

# City of Portland



1010

Bureau of Environmental Services

## **Bureau Affirmative Action Program (AAP) Plan Reports**

**2022 AAP Annual Plan Reports  
1/1/2021 to 12/31/2021**



# **Job Group Analysis**

The Job Group Analysis shows the jobs in each job group, the number of employees in each job, the number and percentage of people of color and women in each job, the total number of employees in each job group, and the total number and percentage of people of color and women in each job group as of 1/1/2022.

**Job Group Analysis**

**1CR**

**Officials/Admin - Community Relations**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003096 - Public Information Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>1 Employee</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003039 - Director III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1EN**

**Officials/Admin - Environmental**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003074 - Laboratory Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003048 - Engineer, Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003050 - Engineering Manager	#	1	3	1	0	0	0	0	0		
4 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
30003015 - Capital Project Manager IV	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003014 - Capital Project Manager III	#	1	1	0	0	1	0	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00		
30003013 - Capital Project Manager II	#	2	2	0	0	1	0	0	1		
5 Employees	%	40.00	40.00	0.00	0.00	20.00	0.00	0.00	20.00		
30000399 - Capital Project Manager I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>17 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>		
		<b>%</b>	<b>23.53</b>	<b>35.29</b>	<b>5.88</b>	<b>0.00</b>	<b>11.76</b>	<b>0.00</b>	<b>5.88</b>		

# Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst III	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003055 - Financial Analyst II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
<b>6 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>16.67</b>	<b>0.00</b>	<b>0.00</b>	<b>16.67</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1GA**

**Officials/Admin - General Administrative**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003036 - Deputy Director III	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003083 - Manager III	#	2	3	0	1	0	0	0	1		
6 Employees	%	33.33	50.00	0.00	16.67	0.00	0.00	0.00	16.67		
30003082 - Manager II	#	2	7	1	0	0	0	0	1		
12 Employees	%	16.67	58.33	8.33	0.00	0.00	0.00	0.00	8.33		
30003009 - Analyst IV	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003081 - Manager I	#	3	6	1	1	1	0	0	0		
12 Employees	%	25.00	50.00	8.33	8.33	8.33	0.00	0.00	0.00		
30003008 - Analyst III	#	3	10	2	1	0	0	0	0		
13 Employees	%	23.08	76.92	15.38	7.69	0.00	0.00	0.00	0.00		
30003007 - Analyst II	#	1	6	1	0	0	0	0	0		
12 Employees	%	8.33	50.00	8.33	0.00	0.00	0.00	0.00	0.00		
30003006 - Analyst I	#	3	3	0	1	2	0	0	0		
4 Employees	%	75.00	75.00	0.00	25.00	50.00	0.00	0.00	0.00		
<b>63 Employees</b>	<b>Totals</b>	<b>#</b>	<b>15</b>	<b>36</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>2</b>		
		<b>%</b>	<b>23.81</b>	<b>57.14</b>	<b>7.94</b>	<b>6.35</b>	<b>6.35</b>	<b>0.00</b>	<b>3.17</b>		



# Job Group Analysis

**1PM**

**Officials/Admin - Program Management**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>1 Employee</b>	<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

**1SU**

**Officials/Admin - Supervisors**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	1	3	0	0	1	0	0	0		
7 Employees	%	14.29	42.86	0.00	0.00	14.29	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	2	3	1	0	1	0	0	0		
9 Employees	%	22.22	33.33	11.11	0.00	11.11	0.00	0.00	0.00		
<b>16 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>18.75</b>	<b>37.50</b>	<b>6.25</b>	<b>0.00</b>	<b>12.50</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2AC**

**Professionals - Accounting**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	1	1	0	0	0	0	1	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00		
30000063 - Accountant II	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
<b>3 Employees</b>											
	<b>Totals</b>										
	#	2	2	1	0	0	0	1	0		
	%	66.67	66.67	33.33	0.00	0.00	0.00	33.33	0.00		

## Job Group Analysis

**2BO**

**Professionals - Botanic**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000320 - Botanic Spec II-Generalist	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
<b>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>12.50</b>	<b>37.50</b>	<b>0.00</b>	<b>0.00</b>	<b>12.50</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2CR**

**Professionals - Community Relations**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information Officer	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2EN**

**Professionals - Environmental**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003052 - Environmental Supervisor	#	1	3	0	0	1	0	0	0		
8 Employees	%	12.50	37.50	0.00	0.00	12.50	0.00	0.00	0.00		
30003376 - Environmental Regulatory Coordinator	#	0	3	0	0	0	0	0	0		
9 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30003102 - Statistician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000340 - Hydrogeologist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000662 - Environmental Program Coordinator	#	0	6	0	0	0	0	0	0		
9 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30002037 - Field Science Specialist	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000339 - Environmental Specialist-Generalist	#	4	12	0	1	2	0	0	1		
28 Employees	%	14.29	42.86	0.00	3.57	7.14	0.00	0.00	3.57		
<b>62 Employees</b>	<b>Totals #</b>	<b>5</b>	<b>26</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>		
	<b>Totals %</b>	<b>8.06</b>	<b>41.94</b>	<b>0.00</b>	<b>1.61</b>	<b>4.84</b>	<b>0.00</b>	<b>0.00</b>	<b>1.61</b>		

## Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	3	5	3	0	0	0	0	0		
12 Employees	%	25.00	41.67	25.00	0.00	0.00	0.00	0.00	0.00		
30003046 - Engineer II	#	3	1	2	0	1	0	0	0		
8 Employees	%	37.50	12.50	25.00	0.00	12.50	0.00	0.00	0.00		
30003047 - Engineer III	#	5	8	4	0	0	0	0	1		
18 Employees	%	27.78	44.44	22.22	0.00	0.00	0.00	0.00	5.56		
30000366 - Engineer-Electrical	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000367 - Engineer-Geotechnical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	2	11	1	0	1	0	0	0		
22 Employees	%	9.09	50.00	4.55	0.00	4.55	0.00	0.00	0.00		
30003084 - Mapping & GIS Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000700 - Communications Engineer	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000358 - Engineering Associate, Sr-Civil	#	3	5	2	0	0	0	0	1		
13 Employees	%	23.08	38.46	15.38	0.00	0.00	0.00	0.00	7.69		
30000359 - Engineering Associate, Sr-Electrical	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000313 - Landscape Architect	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	3	3	1	0	2	0	0	0		
8 Employees	%	37.50	37.50	12.50	0.00	25.00	0.00	0.00	0.00		
<b>91 Employees</b>	<b>Totals</b>	<b>#</b>	<b>20</b>	<b>36</b>	<b>14</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>2</b>		
		<b>%</b>	<b>21.98</b>	<b>39.56</b>	<b>15.38</b>	<b>0.00</b>	<b>4.40</b>	<b>0.00</b>	<b>2.20</b>		

## Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	1	4	0	0	0	0	0	1		
8 Employees	%	12.50	50.00	0.00	0.00	0.00	0.00	0.00	12.50		
30003011 - Business Systems Analyst II	#	3	2	1	0	1	0	0	1		
5 Employees	%	60.00	40.00	20.00	0.00	20.00	0.00	0.00	20.00		
30000373 - Graphics Designer III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>14 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>		
		<b>%</b>	<b>28.57</b>	<b>50.00</b>	<b>7.14</b>	<b>0.00</b>	<b>7.14</b>	<b>0.00</b>	<b>14.29</b>		



# Job Group Analysis

**2PL**

**Professionals - Planning**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003090 - Planner, Supervising	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000398 - Planner, Sr City-Water Resources	#	1	3	0	0	0	0	0	1		
3 Employees	%	33.33	100.00	0.00	0.00	0.00	0.00	0.00	33.33		
30000390 - Planner II. City-Water Resources	#	1	3	0	0	0	0	0	1		
4 Employees	%	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00		
<b>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>		
		<b>%</b>	<b>25.00</b>	<b>75.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>25.00</b>		

# Job Group Analysis

**2PM**

**Professionals - Program Management**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	1	7	0	0	1	0	0	0		
10 Employees	%	10.00	70.00	0.00	0.00	10.00	0.00	0.00	0.00		
30003028 - Coordinator II	#	7	5	6	0	0	0	1	0		
16 Employees	%	43.75	31.25	37.50	0.00	0.00	0.00	6.25	0.00		
<b>26 Employees</b>	<b>Totals</b>	<b>#</b>	<b>8</b>	<b>12</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	
		<b>%</b>	<b>30.77</b>	<b>46.15</b>	<b>23.08</b>	<b>0.00</b>	<b>3.85</b>	<b>0.00</b>	<b>3.85</b>	<b>0.00</b>	

# Job Group Analysis

**3BO**

**Technicians - Botanic**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003379 - Botanic Technician II-GreenInfastructure	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003378 - Botanic Technician I-Green Infastructure	#	2	2	0	0	1	0	0	1		
3 Employees	%	66.67	66.67	0.00	0.00	33.33	0.00	0.00	33.33		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>		
	<b>%</b>	<b>50.00</b>	<b>75.00</b>	<b>0.00</b>	<b>0.00</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>	<b>25.00</b>		

## Job Group Analysis

**3EL**

**Technicians - Electronics**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000239 - Instrument Technician	#	2	0	0	0	1	0	0	1		
10 Employees	%	20.00	0.00	0.00	0.00	10.00	0.00	0.00	10.00		
30000401 - Electronic Systems Technician	#	1	0	0	0	0	0	1	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	33.33	0.00		
<b>13 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>		
		<b>%</b>	<b>23.08</b>	<b>0.00</b>	<b>0.00</b>	<b>7.69</b>	<b>0.00</b>	<b>7.69</b>	<b>7.69</b>		

## Job Group Analysis

**3EN**

**Technicians - Environmental**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000338 - Environmental Technician II	#	5	14	1	2	0	0	0	2		
31 Employees	%	16.13	45.16	3.23	6.45	0.00	0.00	0.00	6.45		
30002038 - Field Science Technician	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000337 - Environmental Technician I	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
<b>36 Employees</b>	<b>Totals</b>	<b>#</b>	<b>7</b>	<b>16</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	
		<b>%</b>	<b>19.44</b>	<b>44.44</b>	<b>5.56</b>	<b>5.56</b>	<b>0.00</b>	<b>2.78</b>	<b>0.00</b>	<b>5.56</b>	

# Job Group Analysis

**3ER**

**Technicians - Engineering & Related**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000229 - Public Works Inspector, Sr	#	1	2	0	0	0	0	1	0		
12 Employees	%	8.33	16.67	0.00	0.00	0.00	0.00	8.33	0.00		
30000330 - CAD Technician III	#	1	0	0	0	0	0	1	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	33.33	0.00		
30000343 - GIS Technician III	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000326 - Engineering Technician III	#	1	2	1	0	0	0	0	0		
13 Employees	%	7.69	15.38	7.69	0.00	0.00	0.00	0.00	0.00		
30000228 - Public Works Inspector	#	3	2	0	2	0	1	0	0		
12 Employees	%	25.00	16.67	0.00	16.67	0.00	8.33	0.00	0.00		
30000325 - Engineering Technician II	#	9	5	3	0	5	0	0	1		
19 Employees	%	47.37	26.32	15.79	0.00	26.32	0.00	0.00	5.26		
30000342 - GIS Technician II	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000329 - CAD Technician II	#	2	0	0	1	1	0	0	0		
5 Employees	%	40.00	0.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000324 - Engineering Technician I	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
<b>74 Employees</b>	<b>Totals</b>	<b>#</b>	<b>18</b>	<b>12</b>	<b>4</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>2</b>	
		<b>%</b>	<b>24.32</b>	<b>16.22</b>	<b>5.41</b>	<b>4.05</b>	<b>8.11</b>	<b>1.35</b>	<b>2.70</b>	<b>2.70</b>	

