

City of Portland



1120

Portland Bureau of Transportation

Bureau Affirmative Action Program (AAP) Plan Reports

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



Job Group Analysis

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

Job Group Analysis

1CI

Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000190 - Regulatory Program Administrator	#	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	#	0	1	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

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

1DR

Officials/Admin - Directors

EEO Code: 1

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

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003048 - Engineer, Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003050 - Engineering Manager	#	1	1	0	0	1	0	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00		
30003049 - Engineer, City Traffic	#	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		
30003105 - Surveying Manager	#	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		
30003015 - Capital Project Manager IV	#	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		
30003014 - Capital Project Manager III	#	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		
30003013 - Capital Project Manager II	#	1	1	1	0	0	0	0	0		
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000399 - Capital Project Manager I	#	2	4	1	1	0	0	0	0		
6 Employees	%	33.33	66.67	16.67	16.67	0.00	0.00	0.00	0.00		
24 Employees	Totals	#	5	9	3	1	1	0	0		
		%	20.83	37.50	12.50	4.17	4.17	0.00	0.00		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003055 - Financial Analyst II	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	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		
6 Employees	Totals	#	1	2	1	0	0	0	0		
		%	16.67	33.33	16.67	0.00	0.00	0.00	0.00		

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003036 - Deputy Director III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003083 - Manager III	#	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		
30003082 - Manager II	#	1	4	0	1	0	0	0	0		
10 Employees	%	10.00	40.00	0.00	10.00	0.00	0.00	0.00	0.00		
30003009 - Analyst 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		
30003081 - Manager I	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003008 - Analyst III	#	2	7	0	1	0	1	0	0		
12 Employees	%	16.67	58.33	0.00	8.33	0.00	8.33	0.00	0.00		
30003007 - Analyst II	#	2	4	0	0	2	0	0	0		
6 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30003006 - Analyst I	#	2	2	1	0	1	0	0	0		
3 Employees	%	66.67	66.67	33.33	0.00	33.33	0.00	0.00	0.00		
30003325 - Community Service Aide 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		
44 Employees	Totals	#	7	23	1	2	3	1	0		
		%	15.91	52.27	2.27	4.55	6.82	2.27	0.00	0.00	

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	3	5	1	0	0	0	0	2		
8 Employees	%	37.50	62.50	12.50	0.00	0.00	0.00	0.00	25.00		
8 Employees	Totals	#	3	5	1	0	0	0	0	2	
	%	37.50	62.50	12.50	0.00	0.00	0.00	0.00	25.00		

Job Group Analysis

1SU

Officials/Admin - Supervisors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	3	6	2	0	1	0	0	0		
14 Employees	%	21.43	42.86	14.29	0.00	7.14	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	2	4	1	1	0	0	0	0		
12 Employees	%	16.67	33.33	8.33	8.33	0.00	0.00	0.00	0.00		
26 Employees	Totals	#	5	10	3	1	1	0	0		
	%	19.23	38.46	11.54	3.85	3.85	0.00	0.00	0.00		

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant II	#	1	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	1	3	1	0	0	0	0		
	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information Officer	#	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	0	
		%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	4	1	3	1	0	0	0	0		
12 Employees	%	33.33	8.33	25.00	8.33	0.00	0.00	0.00	0.00		
30003046 - Engineer II	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30003106 - Surveying Supervisor	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
30003047 - Engineer III	#	1	2	1	0	0	0	0	0		
7 Employees	%	14.29	28.57	14.29	0.00	0.00	0.00	0.00	0.00		
30001734 - Engineer-Bridge	#	2	1	2	0	0	0	0	0		
3 Employees	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	2	2	0	0	1	0	1	0		
8 Employees	%	25.00	25.00	0.00	0.00	12.50	0.00	12.50	0.00		
30000365 - Engineer-Civil	#	4	3	1	1	2	0	0	0		
13 Employees	%	30.77	23.08	7.69	7.69	15.38	0.00	0.00	0.00		
30003084 - Mapping & GIS Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000363 - Engineering Associate, Sr-Traffic	#	4	6	2	0	1	0	0	1		
12 Employees	%	33.33	50.00	16.67	0.00	8.33	0.00	0.00	8.33		
30000358 - Engineering Associate, Sr-Civil	#	2	3	2	0	0	0	0	0		
10 Employees	%	20.00	30.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000362 - Engineering Associate, Sr-Structural	#	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		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00		
30000225 - Surveyor I	#	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		
30000353 - Engineering Associate-Civil	#	6	4	2	2	2	0	0	0		
14 Employees	%	42.86	28.57	14.29	14.29	14.29	0.00	0.00	0.00		
93 Employees	Totals	#	28	24	14	4	6	1	1	2	
		%	30.11	25.81	15.05	4.30	6.45	1.08	1.08	2.15	

Job Group Analysis

2GM

Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000089 - Sign Maker	#	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		
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

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30003010 - Business Systems Analyst I	#	1	0	0	1	0	0	0	0		
4 Employees	%	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000372 - Graphics Designer 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		
10 Employees	Totals	#	2	4	0	1	1	0	0		
		%	20.00	40.00	0.00	10.00	10.00	0.00	0.00		

