

City of Portland



1020
Portland Fire & Rescue

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		
30003057 - Fire Chief	#	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		
1 Employee	Totals	#	1	1	0	1	0	0	0		
		%	100.00	100.00	0.00	100.00	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		
30003083 - Manager 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		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1FA

Off/Adm - Finance & Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003055 - Financial Analyst II	#	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		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	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		
30003626 - Community Health Nurse Manager	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30003081 - Manager I	#	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		
30003096 - Public Information Manager	#	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		
5 Employees	Totals	#	2	3	0	1	0	0	1		
		%	40.00	60.00	0.00	20.00	0.00	0.00	20.00		

Job Group Analysis

1PL

Off/Adm - Planning & Development

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000336 - Fire Land Use Review Technician	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	1	0	0	1	0	0		
		%	100.00	100.00	0.00	0.00	100.00	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	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		
2 Employees	Totals	#	1	1	0	0	0	1	0		
		%	50.00	50.00	0.00	0.00	0.00	50.00	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		
30003104 - Supervisor II	#	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		
30003700 - Community Health Supervisor	#	1	5	0	0	0	0	0	1		
6 Employees	%	16.67	83.33	0.00	0.00	0.00	0.00	0.00	16.67		
8 Employees	Totals	#	1	5	0	0	0	0	1		
		%	12.50	62.50	0.00	0.00	0.00	0.00	12.50		

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	#	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		
30003325 - Community Service Aide III	#	3	6	1	0	2	0	0	0		
10 Employees	%	30.00	60.00	10.00	0.00	20.00	0.00	0.00	0.00		
11 Employees	Totals	#	3	7	1	0	2	0	0		
	%	27.27	63.64	9.09	0.00	18.18	0.00	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	#	1	2	0	0	1	0	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00		
4 Employees	Totals	#	1	2	0	0	1	0	0		
		%	25.00	50.00	0.00	0.00	25.00	0.00	0.00		

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		
30003008 - Analyst 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		
2 Employees	Totals	#	1	2	0	1	0	0	0		
		%	50.00	100.00	0.00	50.00	0.00	0.00	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		
30003085 - Multimedia Specialist	#	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		
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

2ER-NR

Prof - Engineering - Nonrepresented

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003047 - Engineer 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		
1 Employee	Totals	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

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	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		
30000063 - Accountant II	#	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		
30000062 - Accountant I	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	2	2	1	0	0	0	1		
		%	66.67	66.67	33.33	0.00	0.00	0.00	33.33		

Job Group Analysis

2HS

Prof - Health Services & Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003045 - Emergency Medical Services Administrator	#	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		
30003625 - Community Health Nurse	#	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		
30003475 - Mental Health Crisis Responder II	#	1	4	0	1	0	0	0	0		
5 Employees	%	20.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00		
30003550 - Mental Health Crisis Responder I	#	5	6	0	1	2	0	0	2		
8 Employees	%	62.50	75.00	0.00	12.50	25.00	0.00	0.00	25.00		
30003675 - Community Health Worker	#	3	4	1	0	1	0	0	1		
5 Employees	%	60.00	80.00	20.00	0.00	20.00	0.00	0.00	20.00		
22 Employees	Totals	#	9	17	1	2	3	0	0	3	
		%	40.91	77.27	4.55	9.09	13.64	0.00	0.00	13.64	

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	#	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

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	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		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	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	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	0	3	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3HS

Technicians - Health Services & Support

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003600 - Community Health Medic	#	11	9	3	0	4	1	2	1		
30 Employees	%	36.67	30.00	10.00	0.00	13.33	3.33	6.67	3.33		
30 Employees	Totals	#	11	9	3	0	4	1	2	1	
		%	36.67	30.00	10.00	0.00	13.33	3.33	6.67	3.33	

Job Group Analysis

3PL

Technicians - Planning & Development

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000333 - Development Services Technician II	#	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		
2 Employees	Totals	#	1	2	0	1	0	0	0		
	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4FR-1

