

City of Portland



1130
Portland Water Bureau

Bureau Affirmative Action Program (AAP) Plan Reports

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



Job Group Analysis

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

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

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

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003039 - Director III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003074 - Laboratory Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003553 - Environmental Regulatory Manager	#	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		
3 Employees	Totals	#	0	3	0	0	0	0	0		
		%	0.00	100.00	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	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		
30003050 - Engineering Manager	#	2	2	0	0	0	0	0	2		
7 Employees	%	28.57	28.57	0.00	0.00	0.00	0.00	0.00	28.57		
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		
30003014 - Capital Project Manager 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		
30000399 - Capital Project Manager I	#	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		
12 Employees	Totals #	2	4	0	0	0	0	0	2		
	%	16.67	33.33	0.00	0.00	0.00	0.00	0.00	16.67		

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	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
30003055 - Financial Analyst II	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	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		
8 Employees	Totals #	2	4	2	0	0	0	0	0		
	%	25.00	50.00	25.00	0.00	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	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003083 - Manager III	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30003082 - Manager II	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30003009 - Analyst IV	#	2	1	1	0	1	0	0	0		
3 Employees	%	66.67	33.33	33.33	0.00	33.33	0.00	0.00	0.00		
30003081 - Manager I	#	3	5	1	1	1	0	0	0		
9 Employees	%	33.33	55.56	11.11	11.11	11.11	0.00	0.00	0.00		
30003008 - Analyst III	#	2	5	1	0	0	1	0	0		
8 Employees	%	25.00	62.50	12.50	0.00	0.00	12.50	0.00	0.00		
30003007 - Analyst II	#	1	3	0	0	1	0	0	0		
8 Employees	%	12.50	37.50	0.00	0.00	12.50	0.00	0.00	0.00		
30003006 - Analyst I	#	2	2	1	0	1	0	0	0		
7 Employees	%	28.57	28.57	14.29	0.00	14.29	0.00	0.00	0.00		
30003325 - Community Service Aide III	#	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		
44 Employees	Totals	#	12	18	5	1	5	1	0	0	
		%	27.27	40.91	11.36	2.27	11.36	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	#	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

1SU

Officials/Admin - Supervisors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	2	2	0	0	2	0	0	0		
9 Employees	%	22.22	22.22	0.00	0.00	22.22	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	0	4	0	0	0	0	0	0		
9 Employees	%	0.00	44.44	0.00	0.00	0.00	0.00	0.00	0.00		
18 Employees	Totals	#	2	6	0	0	2	0	0		
		%	11.11	33.33	0.00	0.00	11.11	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	#	2	3	2	0	0	0	0	0		
4 Employees	%	50.00	75.00	50.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	2	3	2	0	0	0	0		
	%	50.00	75.00	50.00	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	#	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

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003052 - Environmental Supervisor	#	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		
30003376 - Environmental Regulatory Coordinator	#	2	4	0	0	0	0	0	2		
5 Employees	%	40.00	80.00	0.00	0.00	0.00	0.00	0.00	40.00		
30000340 - Hydrogeologist	#	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		
30000339 - Environmental Specialist-Generalist	#	1	2	0	0	1	0	0	0		
7 Employees	%	14.29	28.57	0.00	0.00	14.29	0.00	0.00	0.00		
15 Employees	Totals	#	4	7	0	0	2	0	0	2	
		%	26.67	46.67	0.00	0.00	13.33	0.00	0.00	13.33	

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	1	3	1	0	0	0	0	0		
7 Employees	%	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00		
30003046 - Engineer II	#	1	3	1	0	0	0	0	0		
7 Employees	%	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00		
30003106 - Surveying 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		
30003047 - Engineer III	#	1	4	0	0	1	0	0	0		
10 Employees	%	10.00	40.00	0.00	0.00	10.00	0.00	0.00	0.00		
30000366 - Engineer-Electrical	#	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		
30000368 - Engineer-Mechanical	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	2	1	1	0	0	0	0	1		
14 Employees	%	14.29	7.14	7.14	0.00	0.00	0.00	0.00	7.14		
30003084 - Mapping & GIS Supervisor	#	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		
30000357 - Engineering Associate, Sr-Chemical/Envir	#	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		
30000358 - Engineering Associate, Sr-Civil	#	3	4	1	0	1	0	0	1		
14 Employees	%	21.43	28.57	7.14	0.00	7.14	0.00	0.00	7.14		
30000226 - Surveyor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000331 - CAD Analyst	#	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		
30000225 - Surveyor I	#	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		
30000355 - Engineering Associate-Mechanical	#	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		
30000353 - Engineering Associate-Civil	#	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		