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003089 - Planner, Principal	#	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		
30003090 - Planner, Supervising	#	2	0	1	0	1	0	0	0		
3 Employees	%	66.67	0.00	33.33	0.00	33.33	0.00	0.00	0.00		
30000396 - Planner, Sr City-Transportation	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000393 - Planner, Sr City-Land Use	#	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		
30000395 - Planner, Sr City-Transportation Modeling	#	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		
30000388 - Planner II. City-Transportation	#	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		
30000385 - Planner II. City-Land Use	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000380 - Planner I, City-Transportation	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
23 Employees	Totals #	6	9	2	0	4	0	0	0		
	%	26.09	39.13	8.70	0.00	17.39	0.00	0.00	0.00		

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	2	9	0	0	2	0	0	0		
11 Employees	%	18.18	81.82	0.00	0.00	18.18	0.00	0.00	0.00		
30003028 - Coordinator II	#	1	8	0	0	0	0	0	1		
11 Employees	%	9.09	72.73	0.00	0.00	0.00	0.00	0.00	9.09		
22 Employees	Totals	#	3	17	0	0	2	0	0	1	
		%	13.64	77.27	0.00	0.00	9.09	0.00	0.00	4.55	

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000229 - Public Works Inspector, Sr	#	2	3	0	0	1	1	0	0		
10 Employees	%	20.00	30.00	0.00	0.00	10.00	10.00	0.00	0.00		
30000402 - Signals & Street Lighting Technician	#	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		
30000334 - Development Services Technician 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		
30000978 - Mapping Data Technician 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		
30000343 - GIS Technician III	#	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		
30000326 - Engineering Technician III	#	2	5	1	1	0	0	0	0		
14 Employees	%	14.29	35.71	7.14	7.14	0.00	0.00	0.00	0.00		
30000228 - Public Works Inspector	#	1	0	0	0	0	0	0	1		
14 Employees	%	7.14	0.00	0.00	0.00	0.00	0.00	0.00	7.14		
30000325 - Engineering Technician II	#	10	13	2	4	0	0	2	2		
36 Employees	%	27.78	36.11	5.56	11.11	0.00	0.00	5.56	5.56		
30000342 - GIS Technician II	#	1	2	1	0	0	0	0	0		
6 Employees	%	16.67	33.33	16.67	0.00	0.00	0.00	0.00	0.00		
30000327 - Mapping Data Technician 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		
30000329 - CAD Technician II	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001079 - Survey Project Support Tech	#	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		
30000224 - Surveying Aide II	#	2	2	0	0	0	0	0	2		
6 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
30001037 - Utility Locator	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
30000324 - Engineering Technician I	#	7	3	2	4	0	0	0	1		
10 Employees	%	70.00	30.00	20.00	40.00	0.00	0.00	0.00	10.00		

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
111 Employees	Totals	#	27	31	7	10	1	1	2	6		
		%	24.32	27.93	6.31	9.01	0.90	0.90	1.80	5.41		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003100 - Risk Specialist II	#	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		
30003099 - Risk 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		
3 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

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002563 - Parking Code Enforcement Officer, Lead	#	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		
30000185 - Parking Code Enforcement Officer	#	19	23	1	8	4	1	0	5		
55 Employees	%	34.55	41.82	1.82	14.55	7.27	1.82	0.00	9.09		
59 Employees	Totals	#	19	24	1	8	4	1	0	5	
		%	32.20	40.68	1.69	13.56	6.78	1.69	0.00	8.47	

Job Group Analysis

6CI

Administrative Support - Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000189 - Regulatory Program Specialist	#	5	5	2	0	0	0	0	3		
11 Employees	%	45.45	45.45	18.18	0.00	0.00	0.00	0.00	27.27		
11 Employees	Totals	#	5	5	2	0	0	0	0	3	
		%	45.45	45.45	18.18	0.00	0.00	0.00	0.00	27.27	

Job Group Analysis

6CR

Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000590 - Community Service Aide II	#	2	6	0	0	2	0	0	0		
11 Employees	%	18.18	54.55	0.00	0.00	18.18	0.00	0.00	0.00		
11 Employees	Totals	#	2	6	0	0	2	0	0	0	
		%	18.18	54.55	0.00	0.00	18.18	0.00	0.00	0.00	

Job Group Analysis

6ER

Administrative Support - Engineering Related

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent III	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
30000349 - Right of Way Agent II	#	2	4	0	0	2	0	0	0		
6 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000221 - Engineering Trainee	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
10 Employees	Totals	#	4	6	0	1	3	0	0		
		%	40.00	60.00	0.00	10.00	30.00	0.00	0.00		

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	3	4	1	1	1	0	0	0		
4 Employees	%	75.00	100.00	25.00	25.00	25.00	0.00	0.00	0.00		
30003003 - Administrative Specialist II	#	3	8	1	1	0	0	0	1		
8 Employees	%	37.50	100.00	12.50	12.50	0.00	0.00	0.00	12.50		
30003002 - Administrative Specialist I	#	2	4	2	0	0	0	0	0		
4 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
16 Employees	Totals	#	8	16	4	2	1	0	0	1	
		%	50.00	100.00	25.00	12.50	6.25	0.00	0.00	6.25	