PS - Sworn - Fire & Rescue - Entry Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	2	2	0	1	1	0	0	0		
5 Employees	%	40.00	40.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000793 - Fire Fighter	#	83	23	20	12	29	11	2	9		
419 Employees	%	19.81	5.49	4.77	2.86	6.92	2.63	0.48	2.15		
424 Employees	Totals #	85	25	20	13	30	11	2	9		
	%	20.05	5.90	4.72	3.07	7.08	2.59	0.47	2.12		

Job Group Analysis

4FR-2

PS - Sworn - Fire & Rescue - Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist	#	1	0	0	0	0	0	0	1		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	0.00	33.33		
30000801 - Fire Lieutenant, Staff	#	3	3	3	0	0	0	0	0		
10 Employees	%	30.00	30.00	30.00	0.00	0.00	0.00	0.00	0.00		
30000812 - Fire Inspector/Specialist	#	3	4	0	1	1	1	0	0		
12 Employees	%	25.00	33.33	0.00	8.33	8.33	8.33	0.00	0.00		
30000815 - Fire Investigator	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000808 - Fire Inspector	#	7	7	0	4	2	0	0	1		
27 Employees	%	25.93	25.93	0.00	14.81	7.41	0.00	0.00	3.70		
30000800 - Fire Training Officer	#	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		
30000798 - Fire Lieutenant	#	19	3	6	5	5	3	0	0		
109 Employees	%	17.43	2.75	5.50	4.59	4.59	2.75	0.00	0.00		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
10 Employees	%	30.00	0.00	20.00	0.00	0.00	10.00	0.00	0.00		
179 Employees	Totals	#	37	19	11	10	9	5	2		
		%	20.67	10.61	6.15	5.59	5.03	2.79	1.12		

Job Group Analysis

4FR-3

PS - Sworn - Fire & Rescue - Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000807 - Fire Battalion Chief, Staff	#	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		
30000817 - Fire Captain, Staff	#	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		
30000816 - Fire Inspector, Sr - Specialist	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000811 - Fire Inspector, Sr	#	2	1	0	0	1	1	0	0		
6 Employees	%	33.33	16.67	0.00	0.00	16.67	16.67	0.00	0.00		
30000806 - Fire Battalion Chief	#	1	0	1	0	0	0	0	0		
12 Employees	%	8.33	0.00	8.33	0.00	0.00	0.00	0.00	0.00		
30000803 - Fire Captain	#	8	2	5	0	1	0	0	2		
34 Employees	%	23.53	5.88	14.71	0.00	2.94	0.00	0.00	5.88		
62 Employees	Totals	#	12	5	6	1	2	1	0	2	
		%	19.35	8.06	9.68	1.61	3.23	1.61	0.00	3.23	

Job Group Analysis

4FR-4

PS - Sworn - Fire & Rescue - Executive Managers

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003060 - Fire Marshal	#	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		
30003059 - Fire Division Chief	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
30003058 - Fire Chief, Deputy	#	3	0	2	0	1	0	0	0		
9 Employees	%	33.33	0.00	22.22	0.00	11.11	0.00	0.00	0.00		
13 Employees	Totals	#	4	2	2	0	2	0	0		
		%	30.77	15.38	15.38	0.00	15.38	0.00	0.00		

Job Group Analysis

5PS

PS - Non-Sworn - Public Safety

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003526 - Peer Support Specialist	#	3	2	0	1	0	1	0	1		
6 Employees	%	50.00	33.33	0.00	16.67	0.00	16.67	0.00	16.67		
6 Employees	Totals	#	3	2	0	1	0	1	0	1	
		%	50.00	33.33	0.00	16.67	0.00	16.67	0.00	16.67	

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	#	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		
2 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	50.00	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	#	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		
5 Employees	Totals	#	4	0	0	0	0	0	0		
	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		

