

EXHIBIT A
City of Napa
Utilization Analysis

Job Group: 01 - Officials - Administrators
Total Employees: 19

	Male	Female	Nonbinary/ Other	Asian	Black/ African American	Hispanic/ Latinx/ Latine/ Latin(o/a)	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi- Ethnic or Other	White
Employees (#)	8	11	0	1	0	2	0	0	1	15
Employees (%)	42.1%	57.9%	N/A	5.3%	0.0%	10.5%	0.0%	0.0%	5.3%	78.9%
Availability (%)	73.0%	27.0%	N/A	5.0%	3.2%	9.0%	0.5%	0.10%	1.9%	80.3%
>20% of highest selection category	No	Yes	N/A	Yes	No	Yes	*	*	Yes	Yes

2021 - Underutilization of Male, Asian, Black, Hispanic.
2022 - Underutilization of Male, Black.

The *Uniform Guidelines on Employee Selection Procedures* under the Equal Employment Opportunity Commission indicates that the 4/5ths rule is the preferred method for determining adverse impact unless samples are very small or very large.

The method includes:

- Calculate the rate of selection for each group (divide the number of persons selected from a group by the number of applicants from that group).
- Observe which group has the highest selection rate.
- When community availability is less than 1%, field is denotated with *
- Calculate the impact ratios, by comparing the selection rate for each group with that of the highest group (divide the selection rate for a group by the selection rate for the highest group).
- Observe whether the selection rate for any group is substantially less (i.e., usually less than 4/5ths or 80%) than the selection rate for the highest group, to determine adverse impact.

EXHIBIT A
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Job Group: 02 - Professionals
Total Employees: 103

	Male	Female	Nonbinary/ Other	Asian	Black/ African American	Hispanic/ Latinx/ Latine/ Latin(o/a)	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi- Ethnic or Other	White
Employees (#)	67	36	0	12	1	20	2	0	3	65
Employees (%)	65.0%	35.0%	N/A	11.7%	1.0%	19.4%	1.9%	0.0%	2.9%	63.1%
Availability (%)	62.6%	37.4%	N/A	12.4%	5.0%	11.2%	0.4%	0.02%	1.7%	69.3%
>20% of highest selection category	Yes	Yes	N/A	Yes	No	Yes	Yes	*	Yes	Yes

2021 - Underutilization of Asian, Black, Other.
2022 - Underutilization of Black.

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Job Group: 03 - Technicians
Total Employees: 87

	Male	Female	Nonbinary/ Other	Asian	Black/ African American	Hispanic/ Latinx/ Latine/ Latin(o/a)	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi- Ethnic or Other	White
Employees (#)	55	32	0	4	4	21	0	0	4	54
Employees (%)	63.2%	36.8%	N/A	4.6%	4.6%	24.1%	0.0%	0.0%	4.6%	62.1%
Availability (%)	59.6%	40.4%	N/A	10.8%	4.3%	16.7%	0.3%	0.04%	2.9%	65.0%
>20% of highest selection category	Yes	Yes	N/A	No	Yes	Yes	*	*	Yes	Yes

2021 - Underutilization of Asian.
2022 - Underutilization of Asian.

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Job Group: 04 - Protective Service
Total Employees: 90

	Male	Female	Nonbinary/ Other	Asian	Black/ African American	Hispanic/ Latinx/ Latine/ Latin(o/a)	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi- Ethnic or Other	White
Employees (#)	86	4	0	3	3	24	2	0	3	55
Employees (%)	95.6%	4.4%	N/A	3.3%	3.3%	26.7%	2.2%	0.0%	3.3%	61.1%
Availability (%)	93.9%	6.1%	N/A	7.2%	7.5%	19.7%	0.5%	0.04%	0.1%	65.0%
>20% of highest selection category	Yes	No	N/A	No	No	Yes	Yes	*	Yes	Yes

2021 - Underutilization of Asian, Black.
2022 - Underutilization of Female, Asian, Black.

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Job Group: 05 - Paraprofessionals
Total Employees: 5

	Male	Female	Nonbinary/ Other	Asian	Black/ African American	Hispanic/ Latinx/ Latine/ Latin(o/a)	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi- Ethnic or Other	White
Employees (#)	2	3	0	0	0	0	0	0	0	5
Employees (%)	40.0%	60.0%	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Availability (%)	58.0%	42.0%	N/A	6.9%	1.6%	9.6%	2.4%	0.04%	3.7%	75.8%
>20% of highest selection category	No	Yes	N/A	No	No	No	No	*	No	Yes

2021 - Underutilization of Male, Asian, Black, Hispanic, Native American or Alaskan Native, Other.
2022 - Underutilization of Male, Asian, Black, Hispanic, Native American or Alaskan Native, Other.