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000030 - Service Dispatcher, 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		
30000029 - Service Dispatcher	#	1	3	1	0	0	0	0	0		
6 Employees	%	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	3	8	0	0	2	0	0	1		
8 Employees	%	37.50	100.00	0.00	0.00	25.00	0.00	0.00	12.50		
19 Employees	Totals	#	4	14	1	0	2	0	1		
		%	21.05	73.68	5.26	0.00	10.53	0.00	5.26		

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	5	11	0	2	1	0	0	2		
17 Employees	%	29.41	64.71	0.00	11.76	5.88	0.00	0.00	11.76		
30003235 - Coordinator I - E	#	3	0	1	1	1	0	0	0		
4 Employees	%	75.00	0.00	25.00	25.00	25.00	0.00	0.00	0.00		
21 Employees	Totals	#	8	11	1	3	2	0	2		
	%	38.10	52.38	4.76	14.29	9.52	0.00	0.00	9.52		

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002485 - Storekeepr/Acquisition Specialist III-CL	#	1	1	0	0	0	1	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	1	1	0	0	0	0	0	1		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00		
30002483 - Storekeeper/Acquisition Specialist I-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		
9 Employees	Totals	#	2	2	0	0	1	0	1		
		%	22.22	22.22	0.00	0.00	11.11	0.00	11.11		

Job Group Analysis

7ER

Skilled Craft - Engineering Related

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000347 - Materials Quality Compliance Specialist	#	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

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003080 - Maintenance Supervisor II	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003275 - Supervisor I - NE	#	1	3	0	1	0	0	0	0		
6 Employees	%	16.67	50.00	0.00	16.67	0.00	0.00	0.00	0.00		
30003234 - Maintenance Supervisor I - NE	#	4	4	2	1	0	1	0	0		
19 Employees	%	21.05	21.05	10.53	5.26	0.00	5.26	0.00	0.00		
30003079 - Maintenance Supervisor I - E	#	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		
30000117 - Electrician, Lead	#	2	1	0	0	2	0	0	0		
4 Employees	%	50.00	25.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000121 - Electrician/Instrument 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		
30000116 - Electrician	#	2	2	0	1	1	0	0	0		
17 Employees	%	11.76	11.76	0.00	5.88	5.88	0.00	0.00	0.00		
30000100 - Parking Pay Station Technician, Lead	#	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		
30000127 - General Mechanic	#	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		
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		
30002499 - Carpenter-CL	#	1	1	0	0	0	1	0	0		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	25.00	0.00	0.00		
30002497 - Concrete Finisher-CL	#	0	0	0	0	0	0	0	0		
14 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000092 - Sign and Marking Technician	#	2	0	1	1	0	0	0	0		
8 Employees	%	25.00	0.00	12.50	12.50	0.00	0.00	0.00	0.00		
30000091 - Street Maintenance Crew Leader	#	0	0	0	0	0	0	0	0		
9 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000095 - Environmental Systems Crew Leader	#	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		
30002133 - Site Operations Crew Leader	#	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		

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002495 - Construction Equipment Operator-CL	#	2	1	0	1	0	1	0	0		
16 Employees	%	12.50	6.25	0.00	6.25	0.00	6.25	0.00	0.00		
30000094 - Environmental Systems Maintenance Tech	#	0	1	0	0	0	0	0	0		
9 Employees	%	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00		
30000099 - Parking Pay Station Technician	#	1	1	1	0	0	0	0	0		
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000090 - Asphalt Raker	#	5	0	1	0	2	1	0	1		
9 Employees	%	55.56	0.00	11.11	0.00	22.22	11.11	0.00	11.11		
138 Employees	Totals	#	21	16	5	5	6	4	0	1	
		%	15.22	11.59	3.62	3.62	4.35	2.90	0.00	0.72	

Job Group Analysis

8CR

Service Maintenance - Community Relations

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000352 - Transportation Demand Mgmt Spec II	#	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		
30000351 - Transportation Demand Mgmt Spec I	#	5	6	2	1	1	0	0	1		
12 Employees	%	41.67	50.00	16.67	8.33	8.33	0.00	0.00	8.33		
17 Employees	Totals	#	8	10	3	1	2	0	0	2	
		%	47.06	58.82	17.65	5.88	11.76	0.00	0.00	11.76	

Job Group Analysis

8ER

Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000166 - Signals and Street Lighting Inspector	#	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

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	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		
30002494 - Auto Equip Oper II: Tractr-Trailr-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		
30002583 - Automotive Equip Oper II:Sewer Vacuum-CL	#	1	0	1	0	0	0	0	0		
7 Employees	%	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00		
30000103 - Automotive Equip Oper II: Street Sweeper	#	1	1	0	1	0	0	0	0		
9 Employees	%	11.11	11.11	0.00	11.11	0.00	0.00	0.00	0.00		
30002493 - Automotive Equipment Oper I-CL	#	6	2	0	4	2	0	0	0		
42 Employees	%	14.29	4.76	0.00	9.52	4.76	0.00	0.00	0.00		
30002490 - Utility Worker II-CL	#	34	10	5	10	12	1	4	2		
108 Employees	%	31.48	9.26	4.63	9.26	11.11	0.93	3.70	1.85		
30002489 - Utility Worker I-CL	#	4	4	0	2	2	0	0	0		
11 Employees	%	36.36	36.36	0.00	18.18	18.18	0.00	0.00	0.00		
179 Employees	Totals	#	46	18	6	17	16	1	4	2	
		%	25.70	10.06	3.35	9.50	8.94	0.56	2.23	1.12	