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	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	4	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	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		
30001558 - Timekeeping Specialist	#	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		
30000012 - Office Support Specialist II	#	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		
30000061 - Accounting Technician	#	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		
3 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	66.67	0.00	0.00	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	#	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		
	%	0.00	0.00	0.00	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		
30002500 - Carpenter, Lead-CL	#	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		
30000112 - Painter	#	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		
2 Employees	Totals	#	1	0	0	0	1	0	0		
		%	50.00	0.00	0.00	0.00	50.00	0.00	0.00		

Job Group Analysis

7PB-FE

Skilled Craft - PI&A - Facil & Equip

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000072 - Facilities Maintenance Technician, Lead	#	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		
30000071 - Facilities Maintenance Technician	#	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		
3 Employees											
	Totals										
	#	1	0	0	0	1	0	0	0		
	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		

Job Group Analysis

7PB-FE-V

Skilled Craft - PI&A - Facil & Equip - Vehicles

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000132 - Vehicle & Equipment Mechanic, Lead	#	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		
30000131 - Vehicle & Equipment Mechanic	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	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

8PB-CM

Service Maint - PI&A - Constr & Maint

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002490 - Utility Worker II-CL	#	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		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	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
1	Employment %	100.00	100.00	0.00	100.00	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
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.54	42.67	6.23	4.57	5.61	0.21	0.08	3.83
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	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
1	Employment %	0.00	100.00	0.00	0.00	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?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								

1MA-1		Off/Adm - Managers - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	60.00	0.00	20.00	0.00	0.00	0.00	20.00
	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	
	Stat Significant?								

1PL		Off/Adm - Planning & Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00
	Availability %	21.78	12.53	3.88	2.54	11.00	1.59	0.00	2.79
	Emp Less Avail?								
	Statistical Value			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-1		Off/Adm - Supervisors - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	50.00	0.00	0.00	0.00	0.00	50.00	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
	Stat Significant?								

1SU-2		Off/Adm - Supervisors - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	62.50	0.00	0.00	0.00	0.00	0.00	12.50
	Availability %	32.10	54.04	9.69	7.23	10.18	0.39	1.04	3.56
	Emp Less Avail?								
	Statistical Value	0.450E		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
11	Employment %	27.27	63.64	9.09	0.00	18.18	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
4	Employment %	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00
	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		1.000E	1.000E	1.000E
	Stat Significant?								

2BA-3		Prof - Bus Ops & Admin - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	0.00	50.00	0.00	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			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

2CM		Prof - Communications							
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 %	33.33	63.61	13.55	2.51	14.52	0.03	0.08	2.66
	Emp Less Avail?								
	Statistical Value	0.556E	0.301E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2ER-NR		Prof - Engineering - 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 %	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	1.000E	1.000E	1.000E
	Stat Significant?								
2FA		Prof - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33
	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	
	Stat Significant?								
2HS		Prof - Health Services & Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	40.91	77.27	4.55	9.09	13.64	0.00	0.00	13.64
	Availability %	24.32	74.19	4.60	5.14	9.85	0.42	0.57	3.72
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	
	Stat Significant?								
2IT-BS		Prof - IT - Business Systems							
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?								

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-NR-1		Prof - Program & Project Admin - NR - Level 1							
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 %	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	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
3	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.89	62.91	4.68	7.63	7.99	0.73	2.00	2.86
	Emp Less Avail?								
	Statistical Value	0.573E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
3HS		Technicians - Health Services & Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
30	Employment %	36.67	30.00	10.00	0.00	13.33	3.33	6.67	3.33
	Availability %	6.83	28.24	0.55	0.07	2.45	0.01	0.03	3.71
	Emp Less Avail?								
	Statistical Value				0.145				0.109
	Stat Significant?								
3PL		Technicians - Planning & Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00
	Availability %	25.67	41.54	9.13	2.62	8.53	0.43	0.13	4.84
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
4FR-1		PS - Sworn - Fire & Rescue - Entry Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
424	Employment %	20.05	5.90	4.72	3.07	7.08	2.59	0.47	2.12
	Availability %	19.33	4.49	1.80	1.80	8.09	1.57	0.00	6.07
	Emp Less Avail?								YES
	Statistical Value					0.766			3.404
	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