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Job Group: 06 - Administrative Support
Total Employees: 53

	Male	Female	Nonbinary/ Other	Asian	Black/ African American	Hispanic/ Latinx/ Latine/ Latin(o/a)	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi- Ethnic or Other	White
Employees (#)	4	47	2	0	0	18	1	0	2	32
Employees (%)	7.5%	88.7%	N/A	0.0%	0.0%	34.0%	1.9%	0.0%	3.8%	60.4%
Availability (%)	19.8%	80.2%	N/A	5.0%	3.2%	17.8%	0.2%	0.04%	5.1%	68.7%
>20% of highest selection category	No	Yes	N/A	No	No	Yes	Yes	*	Yes	Yes

2021 - Underutilization of Male, Asian, Black.
2022 - Underutilization of Male, Asian, Black.

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Job Group: 07 - Skilled Craft Worker
Total Employees: 32

	Male	Female	Nonbinary/ Other	Asian	Black/ African American	Hispanic/ Latinx/ Latine/ Latin(o/a)	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi- Ethnic or Other	White
Employees (#)	32	0	0	0	0	9	0	0	1	22
Employees (%)	100.0%	0.0%	N/A	0.0%	0.0%	28.1%	0.0%	0.0%	3.1%	68.8%
Availability (%)	94.3%	5.7%	N/A	4.3%	4.8%	33.7%	0.8%	0.03%	2.8%	53.6%
>20% of highest selection category	Yes	No	N/A	No	No	Yes	*	*	Yes	Yes

2021 - Underutilization of Female, Asian, Black.
2022 - Underutilization of Female, Asian, Black.

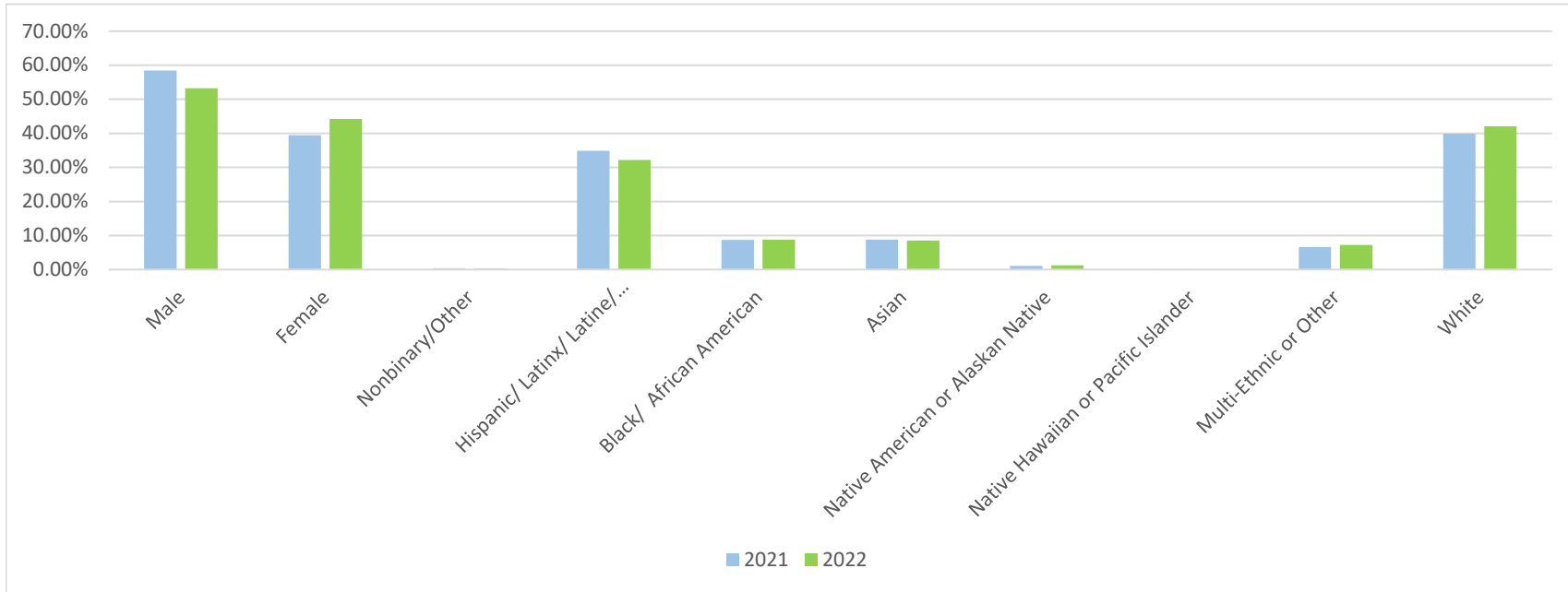
EXHIBIT A
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Job Group: 08 - Service - Maintenance
Total Employees: 47