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1CI		Officials/Admin - Code Inspections							
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 %	44.38	55.15	15.93	6.33	9.50	0.02	0.02	12.57
	Emp Less Avail?								
	Statistical Value	0.506E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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

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

1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	20.83	37.50	12.50	4.17	4.17	0.00	0.00	0.00
	Availability %	22.71	25.74	9.89	3.88	4.69	0.49	0.78	2.98
	Emp Less Avail?								
	Statistical Value	1.000E				1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	33.33	16.67	0.00	0.00	0.00	0.00	0.00
	Availability %	33.65	55.01	21.56	1.76	5.00	0.00	2.00	3.35
	Emp Less Avail?								
	Statistical Value	0.671E	0.419E	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

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
44	Employment %	15.91	52.27	2.27	4.55	6.82	2.27	0.00	0.00
	Availability %	25.43	49.59	6.67	7.28	6.52	0.44	0.58	3.95
	Emp Less Avail?								
	Statistical Value	1.450		1.169	0.698			0.507	1.345
	Stat Significant?								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	37.50	62.50	12.50	0.00	0.00	0.00	0.00	25.00
	Availability %	24.90	43.99	4.60	7.68	7.51	0.49	0.19	4.45
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
1SU		Officials/Admin - Supervisors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	19.23	38.46	11.54	3.85	3.85	0.00	0.00	0.00
	Availability %	29.21	55.36	7.31	9.27	7.53	0.98	0.40	3.72
	Emp Less Avail?								
	Statistical Value	0.388E	0.113E		0.509E	0.718E	1.000E	1.000E	0.625E
	Stat Significant?								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00
	Availability %	25.43	66.50	5.81	1.53	16.25	0.29	0.42	1.13
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2CR		Professionals - Community Relations							
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 %	37.12	48.13	7.71	9.73	14.59	0.16	1.63	3.33
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	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		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
93	Employment %	30.11	25.81	15.05	4.30	6.45	1.08	1.08	2.15
	Availability %	21.41	26.33	7.32	4.99	3.85	0.56	1.25	3.44
	Emp Less Avail?								
	Statistical Value		0.115		0.305			0.152	0.682
	Stat Significant?								

2GM		Professionals - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00
	Availability %	30.86	3.64	1.33	1.47	25.60	0.14	0.09	2.22
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	20.00	40.00	0.00	10.00	10.00	0.00	0.00	0.00
	Availability %	24.86	33.94	9.08	5.46	5.81	0.30	0.63	3.58
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E			1.000E	1.000E	1.000E
	Stat Significant?								

2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	26.09	39.13	8.70	0.00	17.39	0.00	0.00	0.00
	Availability %	12.76	45.10	5.50	0.61	1.70	1.70	0.05	3.19
	Emp Less Avail?								
	Statistical Value		0.677E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	13.64	77.27	0.00	0.00	9.09	0.00	0.00	4.55
	Availability %	24.95	67.44	6.34	7.66	5.82	0.73	0.63	3.79
	Emp Less Avail?								
	Statistical Value	0.324E		0.397E	0.409E		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

3ER		Technicians - Engineering & Related							
Total Emp 111	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	24.32	27.93	6.31	9.01	0.90	0.90	1.80	5.41
	Emp Less Avail?	23.69	15.40	6.21	3.82	8.27	0.65	0.64	4.10
	Statistical Value					YES			
	Stat Significant?					2.819			
					YES				
3RM		Technicians - Risk Management							
Total Emp 3	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	19.74	88.93	6.26	0.86	8.67	1.04	0.62	2.28
	Statistical Value		YES						
	Stat Significant?	1.000E	0.001E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
		YES							
5CI		Protective Service - Non-Sworn - Code Inspections							
Total Emp 59	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	32.20	40.68	1.69	13.56	6.78	1.69	0.00	8.47
	Emp Less Avail?	53.85	46.15	0.00	0.00	53.85	0.00	0.00	0.00
	Statistical Value	YES				YES			
	Stat Significant?	3.335	0.843			7.253			
		YES			YES				
6CI		Administrative Support - Code Inspections							
Total Emp 11	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	45.45	45.45	18.18	0.00	0.00	0.00	0.00	27.27
	Emp Less Avail?	20.65	75.51	5.09	2.64	8.33	0.25	1.20	3.14
	Statistical Value		YES						
	Stat Significant?		0.031E		1.000E	1.000E	1.000E	1.000E	
		YES							
6CR		Administrative Support - Community Relations							
Total Emp 11	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	18.18	54.55	0.00	0.00	18.18	0.00	0.00	0.00
	Emp Less Avail?	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Statistical Value								
	Stat Significant?	1.000E	0.147E	1.000E	1.000E		1.000E	1.000E	1.000E