4FR-2		PS - Sworn - Fire & Rescue - Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
179	Employment %	20.67	10.61	6.15	5.59	5.03	2.79	0.00	1.12
	Availability %	20.05	5.90	4.72	3.07	7.08	2.59	0.47	2.12
	Emp Less Avail?								
	Statistical Value					1.070		0.919	0.931
	Stat Significant?								
4FR-3		PS - Sworn - Fire & Rescue - Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
62	Employment %	19.35	8.06	9.68	1.61	3.23	1.61	0.00	3.23
	Availability %	20.67	10.61	6.15	5.59	5.03	2.79	0.00	1.12
	Emp Less Avail?								
	Statistical Value	0.256	0.651		1.363	0.650	0.563		
	Stat Significant?								
4FR-4		PS - Sworn - Fire & Rescue - Executive Managers							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	30.77	15.38	15.38	0.00	15.38	0.00	0.00	0.00
	Availability %	19.35	8.06	9.68	1.61	3.23	1.61	0.00	3.23
	Emp Less Avail?								
	Statistical Value				1.000E		1.000E		1.000E
	Stat Significant?								
5PS		PS - Non-Sworn - Public Safety							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	50.00	33.33	0.00	16.67	0.00	16.67	0.00	16.67
	Availability %	29.57	46.21	2.77	10.76	9.88	1.06	0.07	5.01
	Emp Less Avail?								
	Statistical Value		0.693E	1.000E		1.000E		1.000E	
	Stat Significant?								
6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	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	1.000E	0.421E	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

6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.38	80.07	3.86	4.25	9.11	1.04	0.80	3.32
	Emp Less Avail?								
	Statistical Value	0.594E	1.000E	1.000E	1.000E	1.000E	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
4	Employment %	0.00	100.00	0.00	0.00	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	0.578E		1.000E	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
3	Employment %	0.00	66.67	0.00	0.00	0.00	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	0.551E	1.000E	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
1	Employment %	0.00	0.00	0.00	0.00	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	0.247E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
7PB-CM		Skilled Craft - PI&A - Constr & Maint							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	0.00	0.00	50.00	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?								

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

7PB-FE		Skilled Craft - PI&A - Facil & Equip							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00
	Availability %	20.35	5.21	4.39	1.44	10.00	0.70	0.24	3.59
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

7PB-FE-V		Skilled Craft - PI&A - Facil & Equip - Vehicles							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.05	1.39	5.97	1.66	11.29	1.00	0.17	1.96
	Emp Less Avail?								
	Statistical Value	0.360E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

8PB-CM		Service Maint - PI&A - Constr & Maint							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	29.23	9.42	2.12	1.32	21.04	0.99	1.16	2.60
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 815

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

1CH		Off/Adm - Chief Executives									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	1	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		

1EX		Off/Adm - Executive Managers									
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		

1FA		Off/Adm - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.5	0.2	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1MA-1		Off/Adm - Managers - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	3	0	1	0	0	0	1		
	# Available	1.4	2.5	0.4	0.4	0.4	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1PL		Off/Adm - Planning & Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	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		

1SU-1		Off/Adm - Supervisors - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	0	0	0	0	1	0		
	# Available	0.4	0.8	0.1	0.1	0.1	0.0	0.0	0.1		
	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		
8	# Employed	1	5	0	0	0	0	0	1		
	# Available	2.6	4.3	0.8	0.6	0.8	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2BA-1		Prof - Bus Ops & Admin - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	7	1	0	2	0	0	0		
	# Available	1.9	4.4	0.9	0.2	0.3	0.0	0.1	0.5		
	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		
4	# Employed	1	2	0	0	1	0	0	0		
	# Available	1.0	2.0	0.3	0.2	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2BA-3		Prof - Bus Ops & Admin - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	1	0	0	0	0		
	# Available	0.5	1.0	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2CM		Prof - Communications									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.0	1.9	0.4	0.1	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2ER-NR		Prof - Engineering - Nonrepresented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2FA		Prof - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	2	1	0	0	0	0	1		
	# Available	0.9	1.8	0.3	0.2	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2HS		Prof - Health Services & Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	9	17	1	2	3	0	0	3		
	# Available	5.4	16.3	1.0	1.1	2.2	0.1	0.1	0.8		
	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		
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		