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title

65 Employees

Totals

	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
#	8	18	4	0	2	0	0	2		
%	12.31	27.69	6.15	0.00	3.08	0.00	0.00	3.08		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000218 - Inf Syst Analyst, Principal-Gen	#	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		
30003012 - Business Systems Analyst III	#	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		
30000207 - Applications Analyst IV-Generalist	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000204 - Applications Analyst III-Generalist	#	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		
30003011 - Business Systems Analyst II	#	2	4	1	0	0	0	0	1		
5 Employees	%	40.00	80.00	20.00	0.00	0.00	0.00	0.00	20.00		
30000373 - Graphics Designer 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		
30003010 - Business Systems Analyst I	#	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		
16 Employees	Totals	#	5	10	3	1	0	0	0	1	
		%	31.25	62.50	18.75	6.25	0.00	0.00	0.00	6.25	

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000398 - Planner, Sr City-Water Resources	#	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

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	4	6	0	4	0	0	0	0		
12 Employees	%	33.33	50.00	0.00	33.33	0.00	0.00	0.00	0.00		
30003028 - Coordinator II	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
18 Employees	Totals	#	4	8	0	4	0	0	0		
		%	22.22	44.44	0.00	22.22	0.00	0.00	0.00		

Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000169 - Electrical Inspector, Sr	#	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

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000240 - Instrument 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		
30000239 - Instrument Technician	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 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

3EN

Technicians - Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000338 - Environmental Technician II	#	1	5	0	1	0	0	0	0		
7 Employees	%	14.29	71.43	0.00	14.29	0.00	0.00	0.00	0.00		
7 Employees	Totals	#	1	5	0	1	0	0	0		
		%	14.29	71.43	0.00	14.29	0.00	0.00	0.00		

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000978 - Mapping Data Technician II	#	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		
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	#	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		
30000228 - Public Works Inspector	#	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		
30000325 - Engineering Technician II	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000342 - GIS Technician II	#	1	1	1	0	0	0	0	0		
5 Employees	%	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000329 - CAD Technician II	#	2	2	0	1	0	0	0	1		
3 Employees	%	66.67	66.67	0.00	33.33	0.00	0.00	0.00	33.33		
30000224 - Surveying 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		
30001037 - Utility Locator	#	3	0	1	1	0	0	0	1		
5 Employees	%	60.00	0.00	20.00	20.00	0.00	0.00	0.00	20.00		
33 Employees	Totals	#	7	8	3	2	0	0	2		
		%	21.21	24.24	9.09	6.06	0.00	0.00	6.06		

Job Group Analysis

3LB

Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001285 - Laboratory Coordinator	#	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		
30001284 - Laboratory Analytical Specialist	#	2	2	1	0	1	0	0	0		
5 Employees	%	40.00	40.00	20.00	0.00	20.00	0.00	0.00	0.00		
30001283 - Laboratory Analyst II	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
9 Employees	Totals	#	3	4	1	0	1	0	1		
		%	33.33	44.44	11.11	0.00	11.11	0.00	11.11		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003101 - Risk 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		
30003100 - Risk Specialist II	#	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		
30003099 - Risk Specialist 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		
4 Employees	Totals	#	0	3	0	0	0	0	0		
		%	0.00	75.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3WA

Technicians - Water

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000141 - Water Quality Inspector 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		
30000140 - Water Quality Inspector II	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000136 - Water Service Inspector II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000139 - Water Quality Inspector 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		
30000135 - Water Service Inspector I	#	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		
11 Employees	Totals	#	0	3	0	0	0	0	0		
		%	0.00	27.27	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

5WA

Protective Service - Non-Sworn - Water

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000137 - Water Security Specialist, 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		
30000138 - Water Security Specialist	#	0	4	0	0	0	0	0	0		
8 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees											
	Totals	#	0	4	0	0	0	0	0		
		%	0.00	44.44	0.00	0.00	0.00	0.00	0.00		