## Job Group Analysis

**3LB**

**Technicians - Laboratory**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002507 - Laboratory Coordinator-CL	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30002506 - Laboratory Analytical Specialist-CL	#	1	2	0	0	1	0	0	0		
6 Employees	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		
30002505 - Laboratory Analyst II-CL	#	1	4	0	0	1	0	0	0		
6 Employees	%	16.67	66.67	0.00	0.00	16.67	0.00	0.00	0.00		
<b>15 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>13.33</b>	<b>53.33</b>	<b>0.00</b>	<b>0.00</b>	<b>13.33</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**3RM**

**Technicians - Risk Management**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003100 - Risk Specialist II	#	3	2	0	0	1	0	0	2		
4 Employees	%	75.00	50.00	0.00	0.00	25.00	0.00	0.00	50.00		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	
		<b>%</b>	<b>75.00</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>	<b>50.00</b>	



# Job Group Analysis

**6CR**

**Administrative Support - Community Relations**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000590 - Community Service Aide II	#	6	8	1	1	2	0	0	2		
19 Employees	%	31.58	42.11	5.26	5.26	10.53	0.00	0.00	10.53		
<b>19 Employees</b>	<b>Totals</b>	<b>#</b>	<b>6</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	
		<b>%</b>	<b>31.58</b>	<b>42.11</b>	<b>5.26</b>	<b>5.26</b>	<b>10.53</b>	<b>0.00</b>	<b>0.00</b>	<b>10.53</b>	

# Job Group Analysis

**6EN**

**Administrative Support - Environmental**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000163 - Wastewater Operations Specialist	#	1	1	0	0	0	0	0	1		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>		
		<b>%</b>	<b>25.00</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>25.00</b>		

# Job Group Analysis

**6ER**

**Administrative Support - Engineering Related**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000221 - Engineering Trainee	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>%</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

## Job Group Analysis

**6GA**

**Administrative Support - General Administrative**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30003003 - Administrative Specialist II	#	2	6	0	0	0	1	0	1		
6 Employees	%	33.33	100.00	0.00	0.00	0.00	16.67	0.00	16.67		
30003002 - Administrative Specialist I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>9 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	
		<b>%</b>	<b>33.33</b>	<b>88.89</b>	<b>0.00</b>	<b>11.11</b>	<b>0.00</b>	<b>11.11</b>	<b>0.00</b>	<b>11.11</b>	

# Job Group Analysis

**6OS**

**Administrative Support - Office Support**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	3	4	0	2	1	0	0	0		
4 Employees	%	75.00	100.00	0.00	50.00	25.00	0.00	0.00	0.00		
30000828 - Records Specialist	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	2	2	0	2	0	0	0	0		
2 Employees	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000011 - Office Support Specialist I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>75.00</b>	<b>87.50</b>	<b>0.00</b>	<b>62.50</b>	<b>12.50</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**6PM**

**Administrative Support - Program Management**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
30003235 - Coordinator I - E	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>3 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>33.33</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>33.33</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**6SP**

**Administrative Support - Store & Purchases**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002485 - Storekeepr/Acquisition Specialist III-CL	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

**7EN**

**Skilled Craft - Environmental**

**EEO Code: 7**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000157 - Industrial Maintenance Millwright	#	3	1	0	1	0	1	0	1		
30 Employees	%	10.00	3.33	0.00	3.33	0.00	3.33	0.00	3.33		
30000161 - Wastewater Operator II	#	8	7	2	2	0	0	1	3		
39 Employees	%	20.51	17.95	5.13	5.13	0.00	0.00	2.56	7.69		
30000155 - Industrial Maintenance Millwright, Appr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>70 Employees</b>	<b>Totals</b>	<b>#</b>	<b>8</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>4</b>		
		<b>%</b>	<b>11.43</b>	<b>2.86</b>	<b>4.29</b>	<b>0.00</b>	<b>1.43</b>	<b>1.43</b>	<b>5.71</b>		



# Job Group Analysis

**7GM**

**Skilled Craft - General Maintenance/Trades**

**EEO Code: 7**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003079 - Maintenance Supervisor I - E	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	2	1	0	1	0	0	0	1		
11 Employees	%	18.18	9.09	0.00	9.09	0.00	0.00	0.00	9.09		
30000126 - Industrial Machinist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000114 - Industrial Painter	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
<b>17 Employees</b>	<b>Totals #</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>		
	<b>%</b>	<b>23.53</b>	<b>5.88</b>	<b>0.00</b>	<b>5.88</b>	<b>11.76</b>	<b>0.00</b>	<b>0.00</b>	<b>5.88</b>		

# Job Group Analysis

**8ER**

**Service Maintenance - Engineering and Related**

**EEO Code: 8**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000346 - Materials Testing Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000345 - Materials Testing Technician II	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>6 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>16.67</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# **Incumbency vs. Estimated Availability Report**

The Incumbency vs. Estimated Availability Report shows potential areas of underutilization of people of color and women by job group. It compares the percentage of people of color and women employed on 1/1/2022 to the estimated percentage of people of color and women available for each job group. If Employment is less than Availability, the Availability percentage becomes the Placement Goal for next year.

**Incumbency vs. Estimated Availability**

1CR		Officials/Admin - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.32	43.94	6.04	1.47	7.25	0.17	0.17	2.22
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1DR		Officials/Admin - Directors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	29.21	50.21	6.18	9.89	9.63	0.83	0.05	2.64
	Emp Less Avail?								
	Statistical Value	1.000E	0.498E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1EN		Officials/Admin - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.59	29.30	13.03	0.00	0.86	9.13	0.00	2.56
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E		1.000E	1.000E		1.000E
	Stat Significant?								

1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	23.53	35.29	5.88	0.00	11.76	0.00	0.00	5.88
	Availability %	22.71	25.74	9.89	3.88	4.69	0.49	0.78	2.98
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	
	Stat Significant?								