Shortfall

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.6	0.1	0.0	0.1	0.0	0.0	0.0		
	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		
3	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.8	1.9	0.1	0.2	0.2	0.0	0.1	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3HS		Technicians - Health Services & Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30	# Employed	11	9	3	0	4	1	2	1		
	# Available	2.0	8.5	0.2	0.0	0.7	0.0	0.0	1.1		
	Persons Required	0	0	0	0	0	0	0	0		
3PL		Technicians - Planning & Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	1	0	0	0	0		
	# Available	0.5	0.8	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
4FR-1		PS - Sworn - Fire & Rescue - Entry Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
424	# Employed	85	25	20	13	30	11	2	9		
	# Available	82.0	19.0	7.6	7.6	34.3	6.7	0.0	25.7		
	Persons Required	0	0	0	0	0	0	0	8		
4FR-2		PS - Sworn - Fire & Rescue - Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
179	# Employed	37	19	11	10	9	5	0	2		
	# Available	35.9	10.6	8.4	5.5	12.7	4.6	0.8	3.8		
	Persons Required	0	0	0	0	0	0	0	0		
4FR-3		PS - Sworn - Fire & Rescue - Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
62	# Employed	12	5	6	1	2	1	0	2		
	# Available	12.8	6.6	3.8	3.5	3.1	1.7	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
4FR-4		PS - Sworn - Fire & Rescue - Executive Managers									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	4	2	2	0	2	0	0	0		
	# Available	2.5	1.0	1.3	0.2	0.4	0.2	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

5PS		PS - Non-Sworn - Public Safety									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	3	2	0	1	0	1	0	1		
	# Available	1.8	2.8	0.2	0.6	0.6	0.1	0.0	0.3		
	Persons Required	0	0	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		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.5	1.5	0.1	0.0	0.2	0.0	0.0	0.1		
	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	0	4	0	0	0	0	0	0		
	# 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		
4	# Employed	0	4	0	0	0	0	0	0		
	# Available	1.0	3.6	0.2	0.3	0.2	0.0	0.0	0.2		
	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		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.7	2.3	0.2	0.1	0.3	0.0	0.0	0.1		
	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.8	0.0	0.0	0.1	0.0	0.0	0.0		
	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		
2	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.6	0.1	0.0	0.1	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-FE		Skilled Craft - PI&A - Facil & Equip									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.6	0.2	0.1	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

7PB-FE-V		Skilled Craft - PI&A - Facil & Equip - Vehicles									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.5	0.1	0.4	0.1	0.8	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

8PB-CM		Service Maint - PI&A - Constr & Maint									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	0.2	0.0	0.0	0.4	0.0	0.0	0.1		
	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	YES	YES	--	--	YES		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00		
Statistical Value	0.750F	0.750F	0.750F			0.857F		
Significant?	NO	NO	NO	--	--	NO		
Shortfall	0	0	0			0		

1SU-2		Off/Adm - Supervisors - Level 2						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		YES	--	--	YES	YES	
Selection Ratio	Infin		0.00	Infin	Infin	0.50	0.40	
Statistical Value			0.500F			0.667F	0.438F	
Significant?	--		NO	--	--	NO	NO	
Shortfall			0			0	0	

2BA-1		Prof - Bus Ops & Admin - Level 1						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES		--	--	YES	YES	
Selection Ratio	Infin	0.00		Infin	Infin	0.00	0.62	
Statistical Value		0.500F				0.400F	0.548F	
Significant?	--	NO		--	--	NO	NO	
Shortfall		0				0	0	

2BA-2		Prof - Bus Ops & Admin - Level 2						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	0.324		0.458					
Significant?	NO	--	NO	--	--	--		
Shortfall	0		0					