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

6ER		Administrative Support - Engineering Related							
Total Emp 10	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	40.00	60.00	0.00	10.00	30.00	0.00	0.00	0.00
	Emp Less Avail?	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Statistical Value		0.264E	1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
6GA		Administrative Support - General Administrative							
Total Emp 16	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	50.00	100.00	25.00	12.50	6.25	0.00	0.00	6.25
	Emp Less Avail?	27.00	71.31	6.49	4.52	10.18	0.93	0.46	4.42
	Statistical Value					1.000E	1.000E	1.000E	
	Stat Significant?								
6OS		Administrative Support - Office Support							
Total Emp 19	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	21.05	73.68	5.26	0.00	10.53	0.00	0.00	5.26
	Emp Less Avail?	29.29	68.52	6.80	6.07	9.40	0.58	0.79	5.65
	Statistical Value	0.615E		1.000E	0.626E		1.000E	1.000E	1.000E
	Stat Significant?								
6PM		Administrative Support - Program Management							
Total Emp 21	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	38.10	52.38	4.76	14.29	9.52	0.00	0.00	9.52
	Emp Less Avail?	27.58	70.96	7.22	5.12	8.54	0.94	0.53	5.25
	Statistical Value		0.089E	1.000E			1.000E	1.000E	
	Stat Significant?								
6SP		Administrative Support - Store & Purchases							
Total Emp 9	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	22.22	22.22	0.00	0.00	0.00	11.11	0.00	11.11
	Emp Less Avail?	28.03	54.21	3.94	6.33	12.49	1.19	0.66	3.41
	Statistical Value	1.000E	0.090E	1.000E	1.000E	0.613E		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

7ER		Skilled Craft - Engineering Related							
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 %	31.31	0.00	0.00	0.00	31.31	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E				1.000E			
	Stat Significant?								

7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
138	Employment %	15.22	11.59	3.62	3.62	4.35	2.90	0.00	0.72
	Availability %	24.74	10.34	3.32	5.08	11.60	0.63	0.96	3.17
	Emp Less Avail?	YES				YES			
	Statistical Value	2.592			0.779	2.660		1.157	1.640
	Stat Significant?	YES				YES			

8CR		Service Maintenance - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	47.06	58.82	17.65	5.88	11.76	0.00	0.00	11.76
	Availability %	22.64	10.17	1.00	4.01	11.03	1.00	0.00	5.59
	Emp Less Avail?								
	Statistical Value						1.000E		
	Stat Significant?								

8ER		Service Maintenance - Engineering and Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
	Availability %	30.36	8.04	12.03	2.38	11.50	0.45	0.00	4.01
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E		1.000E
	Stat Significant?								

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
179	Employment %	25.70	10.06	3.35	9.50	8.94	0.56	2.23	1.12
	Availability %	27.24	9.51	3.55	3.96	15.63	0.52	0.17	3.39
	Emp Less Avail?					YES			
	Statistical Value	0.463		0.143		2.465			1.680
	Stat Significant?					YES			

Total Employment: 871

S - Significant Difference Rule

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

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

1CI		Officials/Admin - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.9	1.1	0.3	0.1	0.2	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

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

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

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	5	9	3	1	1	0	0	0		
	# Available	5.5	6.2	2.4	0.9	1.1	0.1	0.2	0.7		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	2	1	0	0	0	0	0		
	# Available	2.0	3.3	1.3	0.1	0.3	0.0	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
44	# Employed	7	23	1	2	3	1	0	0		
	# Available	11.2	21.8	2.9	3.2	2.9	0.2	0.3	1.7		
	Persons Required	0	0	0	0	0	0	0	0		