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	0.00	0.00	16.67	0.00	0.00	0.00	0.00
	Availability %	33.65	55.01	21.56	1.76	5.00	0.00	2.00	3.35
	Emp Less Avail?		YES						
	Statistical Value	0.671E	0.008E	0.352E		1.000E		1.000E	1.000E
	Stat Significant?		YES						

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

# Incumbency vs. Estimated Availability

1GA		Officials/Admin - General Administrative							
Total Emp 63	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	23.81	57.14	7.94	6.35	6.35	0.00	0.00	3.17
	Emp Less Avail?	25.43	49.59	6.67	7.28	6.52	0.44	0.58	3.95
	Statistical Value	0.295			0.284	0.055	0.528	0.606	0.316
	Stat Significant?								
1PM		Officials/Admin - Program Management							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	24.90	43.99	4.60	7.68	7.51	0.49	0.19	4.45
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1SU		Officials/Admin - Supervisors							
Total Emp 16	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	18.75	37.50	6.25	0.00	12.50	0.00	0.00	0.00
	Emp Less Avail?	29.21	55.36	7.31	9.27	7.53	0.98	0.40	3.72
	Statistical Value	0.425E	0.208E	1.000E	0.391E		1.000E	1.000E	1.000E
	Stat Significant?								
2AC		Professionals - Accounting							
Total Emp 3	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	66.67	66.67	33.33	0.00	0.00	0.00	33.33	0.00
	Emp Less Avail?	25.43	66.50	5.81	1.53	16.25	0.29	0.42	1.13
	Statistical Value				1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
2BO		Professionals - Botanic							
Total Emp 8	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	12.50	37.50	0.00	0.00	12.50	0.00	0.00	0.00
	Emp Less Avail?	10.77	59.49	5.64	0.00	4.10	0.00	0.00	1.03
	Statistical Value		0.283E	1.000E					1.000E
	Stat Significant?								

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

# Incumbency vs. Estimated Availability

2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	37.12	48.13	7.71	9.73	14.59	0.16	1.63	3.33
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

2EN		Professionals - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
62	Employment %	8.06	41.94	0.00	1.61	4.84	0.00	0.00	1.61
	Availability %	25.35	52.50	7.56	4.63	4.90	2.44	0.00	5.80
	Emp Less Avail?	YES		YES					
	Statistical Value	3.129	1.666	2.252	1.131	0.022	1.245		1.410
	Stat Significant?	YES		YES					

2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
91	Employment %	21.98	39.56	15.38	0.00	4.40	0.00	0.00	2.20
	Availability %	21.41	26.33	7.32	4.99	3.85	0.56	1.25	3.44
	Emp Less Avail?				YES				
	Statistical Value				2.186		0.716	1.073	0.650
	Stat Significant?				YES				

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	28.57	50.00	7.14	0.00	7.14	0.00	0.00	14.29
	Availability %	24.86	33.94	9.08	5.46	5.81	0.30	0.63	3.58
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	
	Stat Significant?								

2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00
	Availability %	12.76	45.10	5.50	0.61	1.70	1.70	0.05	3.19
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

## Incumbency vs. Estimated Availability

2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	30.77	46.15	23.08	0.00	3.85	0.00	3.85	0.00
	Availability %	24.95	67.44	6.34	7.66	5.82	0.73	0.63	3.79
	Emp Less Avail?		YES						
	Statistical Value		0.034E		0.260E	1.000E	1.000E		0.625E
	Stat Significant?		YES						
3BO		Technicians - Botanic							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	75.00	0.00	0.00	25.00	0.00	0.00	25.00
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	
	Stat Significant?								
3EL		Technicians - Electronics							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	23.08	0.00	0.00	0.00	7.69	0.00	7.69	7.69
	Availability %	21.54	15.82	8.06	1.11	6.03	0.86	0.31	5.17
	Emp Less Avail?								
	Statistical Value		0.244E	0.618E	1.000E		1.000E		
	Stat Significant?								
3EN		Technicians - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
36	Employment %	19.44	44.44	5.56	5.56	0.00	2.78	0.00	5.56
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Emp Less Avail?								
	Statistical Value	0.378	0.359	0.926		1.746		0.233	
	Stat Significant?								
3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
74	Employment %	24.32	16.22	5.41	4.05	8.11	1.35	2.70	2.70
	Availability %	23.69	15.40	6.21	3.82	8.27	0.65	0.64	4.10
	Emp Less Avail?								
	Statistical Value			0.287		0.051			0.606
	Stat Significant?								

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

## Incumbency vs. Estimated Availability

3LB		Technicians - Laboratory							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	13.33	53.33	0.00	0.00	13.33	0.00	0.00	0.00
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Emp Less Avail?								
	Statistical Value	0.546E		0.391E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	75.00	50.00	0.00	0.00	25.00	0.00	0.00	50.00
	Availability %	19.74	88.93	6.26	0.86	8.67	1.04	0.62	2.28
	Emp Less Avail?								
	Statistical Value		0.063E	1.000E	1.000E		1.000E	1.000E	
	Stat Significant?								
6CR		Administrative Support - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	31.58	42.11	5.26	5.26	10.53	0.00	0.00	10.53
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?		YES						
	Statistical Value		0.002E	1.000E			1.000E	1.000E	
	Stat Significant?		YES						
6EN		Administrative Support - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?		YES						
	Statistical Value		0.045E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?		YES						
6ER		Administrative Support - Engineering Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?								
	Statistical Value		0.239E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.



## Incumbency vs. Estimated Availability

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	88.89	0.00	11.11	0.00	11.11	0.00	11.11
	Availability %	27.00	71.31	6.49	4.52	10.18	0.93	0.46	4.42
	Emp Less Avail?								
	Statistical Value			1.000E		0.612E		1.000E	
	Stat Significant?								
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	75.00	87.50	0.00	62.50	12.50	0.00	0.00	0.00
	Availability %	29.29	68.52	6.80	6.07	9.40	0.58	0.79	5.65
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	100.00	0.00	0.00	0.00	33.33	0.00	0.00
	Availability %	27.58	70.96	7.22	5.12	8.54	0.94	0.53	5.25
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	28.03	54.21	3.94	6.33	12.49	1.19	0.66	3.41
	Emp Less Avail?								
	Statistical Value	0.582E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
7EN		Skilled Craft - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
70	Employment %	15.71	11.43	2.86	4.29	0.00	1.43	1.43	5.71
	Availability %	14.79	7.64	2.75	0.62	7.95	0.28	0.49	2.71
	Emp Less Avail?					YES			
	Statistical Value					2.459			
	Stat Significant?					YES			

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

## Incumbency vs. Estimated Availability

7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	23.53	5.88	0.00	5.88	11.76	0.00	0.00	5.88
	Availability %	24.74	10.34	3.32	5.08	11.60	0.63	0.96	3.17
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E			1.000E	1.000E	
	Stat Significant?								