2BA-3		Prof - Bus Ops & Admin - Level 3						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		--	--	--	YES	--	
Selection Ratio	Infin		Infin	Infin	Infin	0.00	Infin	
Statistical Value						0.500F		
Significant?	--		--	--	--	NO	--	
Shortfall						0		

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2HS		Prof - Health Services & Support						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	YES	*	YES	
Selection Ratio	0.58	0.47		Infin	0.00	1.94	0.58	
Statistical Value	0.530F	0.314F			0.625F		1.021	
Significant?	NO	NO		--	NO	NO	NO	
Shortfall	0	0			0		2	

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		NO	NO	--	--	YES	
Selection Ratio	Infin		1.00	1.00	Infin	Infin	0.67	
Statistical Value							0.750F	
Significant?	--		NO	NO	--	--	NO	
Shortfall							0	

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2						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	Infin	0.00		
Statistical Value	0.729F	0.377F	0.662F	0.895F		0.895F		
Significant?	NO	NO	NO	NO	--	NO		
Shortfall	0	0	0	0		0		

3HS		Technicians - Health Services & Support						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	NO	YES	YES	YES	
Selection Ratio	0.75		0.57	1.00	0.75	0.67	0.43	
Statistical Value	0.800F		0.625F		0.800F	0.750F	1.138	
Significant?	NO		NO	NO	NO	NO	NO	
Shortfall	0		0		0	0	4	

4FR-1		PS - Sworn - Fire & Rescue - Entry Level						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	NO		YES	--	NO	YES	YES	
Selection Ratio	1.00		0.75	Infin	1.00	0.33	0.65	
Statistical Value			0.667F			0.300F	1.025	
Significant?	NO		NO	--	NO	NO	NO	
Shortfall			0			1	0	

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

5PS		PS - Non-Sworn - Public Safety						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	YES	--	NO	YES	
Selection Ratio	0.00		0.00	0.33	Infin	1.00	0.11	
Statistical Value	0.500F		0.200F	0.500F			0.200F	
Significant?	NO		NO	NO	--	NO	NO	
Shortfall	0		0	0			0	

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?	--	--	--	--	--	--		
Shortfall								

6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2						Favored Group: Ind
	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	0.05	
Statistical Value	0.667F	0.182F	0.058F			0.222F	3.453	
Significant?	NO	NO	NO		--	NO	YES	
Shortfall	0	0	0			0	0	

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	YES	--	--	YES		
Selection Ratio	Infin	0.00	0.00	Infin	Infin	0.00		
Statistical Value		0.338	0.239			0.292		
Significant?	--	NO	NO	--	--	NO		
Shortfall		0	0			0		

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1						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	0.44	
Statistical Value	0.538F	0.583F				0.778F	0.723	
Significant?	NO	NO		--	--	NO	NO	
Shortfall	0	0				0	0	

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	0.462F			
Significant?	NO			
Shortfall	0			

1SU-2		Off/Adm - Supervisors - Level 2		Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.80		
Statistical Value				
Significant?		NO		
Shortfall				

2BA-1		Prof - Bus Ops & Admin - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.46			
Statistical Value	0.869			
Significant?	NO			
Shortfall	0			

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.560			
Significant?	NO			
Shortfall	0			

2BA-3		Prof - Bus Ops & Admin - Level 3		Favored Group: Min
	Min	Wht		
Adverse IRA?		--		
Selection Ratio		Infin		
Statistical Value				
Significant?		--		
Shortfall				

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2HS		Prof - Health Services & Support		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.64		
Statistical Value		1.414		
Significant?		NO		
Shortfall		2		

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.67		
Statistical Value		0.500F		
Significant?		NO		
Shortfall		0		

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.532			
Significant?	NO			
Shortfall	1			

3HS		Technicians - Health Services & Support		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.62		
Statistical Value		2.106		
Significant?		YES		
Shortfall		4		

4FR-1		PS - Sworn - Fire & Rescue - Entry Level		Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.89		
Statistical Value				
Significant?		NO		
Shortfall				