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	8	0	0	1	0	0	1		
14 Employees	%	14.29	57.14	0.00	0.00	7.14	0.00	0.00	7.14		
14 Employees	Totals	#	2	8	0	0	1	0	0	1	
		%	14.29	57.14	0.00	0.00	7.14	0.00	7.14		

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	#	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		
30000349 - Right of Way Agent 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		
2 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
30003003 - Administrative Specialist II	#	3	10	0	3	0	0	0	0		
11 Employees	%	27.27	90.91	0.00	27.27	0.00	0.00	0.00	0.00		
30000403 - Remittance Technician	#	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		
15 Employees	Totals	#	4	14	0	4	0	0	0		
		%	26.67	93.33	0.00	26.67	0.00	0.00	0.00		

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000018 - Customer Accounts Specialist II	#	3	6	0	0	3	0	0	0		
9 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000013 - Office Support Specialist III	#	1	2	0	0	0	1	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00		
30001558 - Timekeeping Specialist	#	1	2	0	0	1	0	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000017 - Customer Accounts Specialist I	#	11	19	2	3	5	1	0	0		
34 Employees	%	32.35	55.88	5.88	8.82	14.71	2.94	0.00	0.00		
30000029 - Service Dispatcher	#	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		
30000012 - Office Support Specialist 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		
30003350 - Office Support Specialist Assistant	#	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		
52 Employees	Totals	#	17	33	2	3	10	2	0	0	
		%	32.69	63.46	3.85	5.77	19.23	3.85	0.00	0.00	

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
30003235 - Coordinator I - E	#	2	4	0	1	1	0	0	0		
4 Employees	%	50.00	100.00	0.00	25.00	25.00	0.00	0.00	0.00		
9 Employees	Totals	#	3	7	1	1	1	0	0		
	%	33.33	77.78	11.11	11.11	11.11	0.00	0.00	0.00		

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000056 - Storekeeper/Acquisition 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		
30000054 - Storekeeper/Acquisition 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		
30000053 - Storekeeper/Acquisition Specialist 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		
4 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6WA

Administrative Support - Water

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000134 - Water Meter Reader II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000133 - Water Meter Reader I	#	1	1	0	1	0	0	0	0		
10 Employees	%	10.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00		
11 Employees											
	Totals										
	#	1	1	0	1	0	0	0	0		
	%	9.09	9.09	0.00	9.09	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	#	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		
30003234 - Maintenance Supervisor I - NE	#	3	0	0	1	1	1	0	0		
7 Employees	%	42.86	0.00	0.00	14.29	14.29	14.29	0.00	0.00		
30003079 - Maintenance Supervisor I - E	#	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		
30000117 - Electrician, 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		
30000116 - Electrician	#	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		
30000114 - Industrial Painter	#	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		
30000127 - General Mechanic	#	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		
30000107 - Concrete Finisher	#	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		
30000110 - Carpenter	#	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		
30000105 - Construction Equipment Operator	#	4	1	0	1	2	1	0	0		
19 Employees	%	21.05	5.26	0.00	5.26	10.53	5.26	0.00	0.00		
44 Employees	Totals	#	7	1	0	2	3	2	0	0	
		%	15.91	2.27	0.00	4.55	6.82	4.55	0.00	0.00	

Job Group Analysis

7WA

Skilled Craft - Water

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000148 - Water Treatment Operator, 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		
30000154 - Operating Engineer III	#	4	2	0	0	1	2	0	1		
12 Employees	%	33.33	16.67	0.00	0.00	8.33	16.67	0.00	8.33		
30000147 - Water Treatment Operator II	#	1	2	1	0	0	0	0	0		
9 Employees	%	11.11	22.22	11.11	0.00	0.00	0.00	0.00	0.00		
30003402 - Water Meter Technician 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		
30000145 - Water Operations Mechanic	#	6	1	2	3	1	0	0	0		
32 Employees	%	18.75	3.13	6.25	9.38	3.13	0.00	0.00	0.00		
30000153 - Operating Engineer 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		
30000143 - Water Meter Technician III	#	3	0	1	0	0	1	1	0		
4 Employees	%	75.00	0.00	25.00	0.00	0.00	25.00	25.00	0.00		
30001308 - Watershed Specialist 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		
30000142 - Water Meter Technician II	#	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		
30000144 - Water Operations Mechanic, Apprentice	#	2	2	0	0	1	0	0	1		
3 Employees	%	66.67	66.67	0.00	0.00	33.33	0.00	0.00	33.33		
30000152 - Operating Engineer I	#	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		
30000146 - Water Treatment Operator I	#	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		
30000151 - Watershed 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		
30002158 - Water Meter Technician I	#	3	1	0	2	0	1	0	0		
5 Employees	%	60.00	20.00	0.00	40.00	0.00	20.00	0.00	0.00		
30000149 - Watershed Specialist I	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7WA

