male	5	38.46	5	38.46	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	8	61.54	8	61.54	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MUNICIPAL COURT	13	2 15.38	Male	3	23.08	2	15.38	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	10	76.92	9	69.23	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NEIGHBORHOOD SERVICES	3	0 0.00	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PLANNING	13	1 7.69	Male	8	61.54	7	53.85	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	5	38.46	5	38.46	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
POLICE DEPARTMENT	184	17 9.24	Male	136	73.91	120	65.22	12	6.52	3	1.63	0	0.00	1	0.54	0	0.00	0	0.00	0	0.00	0	0.00
			Female	48	26.09	47	25.54	1	0.54	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PRKS & RECADMINISTRATIVE	6	0 0.00	Male	1	16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	5	83.33	5	83.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PRKS & REC/CARE	1	0 0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Work Force Analysis Summary

Facility 1
07/07/2010

Department	Total	Total Min # %	Total													
			#	%	White # %	Black # %	Hispanic # %	Asian # %	AmInd # %	NHQP1 # %	Two+ # %					
PRKS & REC/PARKS MGMT	24	1 4.17	21	87.50	20	83.33	0	0.00	1	4.17	0	0.00	0	0.00	0	0.00
			3	12.50	3	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PRKS & REC/PRK PLN & DEV.	20	0 0.00	18	90.00	18	90.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			2	10.00	2	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PUBLIC COMMUNICATIONS	12	0 0.00	7	58.33	7	58.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			5	41.67	5	41.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PW / ADMINISTRATIVE	94	7 7.45	76	80.85	69	73.40	3	3.19	1	1.06	2	2.13	1	1.06	0	0.00
			18	19.15	18	19.15	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PW / AIRPORT	14	0 0.00	13	92.86	13	92.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			1	7.14	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PW / PARKING	9	2 22.22	2	22.22	1	11.11	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
			7	77.78	6	66.67	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
PW / PUBLIC BUILDINGS	13	2 15.38	10	76.92	9	69.23	0	0.00	0	0.00	0	0.00	1	7.69	0	0.00
			3	23.08	2	15.38	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00
PW / PUBLIC TRANS.	39	11 28.21	30	76.92	21	53.85	6	15.38	2	5.13	1	2.56	0	0.00	0	0.00
			9	23.08	7	17.95	1	2.56	1	2.56	0	0.00	0	0.00	0	0.00
PW / REFUSE	83	32 38.55	73	87.95	43	51.81	29	34.94	1	1.20	0	0.00	0	0.00	0	0.00
			10	12.05	8	9.64	2	2.41	0	0.00	0	0.00	0	0.00	0	0.00
PW / SEWER	65	1 1.54	61	93.85	61	93.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			4	6.15	3	4.62	0	0.00	1	1.54	0	0.00	0	0.00	0	0.00
PW / STORM WATER UTILITY	9	0 0.00	9	100.00	9	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PW / VEHICLE MAINTENANCE	26	1 3.85	26	100.00	25	96.15	0	0.00	0	0.00	0	0.00	1	3.85	0	0.00
			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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07/07/2010

Department	Total	Total Min		Total													
		#	%	#	%	White	Black	Hisp	Asian	Amlnd	NHOPi	Two+					
				#	%	#	%	#	%	#	%	#	%	#	%	#	%
RECREATION CENTER	8	0	0.00	6	75.00	6	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	25.00	2	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0
RECREATION SERVICES	18	4	22.22	8	44.44	5	27.78	2	11.11	1	5.56	0	0.00	0	0.00	0	0.00
				Male	10	55.56	9	50.00	0	0.00	1	5.56	0	0.00	0	0.00	0
SUSTAINABILITY	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0
WL / ADMINISTRATIVE	45	2	4.44	28	62.22	26	57.78	1	2.22	1	2.22	0	0.00	0	0.00	0	0.00
				Male	17	37.78	17	37.78	0	0.00	0	0.00	0	0.00	0	0.00	0
WL / PRODUCTION	66	1	1.52	64	96.97	63	95.45	0	0.00	1	1.52	0	0.00	0	0.00	0	0.00
				Female	2	3.03	2	3.03	0	0.00	0	0.00	0	0.00	0	0.00	0
WL / RAILROAD OPERATIONS	3	0	0.00	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
WL / TRANS & DISTRIBUTION	128	7	5.47	126	98.44	119	92.97	6	4.69	1	0.78	0	0.00	0	0.00	0	0.00
				Female	2	1.56	2	1.56	0	0.00	0	0.00	0	0.00	0	0.00	0
Facility Total	1256	118	9.39	906	72.13	812	64.65	69	5.49	14	1.11	3	0.24	8	0.64	0	0.00
% of Total				350	27.87	326	25.96	19	1.51	4	0.32	1	0.08	0	0.00	0	0.00