8ER		Service Maintenance - Engineering and Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	30.36	8.04	12.03	2.38	11.50	0.45	0.00	4.01
	Emp Less Avail?								
	Statistical Value	0.187E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								

Total Employment: 606

### S - Significant Difference Rule

A group is considered underutilized when employment is less than the plan availability by a statistically significant amount.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

# Shortfall Report

While the Incumbency vs. Estimated Availability Report compares the employment and the estimated availability in percentages, the Shortfall Report shows the number of persons required to meet the Placement Goal.

**Shortfall**

1CR		Officials/Admin - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.4	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1DR		Officials/Admin - Directors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1EN		Officials/Admin - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.3	0.1	0.0	0.0	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	4	6	1	0	2	0	0	1		
	# Available	3.9	4.4	1.7	0.7	0.8	0.1	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	0	0	1	0	0	0	0		
	# Available	2.0	3.3	1.3	0.1	0.3	0.0	0.1	0.2		
	Persons Required	0	1	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
63	# Employed	15	36	5	4	4	0	0	2		
	# Available	16.0	31.2	4.2	4.6	4.1	0.3	0.4	2.5		
	Persons Required	0	0	0	0	0	0	0	0		

1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.4	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

1SU		Officials/Admin - Supervisors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	3	6	1	0	2	0	0	0		
	# Available	4.7	8.9	1.2	1.5	1.2	0.2	0.1	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	2	1	0	0	0	1	0		
	# Available	0.8	2.0	0.2	0.0	0.5	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2BO		Professionals - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	1	3	0	0	1	0	0	0		
	# Available	0.9	4.8	0.5	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	0.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2EN		Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
62	# Employed	5	26	0	1	3	0	0	1		
	# Available	15.7	32.6	4.7	2.9	3.0	1.5	0.0	3.6		
	Persons Required	5	0	1	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
91	# Employed	20	36	14	0	4	0	0	2		
	# Available	19.5	24.0	6.7	4.5	3.5	0.5	1.1	3.1		
	Persons Required	0	0	0	1	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	4	7	1	0	1	0	0	2		
	# Available	3.5	4.8	1.3	0.8	0.8	0.0	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	6	0	0	0	0	0	2		
	# Available	1.0	3.6	0.4	0.0	0.1	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
26	# Employed	8	12	6	0	1	0	1	0		
	# Available	6.5	17.5	1.6	2.0	1.5	0.2	0.2	1.0		
	Persons Required	0	1	0	0	0	0	0	0		
3BO		Technicians - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	0	1	0	0	1		
	# Available	0.9	1.9	0.4	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	3	0	0	0	1	0	1	1		
	# Available	2.8	2.1	1.0	0.1	0.8	0.1	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
3EN		Technicians - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
36	# Employed	7	16	2	2	0	1	0	2		
	# Available	7.9	17.1	3.7	0.3	2.8	0.1	0.1	1.1		
	Persons Required	0	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
74	# Employed	18	12	4	3	6	1	2	2		
	# Available	17.5	11.4	4.6	2.8	6.1	0.5	0.5	3.0		
	Persons Required	0	0	0	0	0	0	0	0		
3LB		Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	2	8	0	0	2	0	0	0		
	# Available	3.3	7.1	1.5	0.1	1.2	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	3	2	0	0	1	0	0	2		
	# Available	0.8	3.6	0.3	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6CR		Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	6	8	1	1	2	0	0	2		
	# Available	4.5	14.5	1.3	0.4	1.6	0.2	0.1	0.9		
	Persons Required	0	3	0	0	0	0	0	0		

# Shortfall

6EN		Administrative Support - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.9	3.0	0.3	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		
6ER		Administrative Support - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.2	0.8	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	8	0	1	0	1	0	1		
	# Available	2.4	6.4	0.6	0.4	0.9	0.1	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	6	7	0	5	1	0	0	0		
	# Available	2.3	5.5	0.5	0.5	0.8	0.0	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	0	0	0	1	0	0		
	# Available	0.8	2.1	0.2	0.2	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.1	2.2	0.2	0.3	0.5	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7EN		Skilled Craft - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
70	# Employed	11	8	2	3	0	1	1	4		
	# Available	10.4	5.3	1.9	0.4	5.6	0.2	0.3	1.9		
	Persons Required	0	0	0	0	2	0	0	0		
7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	4	1	0	1	2	0	0	1		
	# Available	4.2	1.8	0.6	0.9	2.0	0.1	0.2	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

8ER		Service Maintenance - Engineering and Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.8	0.5	0.7	0.1	0.7	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

\* When a group tests as a small group according to the Rule of Nines, an alternate rule is used instead of the Significant Difference Rule.



# Adverse Impact Report for Applicants

The Adverse Impact Report for Applicants helps to identify potential problem areas in the selection rates of applicants. Using the four-fifths rule (also called the 80% rule), the selection rate of applicants from each non-favored group is compared with the selection rate from the favored group. A selection rate for any group that is less than four-fifths (or 80%) of the rate for the group with the highest selection rate is an indication that hiring practices had an adverse impact on that group. Differences in selection rates that are not statistically significant are highlighted in yellow and those that are statistically significant are highlighted in red.

### Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

<b>1ER</b>	<b>Officials/Admin - Engineering &amp; Related</b>	<b>Favored Group: His</b>
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		--	--	--	YES
Selection Ratio	0.00	0.00		Infin	Infin	Infin	0.07
Statistical Value	0.500F	0.667F					2.543
Significant?	NO	NO		--	--	--	YES
Shortfall	0	0					0

<b>1FL</b>	<b>Officials/Admin - Financial</b>	<b>Favored Group: Wht</b>
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	--	--	--	--	
Selection Ratio	Infin	0.00	Infin	Infin	Infin	Infin	
Statistical Value		0.889F					
Significant?	--	NO	--	--	--	--	
Shortfall		0					

<b>1GA</b>	<b>Officials/Admin - General Administrative</b>	<b>Favored Group: Wht</b>
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	--	--	YES	
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00	
Statistical Value	0.927	0.789	0.490			0.536	
Significant?	NO	NO	NO	--	--	NO	
Shortfall	0	0	0			0	

<b>1SU</b>	<b>Officials/Admin - Supervisors</b>	<b>Favored Group: Wht</b>
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	--	--	--	--	--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value							
Significant?	--	--	--	--	--	--	
Shortfall							

<b>2BO</b>	<b>Professionals - Botanic</b>	<b>Favored Group: Wht</b>
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	--	--	YES	
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00	
Statistical Value	0.154	0.154	0.436			0.308	
Significant?	NO	NO	NO	--	--	NO	
Shortfall	0	0	0			0	

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

2EN		Professionals - Environmental						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--	--	YES		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00		
Statistical Value	0.929F	0.929F	0.929F			0.929F		
Significant?	NO	NO	NO	--	--	NO		
Shortfall	0	0	0			0		

2ER		Professionals - Engineering & Related						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		YES	--	YES	YES	
Selection Ratio	0.71	0.00		0.00	Infin	0.00	0.29	
Statistical Value	0.670F	0.588F		0.833F		0.435F	1.168	
Significant?	NO	NO		NO	--	NO	NO	
Shortfall	0	0		0		0	0	

2IT		Professionals - Information Technology						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	NO	YES	YES	YES	--	YES		
Selection Ratio	0.80	0.00	0.00	0.00	Infin	0.00		
Statistical Value		0.533	0.477	0.239		0.583		
Significant?	NO	NO	NO	NO	--	NO		
Shortfall		0	0	0		0		

2PM		Professionals - Program Management						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	YES	--	--	--		
Selection Ratio	Infin	Infin	0.00	Infin	Infin	Infin		
Statistical Value			0.889F					
Significant?	--	--	NO	--	--	--		
Shortfall			0					

3BO		Technicians - Botanic						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--	--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value								
Significant?	--	--	--	--	--	--	--	
Shortfall								

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

3EL		Technicians - Electronics						Favored Group: His	
	Asi	Blk	His	Ind	Pac	Two	Wht		
Adverse IRA?	YES	--		--	NO	YES	YES		
Selection Ratio	0.00	Infin		Infin	1.00	0.75	0.40		
Statistical Value	0.500F					0.800F	0.500F		
Significant?	NO	--		--	NO	NO	NO		
Shortfall	0					0	0		

3EN		Technicians - Environmental						Favored Group: Wht	
	Asi	Blk	His	Ind	Pac	Two	Wht		
Adverse IRA?	YES	YES	YES	YES	YES	*			
Selection Ratio	0.00	0.00	0.00	0.00	0.00	1.89			
Statistical Value	0.585	0.338	0.736	0.338	0.239				
Significant?	NO	NO	NO	NO	NO	NO			
Shortfall	0	0	0	0	0				

3ER		Technicians - Engineering & Related						Favored Group: His	
	Asi	Blk	His	Ind	Pac	Two	Wht		
Adverse IRA?	YES	YES		YES	YES	*	YES		
Selection Ratio	0.00	0.00		0.00	0.00	1.67	0.24		
Statistical Value	0.987	0.819		0.952F	0.800F		1.297		
Significant?	NO	NO		NO	NO	NO	NO		
Shortfall	0	0		0	0		0		

3LB		Technicians - Laboratory						Favored Group: Blk	
	Asi	Blk	His	Ind	Pac	Two	Wht		
Adverse IRA?	YES		NO	--	--	YES	YES		
Selection Ratio	0.00		1.00	Infin	Infin	0.00	0.04		
Statistical Value	0.143F					0.167F	4.081		
Significant?	NO		NO	--	--	NO	YES		
Shortfall	0					0	1		

3RM		Technicians - Risk Management						Favored Group: Wht	
	Asi	Blk	His	Ind	Pac	Two	Wht		
Adverse IRA?	YES	YES	YES	--	YES	YES			
Selection Ratio	0.00	0.00	0.00	Infin	0.00	0.00			
Statistical Value	0.867F	0.812F	0.867F		0.929F	0.929F			
Significant?	NO	NO	NO	--	NO	NO			
Shortfall	0	0	0		0	0			

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

**6CR** Administrative Support - Community Relations Favored Group: Pac

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	YES		YES	YES
Selection Ratio	0.10	0.60	0.21	0.00		0.17	0.19
Statistical Value	2.036	0.643F	1.458	0.750F		1.735	1.837
Significant?	YES	NO	NO	NO		NO	NO
Shortfall	0	0	0	0		0	0

**6EN** Administrative Support - Environmental Favored Group: N/A\*\*\*

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	--	--	--	--	--	--
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	Infin
Statistical Value							
Significant?	--	--	--	--	--	--	--
Shortfall							

**6ER** Administrative Support - Engineering Related Favored Group: His

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	--		--	--	YES	YES
Selection Ratio	0.00	Infin		Infin	Infin	0.00	0.00
Statistical Value	0.400F					0.667F	0.400F
Significant?	NO	--		--	--	NO	NO
Shortfall	0					0	0

**7EN** Skilled Craft - Environmental Favored Group: Ind

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES		YES	YES	YES
Selection Ratio	0.00	0.00	0.00		0.00	0.57	0.17
Statistical Value	0.333F	0.222F	0.200F		0.333F	0.583F	2.019
Significant?	NO	NO	NO		NO	NO	YES
Shortfall	0	0	0		0	0	0

