

City of Portland



1010

Bureau of Environmental Services

Bureau Affirmative Action Program (AAP) Plan Reports

**2023 AAP Annual Plan Reports
1/1/2022 to 12/31/2022**



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 1/1/2023.

Job Group Analysis

1CH

Off/Adm - Chief Executives

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003039 - Director 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		
30003036 - Deputy Director III	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
3 Employees											
	Totals										
	#	1	2	0	1	0	0	0	0		
	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		

Job Group Analysis

1EX

Off/Adm - Executive Managers

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		
30003083 - Manager III	#	1	1	0	0	0	0	0	1		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
4 Employees	Totals	#	1	1	0	0	0	0	1		
		%	25.00	25.00	0.00	0.00	0.00	0.00	25.00		

Job Group Analysis

1FA

Off/Adm - Finance & Accounting

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		
2 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		
4 Employees	Totals	#	1	0	0	1	0	0	0		
		%	25.00	0.00	0.00	25.00	0.00	0.00	0.00		

Job Group Analysis

1MA-1

Off/Adm - Managers - Level 1

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003081 - Manager I	#	3	5	1	1	1	0	0	0		
10 Employees	%	30.00	50.00	10.00	10.00	10.00	0.00	0.00	0.00		
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		
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		
30003052 - Environmental Manager	#	2	3	1	0	1	0	0	0		
7 Employees	%	28.57	42.86	14.29	0.00	14.29	0.00	0.00	0.00		
19 Employees	Totals	#	5	10	2	1	2	0	0	0	
		%	26.32	52.63	10.53	5.26	10.53	0.00	0.00	0.00	

Job Group Analysis

1MA-2

Off/Adm - Managers - Level 2

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003050 - Engineering Manager	#	1	4	1	0	0	0	0	0		
5 Employees	%	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00		
30003082 - Manager II	#	2	8	1	0	0	0	0	1		
14 Employees	%	14.29	57.14	7.14	0.00	0.00	0.00	0.00	7.14		
19 Employees	Totals	#	3	12	2	0	0	0	1		
		%	15.79	63.16	10.53	0.00	0.00	0.00	5.26		

Job Group Analysis

1MS

Off/Adm - Maint Supervisors

EEO Code: 1

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		
1 Employee	Totals	#	1	0	0	0	0	1	0	0	0
		%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

Job Group Analysis

1PB-CI

Off/Adm - PI&A - Constr Inspections & Enforcement

EEO Code: 1

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		
30000228 - Public Works Inspector	#	3	3	0	2	0	1	0	0		
12 Employees	%	25.00	25.00	0.00	16.67	0.00	8.33	0.00	0.00		
24 Employees	Totals	#	4	5	0	2	0	1	1	0	
		%	16.67	20.83	0.00	8.33	0.00	4.17	4.17	0.00	

Job Group Analysis

1PB-CP-NR

Off/Adm - PI&A - Constr Planning - NR

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees											
	Totals										
	#	0	1	0	0	0	0	0	0		
	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1PB-CP-R

Off/Adm - PI&A - Constr Planning - Represented

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003013 - Capital Project Manager 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		
30000399 - Capital Project Manager I	#	2	1	0	1	1	0	0	0		
3 Employees	%	66.67	33.33	0.00	33.33	33.33	0.00	0.00	0.00		
10 Employees	Totals	#	3	4	0	1	2	0	0		
		%	30.00	40.00	0.00	10.00	20.00	0.00	0.00		

Job Group Analysis

1SU-1

Off/Adm - Supervisors - Level 1

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003103 - Supervisor I - E	#	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		
6 Employees	Totals	#	1	2	0	0	1	0	0		
	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		

Job Group Analysis

1SU-2

Off/Adm - Supervisors - Level 2

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30003104 - Supervisor II	#	2	3	0	0	1	1	0	0		
9 Employees	%	22.22	33.33	0.00	0.00	11.11	11.11	0.00	0.00		
10 Employees	Totals	#	2	3	0	0	1	1	0	0	
		%	20.00	30.00	0.00	0.00	10.00	10.00	0.00	0.00	

Job Group Analysis

1SU-3

Off/Adm - Supervisors - Level 3

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	3	6	3	0	0	0	0	0		
14 Employees	%	21.43	42.86	21.43	0.00	0.00	0.00	0.00	0.00		
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		
15 Employees	Totals	#	3	6	3	0	0	0	0		
		%	20.00	40.00	20.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2AD

Professionals - Architecture, Design & Surveying

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000313 - Landscape Architect	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2BA-1

Prof - Bus Ops & Admin - Level 1

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003006 - Analyst I	#	4	3	0	1	3	0	0	0		
4 Employees	%	100.00	75.00	0.00	25.00	75.00	0.00	0.00	0.00		
4 Employees	Totals	#	4	3	0	1	3	0	0		
		%	100.00	75.00	0.00	25.00	75.00	0.00	0.00		

Job Group Analysis

2BA-2

Prof - Bus Ops & Admin - Level 2

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003007 - Analyst II	#	4	11	1	0	2	0	0	1		
19 Employees	%	21.05	57.89	5.26	0.00	10.53	0.00	0.00	5.26		
19 Employees	Totals	#	4	11	1	0	2	0	0	1	
		%	21.05	57.89	5.26	0.00	10.53	0.00	0.00	5.26	

Job Group Analysis

2BA-3

Prof - Bus Ops & Admin - Level 3

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003009 - Analyst IV	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
30003008 - Analyst III	#	2	11	2	0	0	0	0	0		
14 Employees	%	14.29	78.57	14.29	0.00	0.00	0.00	0.00	0.00		
17 Employees	Totals	#	3	11	2	0	1	0	0		
		%	17.65	64.71	11.76	0.00	5.88	0.00	0.00		

Job Group Analysis

2CM

Prof - Communications

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		
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		
2 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2EN