Skilled Craft - Water

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
84 Employees	Totals	#	22	9	5	5	5	4	1	2		
		%	26.19	10.71	5.95	5.95	5.95	4.76	1.19	2.38		

Job Group Analysis

8BO

Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000252 - Horticulturist	#	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

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000102 - Automotive Equip Oper II: Sewer Vacuum	#	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		
30000104 - Automotive Equip Oper II: Tractor-Trailr	#	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		
30000101 - Automotive Equipment Oper I	#	6	2	1	2	3	0	0	0		
12 Employees	%	50.00	16.67	8.33	16.67	25.00	0.00	0.00	0.00		
30000078 - Water Utility Worker, Sr	#	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		
30000081 - Parks Technician	#	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		
30000077 - Utility Worker II	#	15	3	2	5	7	0	0	1		
26 Employees	%	57.69	11.54	7.69	19.23	26.92	0.00	0.00	3.85		
30000076 - Utility Worker I	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000075 - Utility Worker II, Apprentice	#	4	3	1	0	1	0	0	2		
10 Employees	%	40.00	30.00	10.00	0.00	10.00	0.00	0.00	20.00		
30000073 - Maintenance Worker	#	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		
60 Employees	Totals	#	27	10	4	8	12	0	3		
		%	45.00	16.67	6.67	13.33	20.00	0.00	5.00		

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 1/1/2022 to the estimated percentage of people of color and women available for each job group. If Employment is less than Availability, the Availability percentage becomes the Placement Goal for next year.

Incumbency vs. Estimated Availability

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

1DR		Officials/Admin - Directors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	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		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1EN		Officials/Admin - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.59	29.30	13.03	0.00	0.86	9.13	0.00	2.56
	Emp Less Avail?								
	Statistical Value	0.575E		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
12	Employment %	16.67	33.33	0.00	0.00	0.00	0.00	0.00	16.67
	Availability %	22.71	25.74	9.89	3.88	4.69	0.49	0.78	2.98
	Emp Less Avail?								
	Statistical Value	1.000E		0.623E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	25.00	50.00	25.00	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	0.726E	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 44	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	27.27	40.91	11.36	2.27	11.36	2.27	0.00	0.00
	Emp Less Avail?	25.43	49.59	6.67	7.28	6.52	0.44	0.58	3.95
	Statistical Value		1.152		1.278			0.507	1.345
	Stat Significant?								
1PM		Officials/Admin - Program Management							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	24.90	43.99	4.60	7.68	7.51	0.49	0.19	4.45
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1SU		Officials/Admin - Supervisors							
Total Emp 18	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	11.11	33.33	0.00	0.00	11.11	0.00	0.00	0.00
	Emp Less Avail?	29.21	55.36	7.31	9.27	7.53	0.98	0.40	3.72
	Statistical Value	0.120E	0.094E	0.638E	0.404E		1.000E	1.000E	1.000E
	Stat Significant?								
2AC		Professionals - Accounting							
Total Emp 4	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	50.00	75.00	50.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	25.43	66.50	5.81	1.53	16.25	0.29	0.42	1.13
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2CR		Professionals - Community Relations							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	37.12	48.13	7.71	9.73	14.59	0.16	1.63	3.33
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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