**7GM** Skilled Craft - General Maintenance/Trades Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	--	YES	--	--	--	
Selection Ratio	0.00	Infin	0.00	Infin	Infin	Infin	
Statistical Value	0.750F		0.750F				
Significant?	NO	--	NO	--	--	--	
Shortfall	0		0				

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

8ER

Service Maintenance - Engineering  
and Related

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	--	YES	--	--	YES	
Selection Ratio	0.00	Infin	0.00	Infin	Infin	0.00	
Statistical Value	0.583F		0.750F			0.750F	
Significant?	NO	--	NO	--	--	NO	
Shortfall	0		0			0	

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

<b>1ER</b>	<b>Officials/Admin - Engineering &amp; Related</b>		<b>Favored Group: Min</b>
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.18
Statistical Value		1.418
Significant?		NO
Shortfall		0

<b>1FL</b>	<b>Officials/Admin - Financial</b>		<b>Favored Group: Wht</b>
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.889F	
Significant?	NO	
Shortfall	0	

<b>1GA</b>	<b>Officials/Admin - General Administrative</b>		<b>Favored Group: Wht</b>
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	1.412	
Significant?	NO	
Shortfall	1	

<b>1SU</b>	<b>Officials/Admin - Supervisors</b>		<b>Favored Group: Wht</b>
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	Min	Wht
Adverse IRA?	--	
Selection Ratio	Infin	
Statistical Value		
Significant?	--	
Shortfall		

<b>2BO</b>	<b>Professionals - Botanic</b>		<b>Favored Group: Wht</b>
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.576	
Significant?	NO	
Shortfall	0	

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

2EN		Professionals - Environmental		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.765F			
Significant?	NO			
Shortfall	0			

2ER		Professionals - Engineering & Related		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.66		
Statistical Value		0.460		
Significant?		NO		
Shortfall		0		

2IT		Professionals - Information Technology		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.47			
Statistical Value	0.636			
Significant?	NO			
Shortfall	0			

2PM		Professionals - Program Management		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.889F			
Significant?	NO			
Shortfall	0			

3BO		Technicians - Botanic		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.685		
Significant?		NO		
Shortfall		0		



# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

3EL		Technicians - Electronics		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.56		
Statistical Value		0.311F		
Significant?		NO		
Shortfall		0		

3EN		Technicians - Environmental		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.60			
Statistical Value	0.484			
Significant?	NO			
Shortfall	0			

3ER		Technicians - Engineering & Related		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.41		
Statistical Value		0.924		
Significant?		NO		
Shortfall		0		

3LB		Technicians - Laboratory		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.25		
Statistical Value		1.524		
Significant?		NO		
Shortfall		1		

3RM		Technicians - Risk Management		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.591F			
Significant?	NO			
Shortfall	0			

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

6CR	Administrative Support - Community Relations	Favored Group: Min
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	Min	Wht
Adverse IRA?		NO
Selection Ratio		0.92
Statistical Value		
Significant?		NO
Shortfall		

6EN	Administrative Support - Environmental	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.455F
Significant?		NO
Shortfall		0

6ER	Administrative Support - Engineering Related	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.667F
Significant?		NO
Shortfall		0

7EN	Skilled Craft - Environmental	Favored Group: Min
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	Min	Wht
Adverse IRA?		NO
Selection Ratio		0.89
Statistical Value		
Significant?		NO
Shortfall		

7GM	Skilled Craft - General Maintenance/Trades	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.600F	
Significant?	NO	
Shortfall	0	

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

8ER

Service Maintenance - Engineering  
and Related

Favored Group: Wht

	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.382F	
Significant?	NO	
Shortfall	0	

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

<b>1ER</b>	<b>Officials/Admin - Engineering &amp; Related</b>		<b>Favored Group: Fem</b>
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.74
Statistical Value		0.224
Significant?		NO
Shortfall		0

<b>1FL</b>	<b>Officials/Admin - Financial</b>		<b>Favored Group: Mal</b>
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.556F	
Significant?	NO	
Shortfall	0	

<b>1GA</b>	<b>Officials/Admin - General Administrative</b>		<b>Favored Group: Fem</b>
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.24
Statistical Value		1.410
Significant?		NO
Shortfall		1

<b>1SU</b>	<b>Officials/Admin - Supervisors</b>		<b>Favored Group: Fem</b>
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.333F
Significant?		NO
Shortfall		0

<b>2BO</b>	<b>Professionals - Botanic</b>		<b>Favored Group: Fem</b>
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.227
Significant?		NO
Shortfall		0

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

2EN		Professionals - Environmental		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.529F			
Significant?	NO			
Shortfall	0			

2ER		Professionals - Engineering & Related		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.71		
Statistical Value		0.390		
Significant?		NO		
Shortfall		0		

2IT		Professionals - Information Technology		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		2.017		
Significant?		YES		
Shortfall		1		

2PM		Professionals - Program Management		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.333F			
Significant?	NO			
Shortfall	0			

3BO		Technicians - Botanic		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.351		
Significant?		NO		
Shortfall		0		

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

3EL		Technicians - Electronics		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

3EN		Technicians - Environmental		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.50		
Statistical Value		0.929		
Significant?		NO		
Shortfall		1		

3ER		Technicians - Engineering & Related		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.41		
Statistical Value		0.924		
Significant?		NO		
Shortfall		0		

3LB		Technicians - Laboratory		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.38		
Statistical Value		0.905		
Significant?		NO		
Shortfall		0		

3RM		Technicians - Risk Management		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.818F			
Significant?	NO			
Shortfall	0			

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

6CR	Administrative Support - Community Relations	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.60	
Statistical Value	1.071	
Significant?	NO	
Shortfall	2	

6EN	Administrative Support - Environmental	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.273F
Significant?		NO
Shortfall		0

6ER	Administrative Support - Engineering Related	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.778F	
Significant?	NO	
Shortfall	0	

7EN	Skilled Craft - Environmental	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	1.005	
Significant?	NO	
Shortfall	0	

7GM	Skilled Craft - General Maintenance/Trades	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	--	
Selection Ratio	Infin	
Statistical Value		
Significant?	--	
Shortfall		

# Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

8ER		Service Maintenance - Engineering and Related		Favored Group: Mal	
	Fem	Mal			
Adverse IRA?	--				
Selection Ratio	Infin				
Statistical Value					
Significant?	--				
Shortfall					

Infin - indicates that the denominator was zero  
"--" indicates that the result could not be calculated

^ Standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups under 30, scores are marked with "F" and use Fisher's Exact test. "F" scores of .025 or less are generally regarded as statistically significant.