Prof - Environmental Sustainability

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003376 - Environmental Regulatory Coordinator	#	0	3	0	0	0	0	0	0		
11 Employees	%	0.00	27.27	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		
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		
30000662 - Environmental Program Coordinator	#	2	7	0	1	0	0	0	1		
8 Employees	%	25.00	87.50	0.00	12.50	0.00	0.00	0.00	12.50		
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	#	3	11	0	1	2	0	0	0		
25 Employees	%	12.00	44.00	0.00	4.00	8.00	0.00	0.00	0.00		
30002506 - Laboratory Analytical Specialist-CL	#	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		
30002505 - Laboratory Analyst II-CL	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
65 Employees	Totals	#	5	30	0	2	2	0	0	1	
		%	7.69	46.15	0.00	3.08	3.08	0.00	0.00	1.54	

Job Group Analysis

2ER-NR

Prof - Engineering - Nonrepresented

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003047 - Engineer III	#	5	6	5	0	0	0	0	0		
18 Employees	%	27.78	33.33	27.78	0.00	0.00	0.00	0.00	0.00		
18 Employees	Totals	#	5	6	5	0	0	0	0		
		%	27.78	33.33	27.78	0.00	0.00	0.00	0.00		

Job Group Analysis

2ER-R-1

Prof - Engineering - Represented - Level 1

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000358 - Engineering Associate, Sr-Civil	#	0	3	0	0	0	0	0	0		
11 Employees	%	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000353 - Engineering Associate-Civil	#	3	3	1	0	2	0	0	0		
6 Employees	%	50.00	50.00	16.67	0.00	33.33	0.00	0.00	0.00		
19 Employees	Totals	#	3	6	1	0	2	0	0		
		%	15.79	31.58	5.26	0.00	10.53	0.00	0.00		

Job Group Analysis

2ER-R-2

Prof - Engineering - Represented - Level 2

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003046 - Engineer II	#	2	1	1	0	1	0	0	0		
7 Employees	%	28.57	14.29	14.29	0.00	14.29	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		
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		
30000365 - Engineer-Civil	#	6	12	3	0	1	0	0	2		
24 Employees	%	25.00	50.00	12.50	0.00	4.17	0.00	0.00	8.33		
30000367 - Engineer-Geotechnical	#	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		
35 Employees	Totals	#	9	14	5	0	2	0	2		
		%	25.71	40.00	14.29	0.00	5.71	0.00	5.71		

Job Group Analysis

2FA

Prof - Finance & 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		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	50.00	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		
4 Employees	Totals	#	2	2	1	0	0	1	0		
		%	50.00	50.00	25.00	0.00	0.00	25.00	0.00		

Job Group Analysis

2IT-BS

Prof - IT - Business Systems

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	1	3	0	0	0	0	0	1		
6 Employees	%	16.67	50.00	0.00	0.00	0.00	0.00	0.00	16.67		
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		
30003010 - Business Systems Analyst 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		
12 Employees	Totals	#	4	5	1	0	1	0	2		
		%	33.33	41.67	8.33	0.00	8.33	0.00	16.67		

Job Group Analysis

2IT-NR

Prof - IT - Nonrepresented

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003951 - Systems Analyst, Senior	#	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		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2PB

Prof - PI&A

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003802 - Botanic Spec III-Ntrl Resource Ecologist	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000320 - Botanic Spec II-Generalist	#	2	2	0	0	2	0	0	0		
3 Employees	%	66.67	66.67	0.00	0.00	66.67	0.00	0.00	0.00		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	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		
8 Employees	Totals	#	2	3	0	0	2	0	0		
		%	25.00	37.50	0.00	0.00	25.00	0.00	0.00		

Job Group Analysis

2PL

Prof - Planning & Development

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000398 - Planner, Sr City-Water Resources	#	1	5	0	0	0	0	0	1		
5 Employees	%	20.00	100.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000390 - Planner II. City-Water Resources	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
8 Employees	Totals	#	7	0	0	0	0	0	2		
	%	25.00	87.50	0.00	0.00	0.00	0.00	0.00	25.00		

Job Group Analysis

2PM-NR-1

Prof - Program & Project Admin - NR - Level 1

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
3 Employees	Totals	#	1	3	0	0	0	1	0	0	
		%	33.33	100.00	0.00	0.00	0.00	33.33	0.00	0.00	

Job Group Analysis

2PM-NR-2

Prof - Program & Project Admin - NR - Level 2

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003028 - Coordinator II	#	6	7	4	1	0	0	1	0		
18 Employees	%	33.33	38.89	22.22	5.56	0.00	0.00	5.56	0.00		
18 Employees	Totals	#	6	7	4	1	0	0	1	0	
		%	33.33	38.89	22.22	5.56	0.00	0.00	5.56	0.00	

Job Group Analysis

2PM-NR-3

Prof - Program & Project Admin - NR - Level 3

EEO Code: 2

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		
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		
11 Employees											
	Totals										
	#	1	7	0	0	1	0	0	0		
	%	9.09	63.64	0.00	0.00	9.09	0.00	0.00	0.00		

Job Group Analysis

2RM

Prof - Risk Management & Liability

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003100 - Risk Specialist II	#	2	1	0	0	0	0	0	2		
3 Employees	%	66.67	33.33	0.00	0.00	0.00	0.00	0.00	66.67		
3 Employees	Totals	#	2	1	0	0	0	0	2		
		%	66.67	33.33	0.00	0.00	0.00	0.00	66.67		

Job Group Analysis

3EN

Technicians - Environmental Sustainability

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000338 - Environmental Technician II	#	6	9	2	1	0	0	1	2		
28 Employees	%	21.43	32.14	7.14	3.57	0.00	0.00	3.57	7.14		
30003379 - Botanic Tech II - Green Infrastructure	#	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		
30000337 - Environmental Technician I	#	1	1	0	0	0	1	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
30003378 - Botanic Tech I - Green Infrastructure	#	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		
30002039 - Field Science Technician Trainee	#	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		
39 Employees	Totals	#	10	15	3	1	1	1	3		
		%	25.64	38.46	7.69	2.56	2.56	2.56	7.69		

Job Group Analysis

3ER-2

Technicians - Engineering - Level 2

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000342 - GIS Technician II	#	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		
30000325 - Engineering Technician II	#	5	5	1	1	2	0	0	1		
17 Employees	%	29.41	29.41	5.88	5.88	11.76	0.00	0.00	5.88		
30000329 - CAD Technician II	#	2	1	0	1	1	0	0	0		
5 Employees	%	40.00	20.00	0.00	20.00	20.00	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		
34 Employees	Totals	#	8	7	1	2	3	0	1	1	
		%	23.53	20.59	2.94	5.88	8.82	0.00	2.94	2.94	