Incumbency vs. Estimated Availability

2EN		Professionals - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	26.67	46.67	0.00	0.00	13.33	0.00	0.00	13.33
	Availability %	25.35	52.50	7.56	4.63	4.90	2.44	0.00	5.80
	Emp Less Avail?								
	Statistical Value		0.797E	0.623E	1.000E		1.000E		
	Stat Significant?								
2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
65	Employment %	12.31	27.69	6.15	0.00	3.08	0.00	0.00	3.08
	Availability %	21.41	26.33	7.32	4.99	3.85	0.56	1.25	3.44
	Emp Less Avail?								
	Statistical Value	1.789		0.361	1.848	0.324	0.605	0.907	0.161
	Stat Significant?								
2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	31.25	62.50	18.75	6.25	0.00	0.00	0.00	6.25
	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	
	Stat Significant?								
2PL		Professionals - Planning							
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 %	12.76	45.10	5.50	0.61	1.70	1.70	0.05	3.19
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	22.22	44.44	0.00	22.22	0.00	0.00	0.00	0.00
	Availability %	24.95	67.44	6.34	7.66	5.82	0.73	0.63	3.79
	Emp Less Avail?		YES						
	Statistical Value	1.000E	0.045E	0.625E		0.622E	1.000E	1.000E	1.000E
	Stat Significant?		YES						

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

Incumbency vs. Estimated Availability

3BI		Technicians - Building Inspections							
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 %	22.40	9.29	3.83	2.73	11.48	1.64	0.00	2.73
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								

3EL		Technicians - Electronics							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.54	15.82	8.06	1.11	6.03	0.86	0.31	5.17
	Emp Less Avail?								
	Statistical Value	0.352E	0.599E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

3EN		Technicians - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	71.43	0.00	14.29	0.00	0.00	0.00	0.00
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
33	Employment %	21.21	24.24	9.09	6.06	0.00	0.00	0.00	6.06
	Availability %	23.69	15.40	6.21	3.82	8.27	0.65	0.64	4.10
	Emp Less Avail?								
	Statistical Value	0.335				1.725	0.465	0.461	
	Stat Significant?								

3LB		Technicians - Laboratory							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	44.44	11.11	0.00	11.11	0.00	0.00	11.11
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E		1.000E	1.000E	
	Stat Significant?								

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

3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	19.74	88.93	6.26	0.86	8.67	1.04	0.62	2.28
	Emp Less Avail?								
	Statistical Value	1.000E	0.375E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
3WA		Technicians - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.06	47.43	10.23	0.74	7.81	0.15	0.15	2.98
	Emp Less Avail?								
	Statistical Value	0.137E	0.233E	0.618E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
5WA		Protective Service - Non-Sworn - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	0.00	44.44	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	30.09	42.69	2.58	11.46	9.74	1.15	0.00	5.16
	Emp Less Avail?								
	Statistical Value	0.066E		1.000E	0.610E	1.000E	1.000E		1.000E
	Stat Significant?								
6CR		Administrative Support - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	14.29	57.14	0.00	0.00	7.14	0.00	0.00	7.14
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?								
	Statistical Value	0.542E	0.115E	0.619E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
6ER		Administrative Support - Engineering Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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

Incumbency vs. Estimated Availability

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	26.67	93.33	0.00	26.67	0.00	0.00	0.00	0.00
	Availability %	27.00	71.31	6.49	4.52	10.18	0.93	0.46	4.42
	Emp Less Avail?								
	Statistical Value	1.000E		0.620E		0.391E	1.000E	1.000E	1.000E
	Stat Significant?								
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
52	Employment %	32.69	63.46	3.85	5.77	19.23	3.85	0.00	0.00
	Availability %	29.29	68.52	6.80	6.07	9.40	0.58	0.79	5.65
	Emp Less Avail?								
	Statistical Value		0.785	0.846	0.091			0.643	1.765
	Stat Significant?								
6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	77.78	11.11	11.11	11.11	0.00	0.00	0.00
	Availability %	27.58	70.96	7.22	5.12	8.54	0.94	0.53	5.25
	Emp Less Avail?								
	Statistical Value						1.000E	1.000E	1.000E
	Stat Significant?								
6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	28.03	54.21	3.94	6.33	12.49	1.19	0.66	3.41
	Emp Less Avail?								
	Statistical Value	0.582E	0.339E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6WA		Administrative Support - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	9.09	9.09	0.00	9.09	0.00	0.00	0.00	0.00
	Availability %	38.46	38.46	0.00	0.00	23.08	0.00	0.00	15.38
	Emp Less Avail?								
	Statistical Value	0.061E	0.061E			0.079E			0.392E
	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

7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
44	Employment %	15.91	2.27	0.00	4.55	6.82	4.55	0.00	0.00
	Availability %	24.74	10.34	3.32	5.08	11.60	0.63	0.96	3.17
	Emp Less Avail?								
	Statistical Value	1.358	1.757	1.229	0.161	0.991		0.653	1.200
	Stat Significant?								

