

# **Appendix B: Availability Analysis**

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 100 Administration

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	39.01	9.59	<b>80.00</b>	31.21	7.67	Census 2010 Special EEO File Minn-St Paul-Bloom MN-WI Metro The primary source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	52.34	12.28	<b>20.00</b>	10.47	2.46	Feeder Job Groups: Upper Level Professionals (200) An important source for candidates. Past and expected internal movement.
<b>Job Group Final Availabilities (%)</b>			<b>100.00</b>	<b>41.68</b>	<b>10.13</b>	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 200 Upper Level Professionals

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.94	13.11	<b>55.00</b>	26.92	7.21	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10%  An important source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	68.85	26.23	<b>45.00</b>	30.98	11.80	Feeder Job Groups: Lower Level Professionals (201)  An important source for candidates. Past and expected internal movement.
			<b>100.00</b>			
Job Group Final Availabilities (%)				57.90	19.02	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 201 Lower Level Professionals

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	66.06	13.94	<b>100.00</b>	66.06	13.94	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10%  The primary source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Not a relevant source for candidates.
<b>Job Group Final Availabilities (%)</b>			<b>100.00</b>	66.06	13.94	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 300 Upper Level Technical

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	29.43	10.35	<b>40.00</b>	11.77	4.14	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10% An important source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	44.74	23.68	<b>60.00</b>	26.84	14.21	Feeder Job Groups: Lower Level Technical (301) An important source for candidates. Past and expected internal movement.
			<b>100.00</b>			
Job Group Final Availabilities (%)				38.61	18.35	

# Availability Analysis

City of Saint Paul  
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## Job Group: 301 Lower Level Technical

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	29.31	15.68	<b>100.00</b>	29.31	15.68	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10%  The primary source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Not a relevant source for candidates.
<b>Job Group Final Availabilities (%)</b>			<b>100.00</b>	29.31	15.68	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 400a Protective Svc-S Firefighter

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	8.60	23.08	<b>100.00</b>	8.60	23.08	Approved applicants for Firefighter positions in 2010 The primary source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Not a relevant source for candidates.
<b>100.00</b>						
Job Group Final Availabilities (%)				8.60	23.08	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 400b Protective Svc-S Fire Eqp Ops

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	-	-	-	-		Census 2010 Special EEO File  Not a relevant source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	3.62	20.81	<b>100.00</b>	3.62	20.81	Feeder Job Groups: Protective Svc-S Firefighter (400a) The primary source for candidates.
<b>100.00</b>						
Job Group Final Availabilities (%)				3.62	20.81	



# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 400c Protective Svc-S Fire Captain

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	-	-	-	-		Census 2010 Special EEO File  Not a relevant source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	4.76	23.17	<b>100.00</b>	4.76	23.17	Feeder Job Groups: Protective Svc-S Firefighter (400a), Protective Svc-S Fire Eq Ops (400b)  The primary source for candidates.
<b>100.00</b>						
Job Group Final Availabilities (%)				4.76	23.17	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 400d Protective Svc-S Fire Dist Cf

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	-	-	-	-		Census 2010 Special EEO File  Not a relevant source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	3.09	10.31	<b>100.00</b>	3.09	10.31	Feeder Job Groups: Protective Svc-S Fire Captain (400c) The primary source for candidates.
			<b>100.00</b>			
Job Group Final Availabilities (%)				3.09	10.31	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 401a Protective Svcs-S Police Officer

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	27.86	23.98	<b>100.00</b>	27.86	23.98	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10%  The primary source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Not a relevant source for candidates.
<b>100.00</b>						
Job Group Final Availabilities (%)				27.86	23.98	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 401b Protective Srvc-S Police Serg

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	-	-	-	-		Census 2010 Special EEO File  Not a relevant source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	16.82	20.62	<b>100.00</b>	16.82	20.62	Feeder Job Groups: Protective Srvc-S Police Officer (401a)  The primary source for candidates.
<b>100.00</b>						
Job Group Final Availabilities (%)				16.82	20.62	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 401c Protective Svcs-S Pol Cmdr

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	-	-	-	-		Census 2010 Special EEO File  Not a relevant source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	19.12	6.62	<b>100.00</b>	19.12	6.62	Feeder Job Groups: Protective Svcs-S Police Serg (401b)  The primary source for candidates.
<b>Job Group Final Availabilities (%)</b>			<b>100.00</b>	19.12	6.62	

# Availability Analysis

City of Saint Paul  
10/01/2013

**Job Group: 402 Protective Svcs-Non-Sworn**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	39.93	22.88	<b>100.00</b>	39.93	22.88	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10%  The primary source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Not a relevant source for candidates.
<b>Job Group Final Availabilities (%)</b>				<b>39.93</b>	<b>22.88</b>	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 500 Upper Level Admin Support

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	70.06	16.35	<b>40.00</b>	28.02	6.54	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10%  An important source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	72.03	48.25	<b>60.00</b>	43.22	28.95	Feeder Job Groups: Lower Level Admin Support (501)  An important source for candidates. Past and expected internal movement.
			<b>100.00</b>			
Job Group Final Availabilities (%)				71.24	35.49	

# Availability Analysis

City of Saint Paul  
10/01/2013

**Job Group: 501 Lower Level Admin Support**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	80.94	15.85	<b>100.00</b>	80.94	15.85	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10%  The primary source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Not a relevant source for candidates.
<b>100.00</b>						
Job Group Final Availabilities (%)				80.94	15.85	



# Availability Analysis

City of Saint Paul  
10/01/2013

**Job Group: 600 Skilled Craft**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	3.97	10.74	<b>100.00</b>	3.97	10.74	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10%  The primary source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Not a relevant source for candidates.
<b>100.00</b>						
Job Group Final Availabilities (%)				3.97	10.74	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 900 Upper Level Srvc Maintenance

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	14.43	16.85	<b>60.00</b>	8.66	10.11	Census 2010 Special EEO File Ramsey 50%;Washington 20%;Dakota 10%;Henn 10%;Mpls Metro 10%  An important source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	38.87	42.11	<b>40.00</b>	15.55	16.84	Feeder Job Groups: Lower Level Srvc Maintenance (901)  An important source for candidates. Past and expected internal movement.
<b>100.00</b>						
Job Group Final Availabilities (%)				24.21	26.95	

# Availability Analysis

City of Saint Paul  
10/01/2013

## Job Group: 901 Lower Level Srvc Maintenance

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.65	23.53	<b>100.00</b>	34.65	23.53	Census 2010 Special EEO File Ramsey 50%; Washington 20%; Dakota 10%; Henn 10%; Mpls Metro 10%  The primary source for candidates.
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Not a relevant source for candidates.
<b>100.00</b>						
Job Group Final Availabilities (%)				34.65	23.53	