Job Group Analysis

3ER-3

Technicians - Engineering - Level 3

EEO Code: 3

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		
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	#	3	2	2	0	0	0	0	1		
13 Employees	%	23.08	15.38	15.38	0.00	0.00	0.00	0.00	7.69		
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		
23 Employees	Totals	#	4	3	2	0	0	0	1	1	
		%	17.39	13.04	8.70	0.00	0.00	0.00	4.35	4.35	

Job Group Analysis

6BA-C-2

Admin Sup - Bus Ops & Admin - Casual - Level 2

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000590 - Community Service Aide II	#	7	12	2	1	3	0	0	1		
22 Employees	%	31.82	54.55	9.09	4.55	13.64	0.00	0.00	4.55		
22 Employees	Totals	#	7	12	2	1	3	0	0	1	
		%	31.82	54.55	9.09	4.55	13.64	0.00	0.00	4.55	

Job Group Analysis

6BA-NR-1

Admin Sup - Bus Ops & Admin - NR - Level 1

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6BA-NR-2

Admin Sup - Bus Ops & Admin - NR - Level 2

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003003 - Administrative Specialist II	#	3	5	0	0	1	1	0	1		
5 Employees	%	60.00	100.00	0.00	0.00	20.00	20.00	0.00	20.00		
5 Employees	Totals	#	3	5	0	0	1	1	0	1	
		%	60.00	100.00	0.00	0.00	20.00	20.00	0.00	20.00	

Job Group Analysis

6BA-NR-3

Admin Sup - Bus Ops & Admin - NR - Level 3

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	1	3	0	1	0	0	0		
	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		

Job Group Analysis

6BA-R-1

Admin Sup - Bus Ops & Admin - Represented - Lvl 1

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support Specialist II	#	2	3	0	1	1	0	0	0		
3 Employees	%	66.67	100.00	0.00	33.33	33.33	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		
4 Employees	Totals	#	2	3	0	1	1	0	0		
	%	50.00	75.00	0.00	25.00	25.00	0.00	0.00	0.00		

Job Group Analysis

6BA-R-2

Admin Sup - Bus Ops & Admin - Represented - Lvl 2

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	2	3	0	2	0	0	0	0		
3 Employees	%	66.67	100.00	0.00	66.67	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	2	3	0	2	0	0	0		
	%	66.67	100.00	0.00	66.67	0.00	0.00	0.00	0.00		

Job Group Analysis

6PR

Admin Sup - Procurement

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		
4 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7PB-CM

Skilled Craft - PI&A - Constr & Maint

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
1 Employee	Totals	#	1	0	0	0	1	0	0		
		%	100.00	0.00	0.00	0.00	100.00	0.00	0.00		

Job Group Analysis

7PB-EL

Skilled Craft - PI&A - Electrical

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000116 - Electrician	#	2	0	0	1	0	0	0	1		
12 Employees	%	16.67	0.00	0.00	8.33	0.00	0.00	0.00	8.33		
30003233 - Instrument Technician, Apprentice	#	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		
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		
30000239 - Instrument Technician	#	1	0	0	0	0	0	0	1		
8 Employees	%	12.50	0.00	0.00	0.00	0.00	0.00	0.00	12.50		
25 Employees	Totals	#	3	0	0	1	0	0	2		
		%	12.00	0.00	0.00	4.00	0.00	0.00	8.00		

Job Group Analysis

7PB-SW

Skilled Craft - PI&A - Storm & Wastewater Systems

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003825 - Wastewater Operator 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		
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		
30000157 - Industrial Maintenance Millwright	#	4	1	0	1	0	1	0	2		
30 Employees	%	13.33	3.33	0.00	3.33	0.00	3.33	0.00	6.67		
30000163 - Wastewater Operations Specialist	#	1	0	0	0	0	1	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00		
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		
30000161 - Wastewater Operator II	#	12	10	2	1	3	1	1	4		
41 Employees	%	29.27	24.39	4.88	2.44	7.32	2.44	2.44	9.76		
79 Employees	Totals	#	17	11	2	2	3	3	1	6	
		%	21.52	13.92	2.53	2.53	3.80	3.80	1.27	7.59	

Job Group Analysis

8TR

Service Maint - Transportation & Roadways

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002494 - Auto Equip Oper II: Tractr-Trailr-CL	#	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		
1 Employee	Totals	#	1	0	0	1	0	0	0		
		%	100.00	0.00	0.00	100.00	0.00	0.00	0.00		

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 1/1/2023 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

1CH		Off/Adm - Chief Executives							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00
	Availability %	21.67	44.57	4.96	7.27	6.13	0.10	0.03	3.19
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1EX		Off/Adm - Executive Managers							
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 %	20.54	42.67	6.23	4.57	5.61	0.21	0.08	3.83
	Emp Less Avail?								
	Statistical Value		0.641E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								

1FA		Off/Adm - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00
	Availability %	31.77	53.40	18.75	1.61	6.12	0.00	1.87	3.44
	Emp Less Avail?		YES						
	Statistical Value	1.000E	0.047E	1.000E		1.000E		1.000E	1.000E
	Stat Significant?		YES						

1MA-1		Off/Adm - Managers - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	26.32	52.63	10.53	5.26	10.53	0.00	0.00	0.00
	Availability %	27.61	49.84	8.05	7.39	7.27	0.93	0.88	3.09
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

1MA-2		Off/Adm - Managers - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	15.79	63.16	10.53	0.00	0.00	0.00	0.00	5.26
	Availability %	24.24	43.55	8.50	5.57	6.45	0.76	0.40	2.56
	Emp Less Avail?								
	Statistical Value	0.592E			0.623E	0.631E	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