	Male	Female	Nonbinary/ Other	Asian	Black/ African American	Hispanic/ Latinx/ Latine/ Latin(o/a)	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi- Ethnic or Other	White
Employees (#)	46	1	0	1	0	15	1	0	1	29
Employees (%)	97.9%	2.1%	N/A	2.1%	0.0%	31.9%	2.1%	0.0%	2.1%	61.7%
Availability (%)	82.3%	17.7%	N/A	3.4%	7.1%	39.9%	0.2%	0.01%	2.3%	47.1%
>20% of highest selection category	Yes	No	N/A	Yes	No	Yes	Yes	*	Yes	Yes

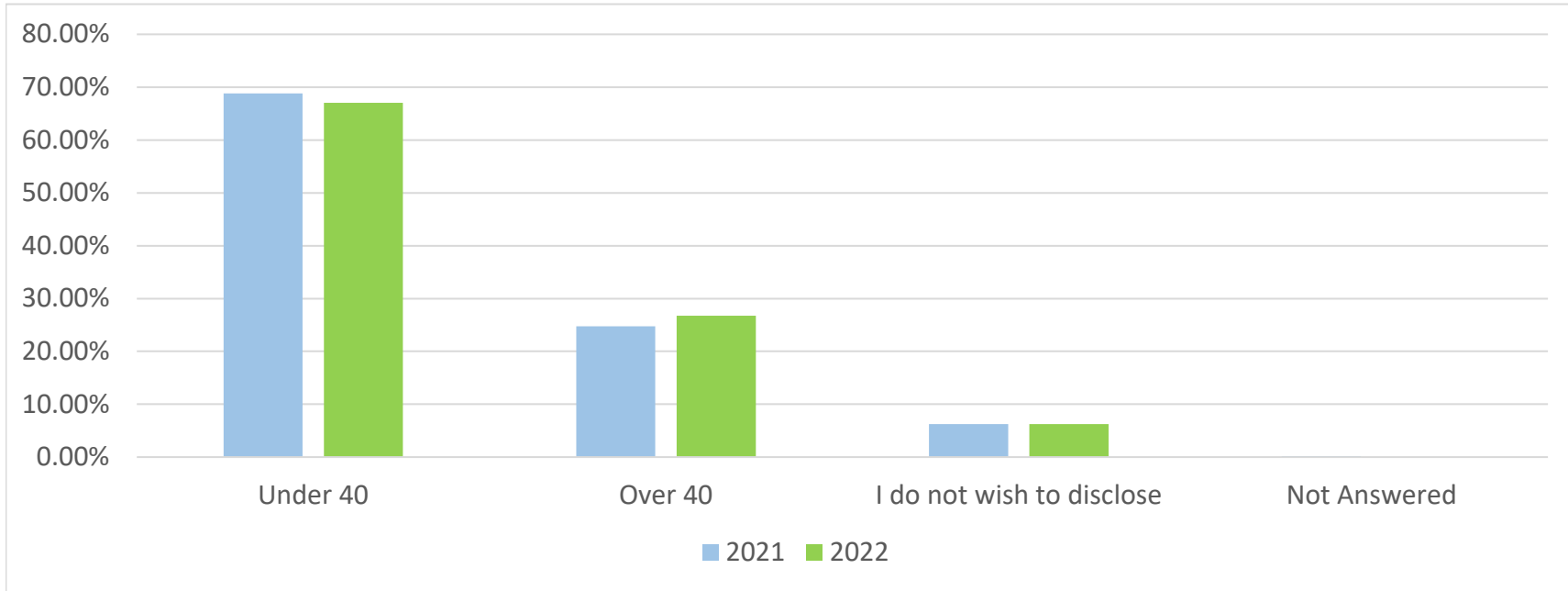
2021 - Underutilization of Female, Black.
2022 - Underutilization of Female, Black.