7WA		Skilled Craft - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
84	Employment %	26.19	10.71	5.95	5.95	5.95	4.76	1.19	2.38
	Availability %	26.40	12.19	4.28	7.08	11.15	0.27	0.98	2.65
	Emp Less Avail?								
	Statistical Value	0.044	0.413		0.403	1.513			0.154
	Stat Significant?								

8BO		Service Maintenance - Botanic							
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 %	41.62	11.55	2.66	5.34	30.50	0.24	0.53	2.35
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	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
60	Employment %	45.00	16.67	6.67	13.33	20.00	0.00	0.00	5.00
	Availability %	27.24	9.51	3.55	3.96	15.63	0.52	0.17	3.39
	Emp Less Avail?								
	Statistical Value						0.560	0.320	
	Stat Significant?								

Total Employment: 585

S - Significant Difference Rule

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

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

Shortfall Report

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

Shortfall

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

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

1EN		Officials/Admin - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.8	0.9	0.4	0.0	0.0	0.3	0.0	0.1		
	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		
12	# Employed	2	4	0	0	0	0	0	2		
	# Available	2.7	3.1	1.2	0.5	0.6	0.1	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	4	2	0	0	0	0	0		
	# Available	2.7	4.4	1.7	0.1	0.4	0.0	0.2	0.3		
	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	12	18	5	1	5	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		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.5	0.9	0.1	0.2	0.2	0.0	0.0	0.1		
	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		
18	# Employed	2	6	0	0	2	0	0	0		
	# Available	5.3	10.0	1.3	1.7	1.4	0.2	0.1	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	2	0	0	0	0	0		
	# Available	1.0	2.7	0.2	0.1	0.7	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	0	1	0	0	0	0	0	0		
	# Available	0.4	0.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2EN		Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	4	7	0	0	2	0	0	2		
	# Available	3.8	7.9	1.1	0.7	0.7	0.4	0.0	0.9		
	Persons Required	0	0	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
65	# Employed	8	18	4	0	2	0	0	2		
	# Available	13.9	17.1	4.8	3.2	2.5	0.4	0.8	2.2		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	5	10	3	1	0	0	0	1		
	# Available	4.0	5.4	1.5	0.9	0.9	0.0	0.1	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.5	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	4	8	0	4	0	0	0	0		
	# Available	4.5	12.1	1.1	1.4	1.0	0.1	0.1	0.7		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

3BI		Technicians - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	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		
3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.3	0.9	0.5	0.1	0.4	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
3EN		Technicians - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	5	0	1	0	0	0	0		
	# Available	1.5	3.3	0.7	0.1	0.5	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
33	# Employed	7	8	3	2	0	0	0	2		
	# Available	7.8	5.1	2.0	1.3	2.7	0.2	0.2	1.4		
	Persons Required	0	0	0	0	0	0	0	0		
3LB		Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	4	1	0	1	0	0	1		
	# Available	2.0	4.3	0.9	0.1	0.7	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.8	3.6	0.3	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3WA		Technicians - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	0	3	0	0	0	0	0	0		
	# Available	2.4	5.2	1.1	0.1	0.9	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
5WA		Protective Service - Non-Sworn - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	0	4	0	0	0	0	0	0		
	# Available	2.7	3.8	0.2	1.0	0.9	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6CR		Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	2	8	0	0	1	0	0	1		
	# Available	3.3	10.7	1.0	0.3	1.2	0.1	0.1	0.6		
	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		
2	# Employed	0	2	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		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	4	14	0	4	0	0	0	0		
	# Available	4.1	10.7	1.0	0.7	1.5	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		
52	# Employed	17	33	2	3	10	2	0	0		
	# Available	15.2	35.6	3.5	3.2	4.9	0.3	0.4	2.9		
	Persons Required	0	0	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	7	1	1	1	0	0	0		
	# Available	2.5	6.4	0.6	0.5	0.8	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.1	2.2	0.2	0.3	0.5	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6WA		Administrative Support - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	1	1	0	1	0	0	0	0		
	# Available	4.2	4.2	0.0	0.0	2.5	0.0	0.0	1.7		
	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		
44	# Employed	7	1	0	2	3	2	0	0		
	# Available	10.9	4.5	1.5	2.2	5.1	0.3	0.4	1.4		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