1MS		Off/Adm - Maint Supervisors							
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 %	18.18	11.58	2.71	2.27	8.13	1.40	0.38	3.29
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	16.67	20.83	0.00	8.33	0.00	4.17	4.17	0.00
	Availability %	22.40	9.29	3.83	2.73	11.48	1.64	0.00	2.73
	Emp Less Avail?								
	Statistical Value	0.629E		1.000E		0.103E			1.000E
	Stat Significant?								
1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.58	39.15	5.78	5.48	11.77	0.01	0.09	0.44
	Emp Less Avail?								
	Statistical Value	0.598E	0.655E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	30.00	40.00	0.00	10.00	20.00	0.00	0.00	0.00
	Availability %	19.62	27.53	4.44	4.76	5.78	0.01	1.44	3.20
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
1SU-1		Off/Adm - Supervisors - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00
	Availability %	21.71	41.79	6.38	5.50	5.33	0.23	0.71	3.56
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	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

1SU-2		Off/Adm - Supervisors - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	20.00	30.00	0.00	0.00	10.00	10.00	0.00	0.00
	Availability %	32.10	54.04	9.69	7.23	10.18	0.39	1.04	3.56
	Emp Less Avail?								
	Statistical Value	0.517E	0.203E	0.613E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								

1SU-3		Off/Adm - Supervisors - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.70	30.66	12.74	0.68	4.26	0.05	1.18	2.81
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

2AD		Professionals - Architecture, Design & Surveying							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	43.12	21.21	10.75	11.94	12.48	0.11	0.00	7.87
	Emp Less Avail?								
	Statistical Value	0.264E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								

2BA-1		Prof - Bus Ops & Admin - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	100.00	75.00	0.00	25.00	75.00	0.00	0.00	0.00
	Availability %	16.92	39.64	7.79	1.46	2.69	0.23	0.53	4.22
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								

2BA-2		Prof - Bus Ops & Admin - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	21.05	57.89	5.26	0.00	10.53	0.00	0.00	5.26
	Availability %	24.31	49.79	7.85	5.28	5.69	0.12	0.50	4.88
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	0.622E		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

2BA-3		Prof - Bus Ops & Admin - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	17.65	64.71	11.76	0.00	5.88	0.00	0.00	0.00
	Availability %	24.20	49.40	6.74	5.40	6.00	0.36	0.34	5.37
	Emp Less Avail?								
	Statistical Value	0.777E			1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2CM		Prof - Communications							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	33.33	63.61	13.55	2.51	14.52	0.03	0.08	2.66
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2EN		Prof - Environmental Sustainability							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
65	Employment %	7.69	46.15	0.00	3.08	3.08	0.00	0.00	1.54
	Availability %	19.43	38.54	7.47	2.64	2.27	1.79	1.32	3.97
	Emp Less Avail?	YES		YES					
	Statistical Value	2.392		2.291			1.088	0.932	1.004
	Stat Significant?	YES		YES					
2ER-NR		Prof - Engineering - Nonrepresented							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	27.78	33.33	27.78	0.00	0.00	0.00	0.00	0.00
	Availability %	23.30	31.50	13.67	0.78	4.49	0.04	0.92	3.42
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2ER-R-1		Prof - Engineering - Represented - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	15.79	31.58	5.26	0.00	10.53	0.00	0.00	0.00
	Availability %	19.12	27.30	6.82	2.89	5.12	0.14	1.33	2.85
	Emp Less Avail?								
	Statistical Value	1.000E		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

2ER-R-2		Prof - Engineering - Represented - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
35	Employment %	25.71	40.00	14.29	0.00	5.71	0.00	0.00	5.71
	Availability %	21.49	26.97	10.23	2.01	7.24	0.08	0.28	1.67
	Emp Less Avail?								
	Statistical Value				0.847	0.348	0.167	0.313	
	Stat Significant?								
2FA		Prof - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	50.00	25.00	0.00	0.00	0.00	25.00	0.00
	Availability %	29.16	59.64	11.19	5.72	8.37	0.99	0.40	2.49
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
2IT-BS		Prof - IT - Business Systems							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	33.33	41.67	8.33	0.00	8.33	0.00	0.00	16.67
	Availability %	26.18	35.08	15.49	2.40	4.10	0.00	0.00	4.19
	Emp Less Avail?								
	Statistical Value			0.706E	1.000E				
	Stat Significant?								
2IT-NR		Prof - IT - Nonrepresented							
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 %	26.18	35.08	15.49	2.40	4.10	0.00	0.00	4.19
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E			1.000E
	Stat Significant?								
2PB		Prof - PI&A							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	25.00	37.50	0.00	0.00	25.00	0.00	0.00	0.00
	Availability %	9.82	33.05	4.71	0.43	3.13	0.17	0.09	1.29
	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

2PL		Prof - Planning & Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	25.00	87.50	0.00	0.00	0.00	0.00	0.00	25.00
	Availability %	28.83	56.18	9.11	3.40	9.98	0.00	0.00	6.35
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E			
	Stat Significant?								
2PM-NR-1		Prof - Program & Project Admin - NR - Level 1							
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 %	19.58	60.30	5.75	2.41	6.30	0.26	0.94	3.93
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	33.33	38.89	22.22	5.56	0.00	0.00	5.56	0.00
	Availability %	25.89	62.91	4.68	7.63	7.99	0.73	2.00	2.86
	Emp Less Avail?		YES						
	Statistical Value		0.049E		1.000E	0.393E	1.000E		1.000E
	Stat Significant?		YES						
2PM-NR-3		Prof - Program & Project Admin - NR - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	9.09	63.64	0.00	0.00	9.09	0.00	0.00	0.00
	Availability %	25.26	59.12	5.82	6.78	6.03	0.27	1.24	5.13
	Emp Less Avail?								
	Statistical Value	0.311E		1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
2RM		Prof - Risk Management & Liability							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	33.33	0.00	0.00	0.00	0.00	0.00	66.67
	Availability %	27.42	43.55	4.84	11.29	11.29	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E	1.000E			
	Stat Significant?								

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Incumbency vs. Estimated Availability

3EN		Technicians - Environmental Sustainability							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
39	Employment %	25.64	38.46	7.69	2.56	2.56	2.56	2.56	7.69
	Availability %	25.80	54.09	10.23	2.27	9.34	0.08	0.08	3.81
	Emp Less Avail?								
	Statistical Value	0.023	1.959	0.523		1.454			
	Stat Significant?								