\*\*\* indicates that favored group could not be determined.

Applicants with missing race information are included in calculations by gender.  
Applicants with missing gender information are included in calculations by race.



# Goal Attainment

Goal Attainment is progress made through hiring and promotion in meeting placement goals from the prior year.

Goal Attainment

1CI		Officials/Admin - Code Inspections													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				36.03											
New Hire	0			0	N/A										
Promotion	0			0	N/A										
Total Opps	0			0	N/A										
Achieved? *				NO OPPS											

1EC		Officials/Admin - Emergency Communication													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			65.17												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

1ER		Officials/Admin - Engineering & Related													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal					4.72										
New Hire	2				0	0.00									
Promotion	2				0	0.00									
Total Opps	4				0	0.00									
Achieved? *					LIMITED										

# Goal Attainment

1FL		Officials/Admin - Financial													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			60.19												
New Hire	1		0	0.00											
Promotion	0		0	N/A											
Total Opps	1		0	0.00											
Achieved? *			LIMITED												

2AC		Professionals - Accounting													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						17.40									
New Hire	0					0	N/A								
Promotion	0					0	N/A								
Total Opps	0					0	N/A								
Achieved? *						NO OPPS									

2HR		Professionals - Human Resources													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			86.25												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

## Goal Attainment

2PM		Professionals - Program Management													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			67.23												
New Hire	1		0	0.00											
Promotion	3		3	100.00											
Total Opps	4		3	75.00											
Achieved? *			YES												

3BI		Technicians - Building Inspections													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			59.41												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

3CI		Technicians - Code Inspections													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			59.41												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

## Goal Attainment

3EL		Technicians - Electronics													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			21.15												
New Hire	3		0	0.00											
Promotion	0		0	N/A											
Total Opps	3		0	0.00											
Achieved? *			LIMITED												

3ER		Technicians - Engineering & Related													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						7.14									
New Hire	4					1	25.00								
Promotion	1					0	0.00								
Total Opps	5					1	20.00								
Achieved? *						YES									

3WA		Technicians - Water													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			59.41												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

## Goal Attainment

4FI-1		Protective Service-Sworn-Fire-Entry													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal					8.16										
New Hire	0				0	N/A									
Promotion	0				0	N/A									
Total Opps	0				0	N/A									
Achieved? *					NO OPPTS										

4LE-1		Protective Service-Sworn-Law Enfr-Entry													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		29.08			12.81	12.19									
New Hire	0	0	N/A		0	N/A	0	N/A							
Promotion	0	0	N/A		0	N/A	0	N/A							
Total Opps	0	0	N/A		0	N/A	0	N/A							
Achieved? *		NO OPPTS			NO OPPTS		NO OPPTS								

4LE-2		Protective Service-Sworn-Law Enfr-Mid Level													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		19.93							3.65						
New Hire	0	0	N/A						0	N/A					
Promotion	0	0	N/A						0	N/A					
Total Opps	0	0	N/A						0	N/A					
Achieved? *		NO OPPTS							NO OPPTS						

## Goal Attainment

5CI		Protective Service - Non-Sworn - Code Inspections													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			62.68												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

5PR		Protective Service - Non-Sworn - Parks/Recreation													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			62.68												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

6CR		Administrative Support - Community Relations													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			82.04												
New Hire	15		5	33.33											
Promotion	1		0	0.00											
Total Opps	16		5	31.25											
Achieved? *			NO												

# Goal Attainment

6GA		Administrative Support - General Administrative													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						12.64									
New Hire	0					0	N/A								
Promotion	1					0	0.00								
Total Opps	1					0	0.00								
Achieved? *						LIMITED									

6OS		Administrative Support - Office Support													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				9.48											
New Hire	0			0	N/A										
Promotion	1			0	0.00										
Total Opps	1			0	0.00										
Achieved? *				LIMITED											

6SP		Administrative Support - Store & Purchases													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			61.37												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												



## Goal Attainment

7GM		Skilled Craft - General Maintenance/Trades													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		25.25				11.30									
New Hire	1	0	0.00			0	0.00								
Promotion	0	0	N/A			0	N/A								
Total Opps	1	0	0.00			0	0.00								
Achieved? *		LIMITED				LIMITED									

7WA		Skilled Craft - Water													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		40.63			15.03	15.81									
New Hire	0	0	N/A		0	N/A	0	N/A							
Promotion	0	0	N/A		0	N/A	0	N/A							
Total Opps	0	0	N/A		0	N/A	0	N/A							
Achieved? *		NO OPPTS				NO OPPTS									

8CR		Service Maintenance - Community Relations													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal					23.53										
New Hire	0				0	N/A									
Promotion	0				0	N/A									
Total Opps	0				0	N/A									
Achieved? *						NO OPPTS									

## Goal Attainment

8GM		Service Maintenance - General Maintenance/Trades															
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two								
Prior Year Goal		39.73															
New Hire	0	0	N/A														
Promotion	0	0	N/A														
Total Opps	0	0	N/A														
Achieved? *		NO OPPS								NO OPPS							

8PR		Service Maintenance - Parks/Recreation															
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two								
Prior Year Goal			72.20														
New Hire	0		0	N/A													
Promotion	0		0	N/A													
Total Opps	0		0	N/A													
Achieved? *			NO OPPS														

Note - there was no prior year goal required for categories not listed above.

\* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.