EXHIBIT A Job Applicants - By Gender and Race



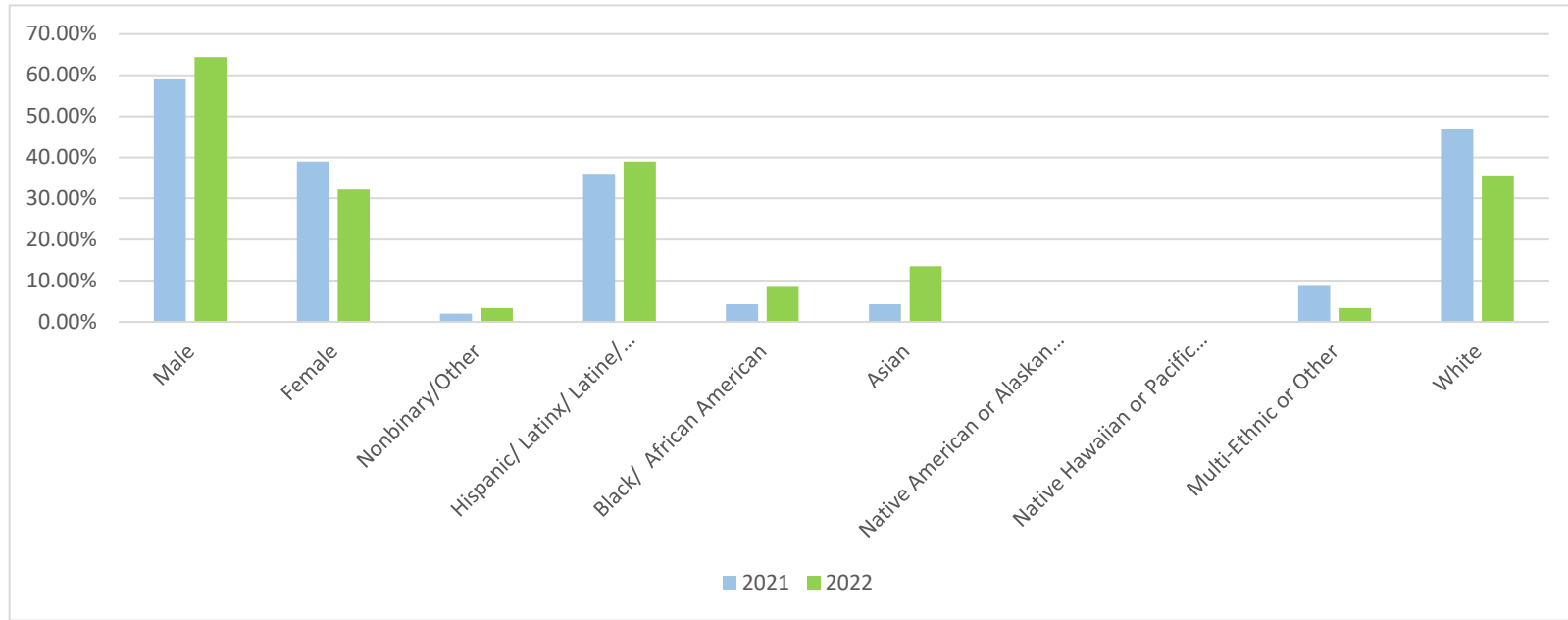
	Gender			Race/Ethnicity						
	Male	Female	Nonbinary/ Other	Hispanic/ Latinx/ Latine/ Latin(o/a)	Black/ African American	Asian	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi- Ethnic or Other	White
2021	58.44%	39.48%	0.37%	34.87%	8.66%	8.77%	1.04%	0.15%	6.58%	39.93%
2022	53.25%	44.20%	0.31%	32.18%	8.76%	8.53%	1.23%	0.00%	7.24%	42.06%

EXHIBIT A Job Applicants - By Age



	Under 40	Over 40	I do not wish to disclose	Not Answered
2021	68.81%	24.76%	6.25%	0.19%
2022	67.02%	26.74%	6.24%	0.00%

EXHIBIT A New Hires between January 1, 2022 - December 31, 2022



	Gender			Race/Ethnicity						
	Male	Female	Nonbinary/ Other	Hispanic/ Latinx/ Latine/ Latin(o/a)	Black/ African American	Asian	Native American or Alaskan Native	Native Hawaiian or Pacific Islander	Multi-Ethnic or Other	White
2021	59.00%	39.00%	2.00%	36.00%	4.30%	4.30%	0.00%	0.00%	8.70%	47.00%
2022	64.41%	32.20%	3.39%	38.98%	8.48%	13.56%	0.00%	0.00%	3.39%	35.59%