3ER-2		Technicians - Engineering - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
34	Employment %	23.53	20.59	2.94	5.88	8.82	0.00	2.94	2.94
	Availability %	23.91	14.03	7.46	3.09	6.75	1.58	0.21	4.82
	Emp Less Avail?								
	Statistical Value	0.052		1.003			0.739		0.511
	Stat Significant?								

3ER-3		Technicians - Engineering - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	17.39	13.04	8.70	0.00	0.00	0.00	4.35	4.35
	Availability %	23.06	32.58	5.72	5.65	6.22	0.10	1.62	3.76
	Emp Less Avail?		YES						
	Statistical Value	0.628E	0.047E		0.639E	0.398E	1.000E		
	Stat Significant?		YES						

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	31.82	54.55	9.09	4.55	13.64	0.00	0.00	4.55
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?		YES						
	Statistical Value		0.024E				1.000E	1.000E	1.000E
	Stat Significant?		YES						

6BA-NR-1		Admin Sup - Bus Ops & Admin - NR - Level 1							
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 %	15.60	91.99	3.82	1.22	6.61	0.94	0.41	2.62
	Emp Less Avail?								
	Statistical Value	1.000E	0.080E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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Incumbency vs. Estimated Availability

6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	60.00	100.00	0.00	0.00	20.00	20.00	0.00	20.00
	Availability %	22.38	80.07	3.86	4.25	9.11	1.04	0.80	3.32
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E			1.000E	
	Stat Significant?								
6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00
	Availability %	25.64	89.81	6.21	8.53	5.83	1.09	0.21	3.78
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	75.00	0.00	25.00	25.00	0.00	0.00	0.00
	Availability %	23.29	76.56	6.81	2.31	8.38	0.92	0.44	4.42
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	100.00	0.00	66.67	0.00	0.00	0.00	0.00
	Availability %	26.74	75.27	4.86	4.18	10.72	1.23	0.94	4.81
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6PR		Admin Sup - Procurement							
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 %	20.65	75.51	5.09	2.64	8.33	0.25	1.20	3.14
	Emp Less Avail?								
	Statistical Value	0.587E	0.253E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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Incumbency vs. Estimated Availability

7PB-CM		Skilled Craft - PI&A - Constr & Maint							
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 %	29.46	5.91	2.07	3.12	18.87	0.49	1.06	3.86
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

7PB-EL		Skilled Craft - PI&A - Electrical							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
25	Employment %	12.00	0.00	0.00	4.00	0.00	0.00	0.00	8.00
	Availability %	16.60	5.53	2.18	2.09	7.09	0.68	0.06	4.50
	Emp Less Avail?								
	Statistical Value	0.788E	0.399E	1.000E		0.256E	1.000E	1.000E	
	Stat Significant?								

7PB-SW		Skilled Craft - PI&A - Storm & Wastewater Systems							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
79	Employment %	21.52	13.92	2.53	2.53	3.80	3.80	1.27	7.59
	Availability %	16.80	6.75	2.42	0.50	10.94	0.21	0.45	2.27
	Emp Less Avail?					YES			
	Statistical Value					2.034			
	Stat Significant?					YES			

8TR		Service Maint - Transportation & Roadways							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	29.03	11.66	4.65	7.36	10.61	0.56	2.49	3.35
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 614

S - Significant Difference Rule

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

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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

1CH		Off/Adm - Chief Executives									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	2	0	1	0	0	0	0		
	# Available	0.7	1.3	0.1	0.2	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1EX		Off/Adm - Executive Managers									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.8	1.7	0.2	0.2	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
1FA		Off/Adm - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	0	0	1	0	0	0	0		
	# Available	1.3	2.1	0.8	0.1	0.2	0.0	0.1	0.1		
	Persons Required	0	1	0	0	0	0	0	0		
1MA-1		Off/Adm - Managers - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	5	10	2	1	2	0	0	0		
	# Available	5.2	9.5	1.5	1.4	1.4	0.2	0.2	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
1MA-2		Off/Adm - Managers - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	3	12	2	0	0	0	0	1		
	# Available	4.6	8.3	1.6	1.1	1.2	0.1	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
1MS		Off/Adm - Maint Supervisors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.2	0.1	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	4	5	0	2	0	1	1	0		
	# Available	5.4	2.2	0.9	0.7	2.8	0.4	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.2	2.0	0.3	0.3	0.6	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	4	0	1	2	0	0	0		
	# Available	2.0	2.8	0.4	0.5	0.6	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

1SU-1		Off/Adm - Supervisors - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	2	0	0	1	0	0	0		
	# Available	1.3	2.5	0.4	0.3	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1SU-2		Off/Adm - Supervisors - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	2	3	0	0	1	1	0	0		
	# Available	3.2	5.4	1.0	0.7	1.0	0.0	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1SU-3		Off/Adm - Supervisors - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	6	3	0	0	0	0	0		
	# Available	3.3	4.6	1.9	0.1	0.6	0.0	0.2	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

2AD		Professionals - Architecture, Design & Surveying									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.3	0.6	0.3	0.4	0.4	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

2BA-1		Prof - Bus Ops & Admin - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	4	3	0	1	3	0	0	0		
	# Available	0.7	1.6	0.3	0.1	0.1	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