1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	3	5	1	0	0	0	0	2		
	# Available	2.0	3.5	0.4	0.6	0.6	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1SU		Officials/Admin - Supervisors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
26	# Employed	5	10	3	1	1	0	0	0		
	# Available	7.6	14.4	1.9	2.4	2.0	0.3	0.1	1.0		
	Persons Required	0	0	0	0	0	0	0	0		
2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	1	0	0	0	0	0		
	# Available	0.8	2.0	0.2	0.0	0.5	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.4	0.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
93	# Employed	28	24	14	4	6	1	1	2		
	# Available	19.9	24.5	6.8	4.6	3.6	0.5	1.2	3.2		
	Persons Required	0	0	0	0	0	0	0	0		
2GM		Professionals - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	0	1	0	0		
	# Available	0.3	0.0	0.0	0.0	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	2	4	0	1	1	0	0	0		
	# Available	2.5	3.4	0.9	0.5	0.6	0.0	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	6	9	2	0	4	0	0	0		
	# Available	2.9	10.4	1.3	0.1	0.4	0.4	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	3	17	0	0	2	0	0	1		
	# Available	5.5	14.8	1.4	1.7	1.3	0.2	0.1	0.8		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
111	# Employed	27	31	7	10	1	1	2	6		
	# Available	26.3	17.1	6.9	4.2	9.2	0.7	0.7	4.6		
	Persons Required	0	0	0	0	3	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	2.7	0.2	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	2	0	0	0	0	0	0		
5CI		Protective Service - Non-Sworn - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
59	# Employed	19	24	1	8	4	1	0	5		
	# Available	31.8	27.2	0.0	0.0	31.8	0.0	0.0	0.0		
	Persons Required	6	0	0	0	21	0	0	0		
6CI		Administrative Support - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	5	5	2	0	0	0	0	3		
	# Available	2.3	8.3	0.6	0.3	0.9	0.0	0.1	0.3		
	Persons Required	0	1	0	0	0	0	0	0		
6CR		Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	2	6	0	0	2	0	0	0		
	# Available	2.6	8.4	0.8	0.3	0.9	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
6ER		Administrative Support - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	4	6	0	1	3	0	0	0		
	# Available	2.4	7.6	0.7	0.2	0.8	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	8	16	4	2	1	0	0	1		
	# Available	4.3	11.4	1.0	0.7	1.6	0.1	0.1	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	4	14	1	0	2	0	0	1		
	# Available	5.6	13.0	1.3	1.2	1.8	0.1	0.2	1.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	8	11	1	3	2	0	0	2		
	# Available	5.8	14.9	1.5	1.1	1.8	0.2	0.1	1.1		
	Persons Required	0	0	0	0	0	0	0	0		

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	2	2	0	0	0	1	0	1		
	# Available	2.5	4.9	0.4	0.6	1.1	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

7ER		Skilled Craft - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.0	0.0	0.0	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
138	# Employed	21	16	5	5	6	4	0	1		
	# Available	34.1	14.3	4.6	7.0	16.0	0.9	1.3	4.4		
	Persons Required	4	0	0	0	3	0	0	0		

8CR		Service Maintenance - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	8	10	3	1	2	0	0	2		
	# Available	3.8	1.7	0.2	0.7	1.9	0.2	0.0	1.0		
	Persons Required	0	0	0	0	0	0	0	0		

8ER		Service Maintenance - Engineering and Related									
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	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
179	# Employed	46	18	6	17	16	1	4	2		
	# Available	48.8	17.0	6.4	7.1	28.0	0.9	0.3	6.1		
	Persons Required	0	0	0	0	3	0	0	0		

S - Significant Difference Rule

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

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

Adverse Impact Report for Applicants

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

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

1GA Officials/Admin - General Administrative Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	YES	--	--	
Selection Ratio	0.00	0.00	0.00	0.00	Infin	Infin	
Statistical Value	0.506	0.254	0.619	0.254			
Significant?	NO	NO	NO	NO	--	--	
Shortfall	0	0	0	0			

2ER Professionals - Engineering & Related Favored Group: His

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		YES	--	YES	YES
Selection Ratio	0.35	0.00		0.00	Infin	0.00	0.27
Statistical Value	0.367F	0.347F		0.485F		0.188F	1.755
Significant?	NO	NO		NO	--	NO	NO
Shortfall	0	0		0		0	0

2IT Professionals - Information Technology Favored Group: Blk

	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	0.12
Statistical Value	0.154F		0.444F	0.800F	0.800F	0.571F	2.146
Significant?	NO		NO	NO	NO	NO	YES
Shortfall	0		0	0	0	0	0

2PL Professionals - Planning Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	YES	--	--	--	
Selection Ratio	Infin	0.00	0.00	Infin	Infin	Infin	
Statistical Value		0.944F	0.895F				
Significant?	--	NO	NO	--	--	--	
Shortfall		0	0				

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2PM		Professionals - Program Management						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES		YES	--	YES	YES	
Selection Ratio	Infin	0.00		0.00	Infin	0.00	0.33	
Statistical Value		0.600F		0.750F		0.750F	0.455F	
Significant?	--	NO		NO	--	NO	NO	
Shortfall		0		0		0	0	

3ER		Technicians - Engineering & Related						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	YES	YES	*		
Selection Ratio	0.00	0.00	0.00	0.00	0.00	2.51		
Statistical Value	0.819	0.853	1.030	0.335	0.410			
Significant?	NO	NO	NO	NO	NO	NO		
Shortfall	0	0	0	0	0			

3RM		Technicians - Risk Management						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	YES	--	YES		
Selection Ratio	0.00	0.00	0.00	0.00	Infin	0.00		
Statistical Value	0.889F	0.589F	0.716F	0.889F		0.648F		
Significant?	NO	NO	NO	NO	--	NO		
Shortfall	0	0	0	0		0		

5CI		Protective Service - Non-Sworn - Code Inspections						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	YES	*	YES	
Selection Ratio	0.00		0.00	Infin	0.00	2.33	0.15	
Statistical Value	0.432		1.131		0.609		1.955	
Significant?	NO		NO	--	NO	NO	NO	
Shortfall	0		0		0		2	

6CR		Administrative Support - Community Relations						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	YES	--	YES		
Selection Ratio	0.00	0.00	0.38	0.00	Infin	0.00		
Statistical Value	0.905	0.859	0.995	0.287		0.859		
Significant?	NO	NO	NO	NO	--	NO		
Shortfall	0	0	0	0		0		

