

City of Springfield, MA Equal Employment Opportunity Workforce Summary Data

Department	EEO Code	Percentage	Gender	Percentage
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311	W:	44%	Female:	88%
	B:	22%	Male:	11%
	H:	33%		

Total Percent Minorities:	55%
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Assessors	W:	72%	Female:	27%
	B:	9%	Male:	73%
	H:	18%		

Total Percent Minorities:	27%
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Building	W:	72%	Female:	20%
	B:	16%	Male:	80%
	H:	12%		

Total Percent Minorities:	28%
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Capital Assets	W:	40%	Female:	20%
	B:	40%	Male:	80%
	H:	20%		

Total Percent Minorities:	60%
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OMB	W:	77%	Female:	44%
	B:	11%	Male:	55%
	H:	11%		

Total Percent Minorities:	22%
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City Clerk	W:	33%	Female:	88%
	B:	44%	Male:	11%
	H:	11%		
	A:	11%		

Total Percent Minorities:	66%
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City Council	W:	56%	Female:	25%
	B:	25%	Male:	75%
	H:	18%		

Total Percent Minorities:	43%
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Collector-Treasures	W:	75%	Female:	68%
	B:	6%	Male:	31%
	H:	12%		
	A:	6%		

Total Percent Minorities: 24%

Comm. Development	W:	54%	Female:	54%
	B:	20%	Male:	46%
	H:	20%		
	A:	4%		

Total Percent Minorities: 44%

Comptrollers	W:	66%	Female:	88%
	B:	11%	Male:	11%
	H:	11%		
	A:	11%		

Total Percent Minorities: 33%

Dispatch	W:	60%	Female:	54%
	B:	18%	Male:	46%
	H:	21%		

Total Percent Minorities: 39%

DPW	W:	54%	Female:	7%
	B:	27%	Male:	93%
	H:	17%		
	I:	0.08%		
	A:	0.08%		

Total Percent Minorities: 44.16%

Elder Affairs	W:	32%	Female:	74%
	B:	37%	Male:	26%
	H:	32%		

Total Percent Minorities: 69%

Elections	W:	20%	Female:	100%
	B:	40%		
	H:	40%		

Total Percent Minorities: 80%

Facilities	W:	70%	Female:	20%
	B:	15%	Male:	80%
	H:	10%		
	A:	5%		

Total Percent Minorities: 30%

Fire	W:	54%	Female:	2%
	B:	16%	Male:	98%
	H:	29%		
	A:	0.04%		
	I:	0.04%		

Total Percent Minorities: 45.08%

HHS	W:	39%	Female:	71%
	B:	34%	Male:	29%
	H:	21%		
	A:	5%		

Total Percent Minorities: 60%

Housing	W:	69%	Female:	23%
	B:	15%	Male:	77%
	H:	15%		

Total Percent Minorities: 30%

HR & LR	W:	71%	Female:	71%
	B:	17%	Male:	29%
	H:	12%		

Total Percent Minorities: 29%

Internal Audit	W:	66%	Female:	33%
	A:	33%	Male:	66%

Total Percent Minorities: 33%

IT	W:	92%	Female:	38%
	B:	8%	Male:	62%

Total Percent Minorities: 8%

Law	W:	62%	Female:	72%
	B:	14%	Male:	28%
	H:	24%		

Total Percent Minorities: 38%

Library	W:	78%	Female:	80%
	B:	9%	Male:	20%
	H:	12%		
	A:	0.08%		

Total Percent Minorities: 21.08%

Mayor's Office	W:	43%	Female:	57%
	B:	43%	Male:	43%
	H:	14%		

Total Percent Minorities: 57%

PBRM	W:	77%	Female:	80%
	B:	13%	Male:	20%
	H:	8%		
	A:	1%		

Total Percent Minorities: 22%

Planning	W:	75%	Female:	16%
	B:	16%	Male:	83%
	Two or more:	8%		

Total Percent Minorities: 24%

Police	W:	56%	Female:	16%
	B:	12%	Male:	84%
	H:	30%		
	A:	0.05%		
	I:	0.05%		

Total Percent Minorities: 42.1%

Procurement	W:	83%	Female:	66%
	B:	17%	Male:	33%

Total Percent Minorities: 17%

TJO	W:	86%	Female:	60%
	H:	13%	Male:	40%

Total Percent Minorities: 13%

Veterans	W:	50%	Female:	25%
	B:	25%	Male:	75%
	H:	25%		

Total Percent Minorities: 50%

for July 1, 2016 to June 30, 2017 