2BA-2		Prof - Bus Ops & Admin - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	4	11	1	0	2	0	0	1		
	# Available	4.6	9.5	1.5	1.0	1.1	0.0	0.1	0.9		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2BA-3		Prof - Bus Ops & Admin - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	3	11	2	0	1	0	0	0		
	# Available	4.1	8.4	1.1	0.9	1.0	0.1	0.1	0.9		
	Persons Required	0	0	0	0	0	0	0	0		
2CM		Prof - Communications									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.7	1.3	0.3	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2EN		Prof - Environmental Sustainability									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
65	# Employed	5	30	0	2	2	0	0	1		
	# Available	12.6	25.1	4.9	1.7	1.5	1.2	0.9	2.6		
	Persons Required	2	0	1	0	0	0	0	0		
2ER-NR		Prof - Engineering - Nonrepresented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	5	6	5	0	0	0	0	0		
	# Available	4.2	5.7	2.5	0.1	0.8	0.0	0.2	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
2ER-R-1		Prof - Engineering - Represented - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	3	6	1	0	2	0	0	0		
	# Available	3.6	5.2	1.3	0.5	1.0	0.0	0.3	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2ER-R-2		Prof - Engineering - Represented - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
35	# Employed	9	14	5	0	2	0	0	2		
	# Available	7.5	9.4	3.6	0.7	2.5	0.0	0.1	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
2FA		Prof - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	2	1	0	0	0	1	0		
	# Available	1.2	2.4	0.4	0.2	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-BS		Prof - IT - Business Systems									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	4	5	1	0	1	0	0	2		
	# Available	3.1	4.2	1.9	0.3	0.5	0.0	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2IT-NR		Prof - IT - Nonrepresented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.4	0.2	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PB		Prof - PI&A									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	3	0	0	2	0	0	0		
	# Available	0.8	2.6	0.4	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Prof - Planning & Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	7	0	0	0	0	0	2		
	# Available	2.3	4.5	0.7	0.3	0.8	0.0	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-1		Prof - Program & Project Admin - NR - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	0	0	0	1	0	0		
	# Available	0.6	1.8	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	6	7	4	1	0	0	1	0		
	# Available	4.7	11.3	0.8	1.4	1.4	0.1	0.4	0.5		
	Persons Required	0	1	0	0	0	0	0	0		
2PM-NR-3		Prof - Program & Project Admin - NR - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	1	7	0	0	1	0	0	0		
	# Available	2.8	6.5	0.6	0.7	0.7	0.0	0.1	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
2RM		Prof - Risk Management & Liability									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	1	0	0	0	0	0	2		
	# Available	0.8	1.3	0.1	0.3	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3EN		Technicians - Environmental Sustainability									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
39	# Employed	10	15	3	1	1	1	1	3		
	# Available	10.1	21.1	4.0	0.9	3.6	0.0	0.0	1.5		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

3ER-2		Technicians - Engineering - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
34	# Employed	8	7	1	2	3	0	1	1		
	# Available	8.1	4.8	2.5	1.1	2.3	0.5	0.1	1.6		
	Persons Required	0	0	0	0	0	0	0	0		

3ER-3		Technicians - Engineering - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	4	3	2	0	0	0	1	1		
	# Available	5.3	7.5	1.3	1.3	1.4	0.0	0.4	0.9		
	Persons Required	0	1	0	0	0	0	0	0		

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	7	12	2	1	3	0	0	1		
	# Available	5.2	16.7	1.5	0.5	1.8	0.2	0.1	1.0		
	Persons Required	0	1	0	0	0	0	0	0		

6BA-NR-1		Admin Sup - Bus Ops & Admin - NR - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.9	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	3	5	0	0	1	1	0	1		
	# Available	1.1	4.0	0.2	0.2	0.5	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	0	1	0	0	0	0		
	# Available	0.8	2.7	0.2	0.3	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	1	1	0	0	0		
	# Available	0.9	3.1	0.3	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	0	2	0	0	0	0		
	# Available	0.8	2.3	0.1	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6PR		Admin Sup - Procurement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.8	3.0	0.2	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-CM		Skilled Craft - PI&A - Constr & Maint									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.3	0.1	0.0	0.0	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-EL		Skilled Craft - PI&A - Electrical									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25	# Employed	3	0	0	1	0	0	0	2		
	# Available	4.2	1.4	0.5	0.5	1.8	0.2	0.0	1.1		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-SW		Skilled Craft - PI&A - Storm & Wastewater Systems									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
79	# Employed	17	11	2	2	3	3	1	6		
	# Available	13.3	5.3	1.9	0.4	8.6	0.2	0.4	1.8		
	Persons Required	0	0	0	0	1	0	0	0		
8TR		Service Maint - Transportation & Roadways									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.3	0.1	0.0	0.1	0.1	0.0	0.0	0.0		
	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: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

1MA-1		Off/Adm - Managers - Level 1						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	--	--	--	--		
Selection Ratio	Infin	0.00	Infin	Infin	Infin	Infin		
Statistical Value		0.818F						
Significant?	--	NO	--	--	--	--		
Shortfall		0						

1MA-2		Off/Adm - Managers - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	YES	--	YES	YES		
Selection Ratio	Infin	0.00	0.00	Infin	0.00	0.00		
Statistical Value		0.833F	0.909F		0.909F	0.909F		
Significant?	--	NO	NO	--	NO	NO		
Shortfall		0	0		0	0		

1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES		--	--	YES	YES	
Selection Ratio	Infin	0.00		Infin	Infin	0.00	0.20	
Statistical Value		0.500F				0.333F	0.250F	
Significant?	--	NO		--	--	NO	NO	
Shortfall		0				0	0	

2BA-2		Prof - Bus Ops & Admin - Level 2						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	--	*	YES	
Selection Ratio	0.00	0.00		Infin	Infin	1.33	0.00	
Statistical Value	0.571F	0.800F					0.500F	
Significant?	NO	NO		--	--	NO	NO	
Shortfall	0	0					0	

2EN		Prof - Environmental Sustainability						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	--	YES	YES	
Selection Ratio	0.00		0.00	Infin	Infin	0.00	0.02	
Statistical Value	0.500F		0.111F			0.200F	4.898	
Significant?	NO		NO	--	--	NO	YES	
Shortfall	0		0			0	0	

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

2ER-NR		Prof - Engineering - Nonrepresented						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?	--	--	--	--	--	--		
Shortfall								

2ER-R-1		Prof - Engineering - Represented - Level 1						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	0.833F	0.882F	0.789F			0.833F		
Significant?	NO	NO	NO	--	--	NO		
Shortfall	0	0	0			0		

2ER-R-2		Prof - Engineering - Represented - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	--	--	--	--		
Selection Ratio	0.00	Infin	Infin	Infin	Infin	Infin		
Statistical Value	0.714F							
Significant?	NO	--	--	--	--	--		
Shortfall	0							

2IT-BS		Prof - IT - Business Systems						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	0.500F		0.800F			0.667F		
Significant?	NO	--	NO	--	--	NO		
Shortfall	0		0			0		