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

6ER	Administrative Support - Engineering Related	Favored Group: His
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		--	YES	YES	YES
Selection Ratio	0.00	0.33		Infin	0.33	0.00	0.16
Statistical Value	0.000F	0.071F			0.143F	0.029F	3.932
Significant?	YES	NO		--	NO	NO	YES
Shortfall	2	0			0	0	1

6GA	Administrative Support - General Administrative	Favored Group: Blk
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	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	0.48	0.36
Statistical Value	0.526F		0.400F	0.769F	0.833F	0.555	0.964
Significant?	NO		NO	NO	NO	NO	NO
Shortfall	0		0	0	0	0	0

6OS	Administrative Support - Office Support	Favored Group: Wht
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	--	YES	YES	
Selection Ratio	0.00	0.00	0.00	Infin	0.00	0.00	
Statistical Value	0.750F	0.750F	0.382F		0.750F	0.750F	
Significant?	NO	NO	NO	--	NO	NO	
Shortfall	0	0	0		0	0	

6PM	Administrative Support - Program Management	Favored Group: Asi
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	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	0.09
Statistical Value		0.750F	0.429F	0.600F	0.600F	0.600F	2.269
Significant?		NO	NO	NO	NO	NO	YES
Shortfall		0	0	0	0	0	0

6SP	Administrative Support - Store & Purchases	Favored Group: Wht
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	--	--	--	YES	
Selection Ratio	Infin	0.00	Infin	Infin	Infin	0.00	
Statistical Value		0.795F				0.716F	
Significant?	--	NO	--	--	--	NO	
Shortfall		0				0	

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

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

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		YES	--	YES	YES
Selection Ratio	0.00	0.00		0.00	Infin	0.00	0.50
Statistical Value	0.571F	0.571F		0.571F		0.571F	0.294F
Significant?	NO	NO		NO	--	NO	NO
Shortfall	0	0		0		0	0

8CR	Service Maintenance - Community Relations						Favored Group: Blk	
-----	---	--	--	--	--	--	--------------------	--

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES		YES	--	--	YES	YES
Selection Ratio	0.45		0.00	Infin	Infin	0.00	0.00
Statistical Value	0.542F		0.172F			0.294F	5.347
Significant?	NO		NO	--	--	NO	YES
Shortfall	0		0			0	1

8ER	Service Maintenance - Engineering and Related						Favored Group: His	
-----	---	--	--	--	--	--	--------------------	--

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

8GM	Service Maintenance - General Maintenance/Trades						Favored Group: Wht	
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	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	0.00	
Statistical Value	0.177	0.250	0.544	0.177	0.250	0.250	
Significant?	NO	NO	NO	NO	NO	NO	
Shortfall	0	0	0	0	0	0	

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1GA	Officials/Admin - General Administrative	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.872	
Significant?	NO	
Shortfall	0	

2ER	Professionals - Engineering & Related	Favored Group: Min
-----	---------------------------------------	--------------------

	Min	Wht
Adverse IRA?		NO
Selection Ratio		0.86
Statistical Value		
Significant?		NO
Shortfall		

2IT	Professionals - Information Technology	Favored Group: Wht
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	Min	Wht
Adverse IRA?	NO	
Selection Ratio	0.94	
Statistical Value		
Significant?	NO	
Shortfall		

2PL	Professionals - Planning	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.850F	
Significant?	NO	
Shortfall	0	

2PM	Professionals - Program Management	Favored Group: Min
-----	------------------------------------	--------------------

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.78
Statistical Value		0.700F
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

3ER		Technicians - Engineering & Related		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.59			
Statistical Value	0.716			
Significant?	NO			
Shortfall	1			

3RM		Technicians - Risk Management		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.327			
Significant?	NO			
Shortfall	0			

5CI		Protective Service - Non-Sworn - Code Inspections		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.15		
Statistical Value		2.103		
Significant?		YES		
Shortfall		2		

6CR		Administrative Support - Community Relations		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.21			
Statistical Value	1.701			
Significant?	NO			
Shortfall	2			

6ER		Administrative Support - Engineering Related		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.69		
Statistical Value		0.783		
Significant?		NO		
Shortfall		1		

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

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

6OS	Administrative Support - Office Support	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.200F	
Significant?	NO	
Shortfall	1	

6PM	Administrative Support - Program Management	Favored Group: Min
------------	--	---------------------------

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.40
Statistical Value		0.685
Significant?		NO
Shortfall		0

6SP	Administrative Support - Store & Purchases	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.589F	
Significant?	NO	
Shortfall	0	

7GM	Skilled Craft - General Maintenance/Trades	Favored Group: Min
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	Min	Wht
Adverse IRA?		NO
Selection Ratio		0.83
Statistical Value		
Significant?		NO
Shortfall		

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

8CR	Service Maintenance - Community Relations	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		2.349
Significant?		YES
Shortfall		1

8ER	Service Maintenance - Engineering and Related	Favored Group: Min
-----	---	--------------------