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

5PS		PS - Non-Sworn - Public Safety	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.37	
Statistical Value		0.333F	
Significant?		NO	
Shortfall		0	

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2	Favored Group: Wht
	Min	Wht	
Adverse IRA?	--		
Selection Ratio	Infin		
Statistical Value			
Significant?	--		
Shortfall			

6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.33	
Statistical Value		0.972	
Significant?		NO	
Shortfall		0	

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.506		
Significant?	NO		
Shortfall	0		

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1	Favored Group: Wht
	Min	Wht	
Adverse IRA?	NO		
Selection Ratio	0.80		
Statistical Value			
Significant?	NO		
Shortfall			

Adverse Impact for Applicants

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

Adverse Impact for Applicants

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

by Gender

1MA-1		Off/Adm - Managers - Level 1		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.615F			
Significant?	NO			
Shortfall	0			

1SU-2		Off/Adm - Supervisors - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.83		
Statistical Value				
Significant?		NO		
Shortfall				

2BA-1		Prof - Bus Ops & Admin - Level 1		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.75			
Statistical Value	0.498			
Significant?	NO			
Shortfall	0			

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.989		
Significant?		NO		
Shortfall		0		

2BA-3		Prof - Bus Ops & Admin - Level 3		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		--		
Selection Ratio		Infin		
Statistical Value				
Significant?		--		
Shortfall				

Adverse Impact for Applicants

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

by Gender

2HS		Prof - Health Services & Support		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.73		
Statistical Value		0.859		
Significant?		NO		
Shortfall		1		

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.75			
Statistical Value	0.667F			
Significant?	NO			
Shortfall	0			

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.927		
Significant?		NO		
Shortfall		0		

3HS		Technicians - Health Services & Support		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.95		
Statistical Value				
Significant?		NO		
Shortfall				

4FR-1		PS - Sworn - Fire & Rescue - Entry Level		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.64		
Statistical Value		1.473		
Significant?		NO		
Shortfall		1		

Adverse Impact for Applicants

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

by Gender

5PS		PS - Non-Sworn - Public Safety		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.57			
Statistical Value	0.525F			
Significant?	NO			
Shortfall	0			

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		--		
Selection Ratio		Infin		
Statistical Value				
Significant?		--		
Shortfall				

6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.285		
Significant?		NO		
Shortfall		1		

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.533		
Significant?		NO		
Shortfall		0		

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.83		
Statistical Value				
Significant?		NO		
Shortfall				

Adverse Impact for Applicants

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

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	3	0	0.00												
Promotion	4	1	25.00												
Total Opps	7	1	14.29												
Achieved? *		NO													

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	1		1	100.00											
Total Opps	1		1	100.00											
Achieved? *			YES												

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	0			0	N/A										
Total Opps	0			0	N/A										
Achieved? *				NO OPPS											

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	0			0	N/A										
Promotion	0			0	N/A										
Total Opps	0			0	N/A										
Achieved? *				NO OPPS											

Goal Attainment

3EN		Technicians - Environmental Sustainability													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						11.09									
New Hire	0					0	N/A								
Promotion	0					0	N/A								
Total Opps	0					0	N/A								
Achieved? *						NO OPPS									

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	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO OPPS				NO OPPS									

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	28								1	3.57			
Promotion	0								0	N/A			
Total Opps	28								1	3.57			
Achieved? *									YES				

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				53.85									
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									

5PS-EC		PS - Non-Sworn - Public Safety - Emergency Comm													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		27.35			5.24										
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									

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	1		1 100.00												
Promotion	0		0 N/A												
Total Opps	1		1 100.00												
Achieved? *			YES												

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	1		1 100.00												
Promotion	0		0 N/A												
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	0					0	N/A								
Promotion	0					0	N/A								
Total Opps	0					0	N/A								
Achieved? *						NO OPPS									

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	0	0	N/A	0	N/A										
Total Opps	0	0	N/A	0	N/A										
Achieved? *		NO OPPS		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.