2PB		Prof - PI&A						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	--	YES	YES	
Selection Ratio	0.00	0.00		Infin	Infin	0.00	0.00	
Statistical Value	0.889F	0.800F				0.667F	2.287	
Significant?	NO	NO		--	--	NO	YES	
Shortfall	0	0				0	0	

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

2PM-NR-3	Prof - Program & Project Admin - NR - Level 3						Favored Group: Blk	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--		--	--	YES	--	YES
Selection Ratio	Infin		Infin	Infin	0.00	Infin	0.31
Statistical Value					0.667F		0.371F
Significant?	--		--	--	NO	--	NO
Shortfall					0		0

3EN	Technicians - Environmental Sustainability						Favored Group: Pac	
-----	--	--	--	--	--	--	--------------------	--

	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		0.00	0.02
Statistical Value	0.500F	0.400F	0.200F	0.500F		0.182F	4.499
Significant?	NO	NO	NO	NO		NO	YES
Shortfall	0	0	0	0		0	0

3ER-2	Technicians - Engineering - Level 2						Favored Group: Wht	
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	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	0.750F		0.947F			0.947F	
Significant?	NO	--	NO	--	--	NO	
Shortfall	0		0			0	

6BA-C-2	Admin Sup - Bus Ops & Admin - Casual - Level 2						Favored Group: Asi	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		NO	YES	--	--	*	YES
Selection Ratio		0.82	0.43	Infin	Infin	2.30	0.72
Statistical Value			0.741				0.430
Significant?		NO	NO	--	--	NO	NO
Shortfall			0				0

6BA-R-1	Admin Sup - Bus Ops & Admin - Represented - Lvl 1						Favored Group: His	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	--		--	YES	YES	YES
Selection Ratio	0.00	Infin		Infin	0.00	0.00	0.25
Statistical Value	0.562F				0.818F	0.692F	1.085
Significant?	NO	--		--	NO	NO	NO
Shortfall	0				0	0	0

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Individual Race/Ethnicity

6BA-R-2	Admin Sup - Bus Ops & Admin - Represented - Lvl 2						Favored Group: Wht	
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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	0.313	0.242	0.464			0.442	
Significant?	NO	NO	NO	--	--	NO	
Shortfall	0	0	0			0	

7PB-EL	Skilled Craft - PI&A - Electrical						Favored Group: Wht	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	YES	YES	YES	--	
Selection Ratio	Infin	0.00	0.00	0.00	0.00	Infin	
Statistical Value		0.184F	0.524F	0.524F	0.524F		
Significant?	--	NO	NO	NO	NO	--	
Shortfall		0	0	0	0		

7PB-SW	Skilled Craft - PI&A - Storm & Wastewater Systems						Favored Group: Blk	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--		NO	NO	YES	NO	YES
Selection Ratio	Infin		0.83	1.00	0.00	0.83	0.42
Statistical Value					0.286F		1.687
Significant?	--		NO	NO	NO	NO	NO
Shortfall					0		4

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

1MA-1		Off/Adm - Managers - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.818F			
Significant?	NO			
Shortfall	0			

1MA-2		Off/Adm - Managers - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.667F			
Significant?	NO			
Shortfall	0			

1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement		Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.80		
Statistical Value				
Significant?		NO		
Shortfall				

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.524F		
Significant?		NO		
Shortfall		0		

2EN		Prof - Environmental Sustainability		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.29		
Statistical Value		0.943		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

2ER-NR		Prof - Engineering - Nonrepresented		Favored Group: Wht
	Min	Wht		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

2ER-R-1		Prof - Engineering - Represented - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.556F			
Significant?	NO			
Shortfall	0			

2ER-R-2		Prof - Engineering - Represented - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.714F			
Significant?	NO			
Shortfall	0			

2IT-BS		Prof - IT - Business Systems		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.364F			
Significant?	NO			
Shortfall	0			

2PB		Prof - PI&A		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.668		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

2PM-NR-3	Prof - Program & Project Admin - NR - Level 3	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.46
Statistical Value		0.489F
Significant?		NO
Shortfall		0

3EN	Technicians - Environmental Sustainability	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.31
Statistical Value		0.876
Significant?		NO
Shortfall		0

3ER-2	Technicians - Engineering - Level 2	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.692F	
Significant?	NO	
Shortfall	0	

6BA-C-2	Admin Sup - Bus Ops & Admin - Casual - Level 2	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.78
Statistical Value		0.499
Significant?		NO
Shortfall		0

6BA-R-1	Admin Sup - Bus Ops & Admin - Represented - Lvl 1	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.61
Statistical Value		0.358
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Total Minorities vs. Whites

6BA-R-2	Admin Sup - Bus Ops & Admin - Represented - Lvl 2	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.751	
Significant?	NO	
Shortfall	0	

7PB-EL	Skilled Craft - PI&A - Electrical	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.057F	
Significant?	NO	
Shortfall	1	

7PB-SW	Skilled Craft - PI&A - Storm & Wastewater Systems	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.50
Statistical Value		2.180
Significant?		YES
Shortfall		4

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

1MA-1		Off/Adm - Managers - Level 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.182F		
Significant?		NO		
Shortfall		1		

1MA-2		Off/Adm - Managers - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.333F		
Significant?		NO		
Shortfall		0		

1PB-CI		Off/Adm - PI&A - Constr Inspections & Enforcement		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.93			
Statistical Value				
Significant?	NO			
Shortfall				

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.87		
Statistical Value				
Significant?		NO		
Shortfall				

2EN		Prof - Environmental Sustainability		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.82			
Statistical Value				
Significant?	NO			
Shortfall				

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

2ER-NR		Prof - Engineering - Nonrepresented		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		--		
Selection Ratio		Infin		
Statistical Value				
Significant?		--		
Shortfall				

2ER-R-1		Prof - Engineering - Represented - Level 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.296F		
Significant?		NO		
Shortfall		0		

2ER-R-2		Prof - Engineering - Represented - Level 2		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.857F			
Significant?	NO			
Shortfall	0			

2IT-BS		Prof - IT - Business Systems		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.909F			
Significant?	NO			
Shortfall	0			