7WA		Skilled Craft - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
84	# Employed	22	9	5	5	5	4	1	2		
	# Available	22.2	10.2	3.6	5.9	9.4	0.2	0.8	2.2		
	Persons Required	0	0	0	0	0	0	0	0		

8BO		Service Maintenance - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.1	0.0	0.1	0.3	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		
60	# Employed	27	10	4	8	12	0	0	3		
	# Available	16.3	5.7	2.1	2.4	9.4	0.3	0.1	2.0		
	Persons Required	0	0	0	0	0	0	0	0		

S - Significant Difference Rule

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

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

Adverse Impact Report for Applicants

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

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

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

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		--	--	YES	YES
Selection Ratio	0.00	0.00		Infin	Infin	0.00	0.00
Statistical Value	0.750F	0.750F				0.750F	0.214F
Significant?	NO	NO		--	--	NO	NO
Shortfall	0	0				0	0

1SU Officials/Admin - Supervisors Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	YES	--	YES	--	
Selection Ratio	Infin	0.00	0.00	Infin	0.00	Infin	
Statistical Value		0.909F	0.714F		0.833F		
Significant?	--	NO	NO	--	NO	--	
Shortfall		0	0		0		

2ER Professionals - 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	Infin	0.00	
Statistical Value	0.751F	0.823F	0.751F	0.905F		0.905F	
Significant?	NO	NO	NO	NO	--	NO	
Shortfall	0	0	0	0		0	

2IT Professionals - Information Technology Favored Group: Asi

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		--	YES	--	--	*	YES
Selection Ratio		Infin	0.00	Infin	Infin	3.25	0.30
Statistical Value			0.765F				0.933
Significant?		--	NO	--	--	NO	NO
Shortfall			0				1

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

3ER		Technicians - Engineering & Related						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		0.837F	0.837F					
Significant?	--	NO	NO	--	--	--		
Shortfall		0	0					

3LB		Technicians - Laboratory						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	--	--	--	YES		
Selection Ratio	0.00	Infin	Infin	Infin	Infin	0.00		
Statistical Value	0.600F					0.750F		
Significant?	NO	--	--	--	--	NO		
Shortfall	0					0		

6CR		Administrative Support - Community Relations						Favored Group: His
	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	0.73	0.43	
Statistical Value	0.593F	0.842F		0.889F	0.842F	0.232	0.784	
Significant?	NO	NO		NO	NO	NO	NO	
Shortfall	0	0		0	0	0	0	

6ER		Administrative Support - Engineering Related						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	--	--	--	--		
Selection Ratio	Infin	0.00	Infin	Infin	Infin	Infin		
Statistical Value		0.714F						
Significant?	--	NO	--	--	--	--		
Shortfall		0						

6OS		Administrative Support - Office Support						Favored Group: His
	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	0.44	0.25	
Statistical Value	0.400F	0.326F		0.620F	0.496F	0.855	2.180	
Significant?	NO	NO		NO	NO	NO	YES	
Shortfall	0	0		0	0	0	1	

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

6PM	Administrative Support - 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	0.00	Infin	0.00
Statistical Value		0.571F		0.889F	0.889F		0.286F
Significant?	--	NO		NO	NO	--	NO
Shortfall		0		0	0		0

8BO	Service Maintenance - Botanic						Favored Group: Wht	
-----	-------------------------------	--	--	--	--	--	--------------------	--

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	--	--	YES	--	YES	
Selection Ratio	0.00	Infin	Infin	0.00	Infin	0.00	
Statistical Value	0.960F			0.960F		0.960F	
Significant?	NO	--	--	NO	--	NO	
Shortfall	0			0		0	

8GM	Service Maintenance - General Maintenance/Trades						Favored Group: Asi	
-----	--	--	--	--	--	--	--------------------	--

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		YES	YES	--	YES	YES	YES
Selection Ratio		0.00	0.04	Infin	0.00	0.22	0.07
Statistical Value		0.111F	0.077F		0.333F	0.300F	3.499
Significant?		NO	NO	--	NO	NO	YES
Shortfall		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: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.353F
Significant?		NO
Shortfall		0