	Min	Wht
Adverse IRA?		--
Selection Ratio		Infin
Statistical Value		
Significant?		--
Shortfall		

8GM	Service Maintenance - General Maintenance/Trades	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.737	
Significant?	NO	
Shortfall	0	

Adverse Impact for Applicants

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

by Gender

1GA	Officials/Admin - General Administrative	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		2.046
Significant?		YES
Shortfall		1

2ER	Professionals - Engineering & Related	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		NO
Selection Ratio		0.82
Statistical Value		
Significant?		NO
Shortfall		

2IT	Professionals - Information Technology	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.37
Statistical Value		0.867
Significant?		NO
Shortfall		0

2PL	Professionals - Planning	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.550F
Significant?		NO
Shortfall		0

2PM	Professionals - Program Management	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.60	
Statistical Value	0.625F	
Significant?	NO	
Shortfall	0	

Adverse Impact for Applicants

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

by Gender

3ER		Technicians - Engineering & Related		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.93			
Statistical Value				
Significant?	NO			
Shortfall				

3RM		Technicians - Risk Management		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.641			
Significant?	NO			
Shortfall	0			

5CI		Protective Service - Non-Sworn - Code Inspections		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.26		
Statistical Value		1.967		
Significant?		YES		
Shortfall		2		

6CR		Administrative Support - Community Relations		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.57		
Statistical Value		0.885		
Significant?		NO		
Shortfall		1		

6ER		Administrative Support - Engineering Related		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.43		
Statistical Value		1.861		
Significant?		NO		
Shortfall		3		

Adverse Impact for Applicants

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

by Gender

6GA	Administrative Support - General Administrative	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.321
Significant?		NO
Shortfall		1

6OS	Administrative Support - Office Support	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.629F	
Significant?	NO	
Shortfall	0	

6PM	Administrative Support - Program Management	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	1.005	
Significant?	NO	
Shortfall	0	

6SP	Administrative Support - Store & Purchases	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.740F	
Significant?	NO	
Shortfall	0	

7GM	Skilled Craft - General Maintenance/Trades	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.519F	
Significant?	NO	
Shortfall	0	

Adverse Impact for Applicants

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

by Gender

8CR	Service Maintenance - Community Relations	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	1.056	
Significant?	NO	
Shortfall	0	

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

8GM	Service Maintenance - General Maintenance/Trades	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.335	
Significant?	NO	
Shortfall	0	

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

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

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

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

Goal Attainment

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

Goal Attainment

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

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

1ER		Officials/Admin - Engineering & Related															
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two								
Prior Year Goal					4.72												
New Hire	0				0	N/A											
Promotion	2				1	50.00											
Total Opps	2				1	50.00											
Achieved? *					YES												

Goal Attainment

1FL		Officials/Admin - Financial													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			60.19												
New Hire	0		0	N/A											
Promotion	1		1	100.00											
Total Opps	1		1	100.00											
Achieved? *			YES												

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

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

Goal Attainment

2PM		Professionals - Program Management													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			67.23												
New Hire	2		1 50.00												
Promotion	1		1 100.00												
Total Opps	3		2 66.67												
Achieved? *			YES												

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

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

Goal Attainment

3EL		Technicians - Electronics													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			21.15												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

3ER		Technicians - Engineering & Related													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						7.14									
New Hire	12					0	0.00								
Promotion	1					0	0.00								
Total Opps	13					0	0.00								
Achieved? *						LIMITED									

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

Goal Attainment

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

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

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

Goal Attainment

5CI		Protective Service - Non-Sworn - Code Inspections													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			62.68												
New Hire	7		4 57.14												
Promotion	0		0 N/A												
Total Opps	7		4 57.14												
Achieved? *			YES												

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

6CR		Administrative Support - Community Relations													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			82.04												
New Hire	9		5 55.56												
Promotion	0		0 N/A												
Total Opps	9		5 55.56												
Achieved? *			NO												

Goal Attainment

6GA		Administrative Support - General Administrative													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						12.64									
New Hire	3					0	0.00								
Promotion	2					0	0.00								
Total Opps	5					0	0.00								
Achieved? *						LIMITED									

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

6SP		Administrative Support - Store & Purchases													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			61.37												
New Hire	2		0	0.00											
Promotion	0		0	N/A											
Total Opps	2		0	0.00											
Achieved? *			NO												

Goal Attainment

7GM		Skilled Craft - General Maintenance/Trades													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		25.25				11.30									
New Hire	5	2 40.00				2 40.00									
Promotion	4	3 75.00				1 25.00									
Total Opps	9	5 55.56				3 33.33									
Achieved? *		YES				YES									

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

8CR		Service Maintenance - Community Relations													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal					23.53										
New Hire	2				1 50.00										
Promotion	0				0 N/A										
Total Opps	2				1 50.00										
Achieved? *					YES										

Goal Attainment

8GM		Service Maintenance - General Maintenance/Trades															
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two								
Prior Year Goal		39.73															
New Hire	1	0	0.00														
Promotion	0	0	N/A														
Total Opps	1	0	0.00														
Achieved? *		LIMITED							LIMITED								

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

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

* YES = within one person of exceeding prior year goal

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