2PB		Prof - PI&A		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.254		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

2PM-NR-3	Prof - Program & Project Admin - NR - Level 3	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.46
Statistical Value		0.489F
Significant?		NO
Shortfall		0

3EN	Technicians - Environmental Sustainability	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.35
Statistical Value		0.774
Significant?		NO
Shortfall		0

3ER-2	Technicians - Engineering - Level 2	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.308F
Significant?		NO
Shortfall		0

6BA-C-2	Admin Sup - Bus Ops & Admin - Casual - Level 2	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.59
Statistical Value		1.060
Significant?		NO
Shortfall		1

6BA-R-1	Admin Sup - Bus Ops & Admin - Represented - Lvl 1	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.029
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

For Period: 1/1/2022 to 12/31/2022

by Gender

6BA-R-2	Admin Sup - Bus Ops & Admin - Represented - Lvl 2	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.692
Significant?		NO
Shortfall		0

7PB-EL	Skilled Craft - PI&A - Electrical	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	--	
Selection Ratio	Infin	
Statistical Value		
Significant?	--	
Shortfall		

7PB-SW	Skilled Craft - PI&A - Storm & Wastewater Systems	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.67
Statistical Value		0.891
Significant?		NO
Shortfall		1

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

1PS		Off/Adm - Public Safety Supervisors													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			66.77												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

1SU-2		Off/Adm - Supervisors - Level 2													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		30.90													
New Hire	0	0	N/A												
Promotion	3	1	33.33												
Total Opps	3	1	33.33												
Achieved? *		YES													

2AD		Professionals - Architecture, Design & Surveying													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		43.45													
New Hire	0	0	N/A												
Promotion	0	0	N/A												
Total Opps	0	0	N/A												
Achieved? *		NO OPPS													

Goal Attainment

2CM		Prof - Communications													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			63.08												
New Hire	0		0 N/A												
Promotion	0		0 N/A												
Total Opps	0		0 N/A												
Achieved? *			NO OPPS												

2PL		Prof - Planning & Development													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				6.47											
New Hire	0			0 N/A											
Promotion	1			0 0.00											
Total Opps	1			0 0.00											
Achieved? *				LIMITED											

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				6.58											
New Hire	2			0 0.00											
Promotion	0			0 N/A											
Total Opps	2			0 0.00											
Achieved? *				LIMITED											

Goal Attainment

3EN		Technicians - Environmental Sustainability													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						11.09									
New Hire	1					0	0.00								
Promotion	2					0	0.00								
Total Opps	3					0	0.00								
Achieved? *						LIMITED									

3ER-3		Technicians - Engineering - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		25.25				7.18									
New Hire	0	0	N/A			0	N/A								
Promotion	3	2	66.67			0	0.00								
Total Opps	3	2	66.67			0	0.00								
Achieved? *		YES				LIMITED									

3PB		Technicians - PI&A													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			47.43												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

Goal Attainment

4FR-1		PS - Sworn - Fire & Rescue - Entry Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal									6.07				
New Hire	0								0	N/A			
Promotion	0								0	N/A			
Total Opps	0								0	N/A			
Achieved? *									NO OPPS				

4LE-1		PS - Sworn - Law Enforcement - Entry Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal		31.59			11.98	14.33							
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 OPPS			NO OPPS		NO OPPS						

4LE-2		PS - Sworn - Law Enforcement - Mid Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal		21.58				7.12			4.15				
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 OPPS				NO OPPS			NO OPPS				

Goal Attainment

5BA		PS - Non-Sworn - Bus Ops & Admin													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		53.85													
New Hire	0	0	N/A												
Promotion	0	0	N/A												
Total Opps	0	0	N/A												
Achieved? *		NO OPPTS						NO OPPTS							

5PS-EC		PS - Non-Sworn - Public Safety - Emergency Comm													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		27.35													
New Hire	0	0	N/A												
Promotion	0	0	N/A												
Total Opps	0	0	N/A												
Achieved? *		NO OPPTS						NO OPPTS							

6BA-C-1		Admin Sup - Bus Ops & Admin - Casual - Level 1														
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two							
Prior Year Goal			76.12													
New Hire	0		0	N/A												
Promotion	0		0	N/A												
Total Opps	0		0	N/A												
Achieved? *			NO OPPTS													

Goal Attainment

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			76.12												
New Hire	15		9 60.00												
Promotion	0		0 N/A												
Total Opps	15		9 60.00												
Achieved? *			NO												

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			91.46												
New Hire	0		0 N/A												
Promotion	1		1 100.00												
Total Opps	1		1 100.00												
Achieved? *			YES												

6LE		Admin Sup - Law Enforcement													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		24.87	78.57												
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 OPPS	NO OPPS												

Goal Attainment

6PB		Admin Sup - PI&A													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		34.29				17.26									
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 OPPS				NO OPPS									

6PR		Admin Sup - Procurement													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			75.51												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

7PB-CM		Skilled Craft - PI&A - Constr & Maint													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		31.42				20.34									
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 OPPS				NO OPPS									

Goal Attainment

7PB-SW		Skilled Craft - PI&A - Storm & Wastewater Systems													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						11.82									
New Hire	14					3	21.43								
Promotion	1					0	0.00								
Total Opps	15					3	20.00								
Achieved? *						YES									

8CE-C		Service Maint - CE&D - Casual													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			65.54												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

8PB-CM		Service Maint - PI&A - Constr & Maint													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						22.94									
New Hire	0					0	N/A								
Promotion	0					0	N/A								
Total Opps	0					0	N/A								
Achieved? *						NO OPPS									

Goal Attainment

8PB-MP		Service Maint - PI&A - Maint Plan/Sched													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		41.42				26.88									
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 OPPS				NO OPPS									

8PB-MP-C		Service Maint - PI&A - Maint Plan/Sched - Casual													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		52.75				45.74									
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 OPPS				NO OPPS									

8TR		Service Maint - Transportation & Roadways													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		33.10	12.35												
New Hire	0	0	N/A	0	N/A										
Promotion	1	1	100.00	0	0.00										
Total Opps	1	1	100.00	0	0.00										
Achieved? *		YES		LIMITED											

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.