1SU	Officials/Admin - Supervisors	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.588F	
Significant?	NO	
Shortfall	0	

2ER	Professionals - Engineering & Related	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	1.035	
Significant?	NO	
Shortfall	0	

2IT	Professionals - Information Technology	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.24
Statistical Value		1.303
Significant?		NO
Shortfall		1

3ER	Technicians - Engineering & Related	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.711F	
Significant?	NO	
Shortfall	0	

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

3LB	Technicians - Laboratory		Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.500F	
Significant?	NO	
Shortfall	0	

6CR	Administrative Support - Community Relations		Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.77
Statistical Value		0.307
Significant?		NO
Shortfall		0

6ER	Administrative Support - Engineering Related		Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.714F	
Significant?	NO	
Shortfall	0	

6OS	Administrative Support - Office Support		Favored Group: Min
------------	--	--	---------------------------

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.43
Statistical Value		1.274
Significant?		NO
Shortfall		1

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

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.134
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

8BO		Service Maintenance - Botanic		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.889F			
Significant?	NO			
Shortfall	0			

8GM		Service Maintenance - General Maintenance/Trades		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.76		
Statistical Value		0.463		
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: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.188F	
Significant?	NO	
Shortfall	0	

1SU	Officials/Admin - Supervisors	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.882F	
Significant?	NO	
Shortfall	0	

2ER	Professionals - Engineering & Related	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	1.114	
Significant?	NO	
Shortfall	0	

2IT	Professionals - Information Technology	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.36	
Statistical Value	0.904	
Significant?	NO	
Shortfall	0	

3ER	Technicians - Engineering & Related	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.13
Statistical Value		0.222F
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

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

by Gender

3LB		Technicians - Laboratory		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.500F			
Significant?	NO			
Shortfall	0			

6CR		Administrative Support - Community Relations		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.67			
Statistical Value	0.502			
Significant?	NO			
Shortfall	0			

6ER		Administrative Support - Engineering Related		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.286F		
Significant?		NO		
Shortfall		0		

6OS		Administrative Support - Office Support		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.76			
Statistical Value	0.407			
Significant?	NO			
Shortfall	0			

6PM		Administrative Support - Program Management		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.809		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

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

by Gender

8BO		Service Maintenance - Botanic		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.704F			
Significant?	NO			
Shortfall	0			

8GM		Service Maintenance - General Maintenance/Trades		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.24		
Statistical Value		2.568		
Significant?		YES		
Shortfall		2		

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	1				0	0.00											
Total Opps	1				0	0.00											
Achieved? *					LIMITED												

Goal Attainment

1FL		Officials/Admin - Financial													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			60.19												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

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	0		0	N/A											
Promotion	2		0	0.00											
Total Opps	2		0	0.00											
Achieved? *			NO												

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	2					0	0.00								
Promotion	1					0	0.00								
Total Opps	3					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 OPPTS										

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

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

Goal Attainment

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

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

6CR		Administrative Support - Community Relations													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			82.04												
New Hire	5		3	60.00											
Promotion	0		0	N/A											
Total Opps	5		3	60.00											
Achieved? *			NO												

Goal Attainment

6GA		Administrative Support - General Administrative													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						12.64									
New Hire	0					0	N/A								
Promotion	0					0	N/A								
Total Opps	0					0	N/A								
Achieved? *						NO OPPS									

6OS		Administrative Support - Office Support													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				9.48											
New Hire	7			0	0.00										
Promotion	0			0	N/A										
Total Opps	7			0	0.00										
Achieved? *				LIMITED											

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

Goal Attainment

7GM		Skilled Craft - General Maintenance/Trades													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		25.25				11.30									
New Hire	0	0	N/A			0	N/A								
Promotion	3	1	33.33			0	0.00								
Total Opps	3	1	33.33			0	0.00								
Achieved? *		YES				LIMITED									

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

Goal Attainment

8GM		Service Maintenance - General Maintenance/Trades													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		39.73				30.43									
New Hire	9	3	33.33			1	11.11								
Promotion	0	0	N/A			0	N/A								
Total Opps	9	3	33.33			1	11.11								
Achieved? *		YES				NO									

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.