

# City of Portland



1150  
Portland Police 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**

**1DR**

**Officials/Admin - Directors**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003092 - Police Chief	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
<b>1 Employee</b>	<b>Totals</b>	#	1	0	0	1	0	0	0		
		%	100.00	0.00	0.00	100.00	0.00	0.00	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		
30003055 - Financial Analyst II	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1GA**

**Officials/Admin - General Administrative**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003083 - Manager III	#	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		
30003082 - Manager II	#	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		
30003081 - 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		
30003008 - Analyst III	#	2	4	0	2	0	0	0	0		
5 Employees	%	40.00	80.00	0.00	40.00	0.00	0.00	0.00	0.00		
30003007 - Analyst II	#	1	10	0	0	1	0	0	0		
16 Employees	%	6.25	62.50	0.00	0.00	6.25	0.00	0.00	0.00		
30003006 - Analyst I	#	1	4	1	0	0	0	0	0		
5 Employees	%	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00		
<b>31 Employees</b>	<b>Totals</b>	<b>#</b>	<b>6</b>	<b>21</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>19.35</b>	<b>67.74</b>	<b>6.45</b>	<b>6.45</b>	<b>3.23</b>	<b>3.23</b>	<b>0.00</b>	<b>0.00</b>	

# Job Group Analysis

**1LE**

**Officials/Admin - Law Enforcement**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003033 - Deputy Chief of Police	#	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		
30003093 - Police Chief, Assistant	#	1	1	0	0	0	0	0	1		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
<b>4 Employees</b>											
	<b>Totals</b>										
	#	1	1	0	0	0	0	0	1		
	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00		

# 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	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1SU**

**Officials/Admin - Supervisors**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	3	10	1	0	0	0	2	0		
12 Employees	%	25.00	83.33	8.33	0.00	0.00	0.00	16.67	0.00		
<b>13 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>		
		<b>%</b>	<b>23.08</b>	<b>76.92</b>	<b>7.69</b>	<b>0.00</b>	<b>0.00</b>	<b>15.38</b>	<b>0.00</b>		



# Job Group Analysis

**2AC**

**Professionals - Accounting**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003001 - Accounting 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		
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		
30000062 - Accountant I	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>7 Employees</b>	<b>Totals #</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>14.29</b>	<b>85.71</b>	<b>14.29</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2CR**

**Professionals - Community Relations**

**EEO Code: 2**

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

# Job Group Analysis

**2GA**

**Professionals - General Administrative**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003085 - Multimedia Specialist	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>50.00</b>	<b>0.00</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2IT**

**Professionals - Information Technology**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003011 - Business Systems Analyst II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003010 - Business Systems Analyst I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

2LE

Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000310 - Police Investigative Accountant	#	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		
30003375 - Crime Data Analyst	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
30000309 - Crime Prevention Program Administrator	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
<b>10 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>10.00</b>	<b>30.00</b>	<b>0.00</b>	<b>10.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**20S**

**Professionals - Office Support**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	0	6	0	0	0	0	0	0		
7 Employees	%	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00		
<b>7 Employees</b>	<b>Totals</b>	<b>#</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>85.71</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2PM**

**Professionals - Program Management**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003028 - Coordinator II	#	0	5	0	0	0	0	0	0		
8 Employees	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00		
<b>12 Employees</b>	<b>Totals</b>	<b>#</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

**3LE**

**Technicians - Law Enforcement**

**EEO Code: 3**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000305 - Police Identification Technician, Lead	#	2	1	1	0	0	0	0	1		
3 Employees	%	66.67	33.33	33.33	0.00	0.00	0.00	0.00	33.33		
30000304 - Police Identification Technician	#	3	6	2	0	0	0	0	1		
12 Employees	%	25.00	50.00	16.67	0.00	0.00	0.00	0.00	8.33		
30000303 - Police Identification Technician,Trnee	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
<b>18 Employees</b>	<b>Totals</b>	<b>#</b>	<b>5</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>		
		<b>%</b>	<b>27.78</b>	<b>50.00</b>	<b>16.67</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>11.11</b>		



# Job Group Analysis

**4LE-1**

**Protective Service-Sworn-Law Enfr-Entry**

**EEO Code: 4**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000297 - Police Officer	#	116	96	32	20	38	1	3	22			
531 Employees	%	21.85	18.08	6.03	3.77	7.16	0.19	0.56	4.14			
<b>531 Employees</b>	<b>Totals</b>	#	116	96	32	20	38	1	3	22		
		%	21.85	18.08	6.03	3.77	7.16	0.19	0.56	4.14		

# Job Group Analysis

**4LE-2**

**Protective Service-Sworn-Law Enfr-Mid Level**

**EEO Code: 4**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000298 - Police Sergeant	#	22	14	8	7	6	1	0	0		
121 Employees	%	18.18	11.57	6.61	5.79	4.96	0.83	0.00	0.00		
30000307 - Police Criminalist	#	2	2	2	0	0	0	0	0		
15 Employees	%	13.33	13.33	13.33	0.00	0.00	0.00	0.00	0.00		
30000302 - Police Detective	#	7	18	4	1	2	0	0	0		
84 Employees	%	8.33	21.43	4.76	1.19	2.38	0.00	0.00	0.00		
<b>220 Employees</b>	<b>Totals</b>	<b>#</b>	<b>31</b>	<b>34</b>	<b>14</b>	<b>8</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>14.09</b>	<b>15.45</b>	<b>6.36</b>	<b>3.64</b>	<b>3.64</b>	<b>0.45</b>	<b>0.00</b>	<b>0.00</b>	

# Job Group Analysis

**4LE-3**

**Protective Service-Sworn-Law Enfr-Senior Level**

**EEO Code: 4**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000299 - Police Lieutenant	#	1	4	0	1	0	0	0	0		
20 Employees	%	5.00	20.00	0.00	5.00	0.00	0.00	0.00	0.00		
30003091 - Police Captain	#	1	0	0	0	1	0	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00		
<b>25 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>8.00</b>	<b>16.00</b>	<b>0.00</b>	<b>4.00</b>	<b>4.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**4LE-4**

**Protective Service-Sworn-Law Enfr-Executive**

**EEO Code: 4**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003094 - Police Commander	#	2	2	1	1	0	0	0	0		
6 Employees	%	33.33	33.33	16.67	16.67	0.00	0.00	0.00	0.00		
<b>6 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>33.33</b>	<b>33.33</b>	<b>16.67</b>	<b>16.67</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

**5LE**

**Protective Service - Non-Sworn - Law Enforcement**

**EEO Code: 5**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003095 - Police Internal Affairs Investigator	#	3	4	0	1	2	0	0	0		
8 Employees	%	37.50	50.00	0.00	12.50	25.00	0.00	0.00	0.00		
30002611 - Public Safety Support Specialist	#	4	6	1	2	1	0	0	0		
18 Employees	%	22.22	33.33	5.56	11.11	5.56	0.00	0.00	0.00		
30000296 - Public Safety Aide	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>27 Employees</b>	<b>Totals</b>	<b>#</b>	<b>7</b>	<b>10</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>25.93</b>	<b>37.04</b>	<b>3.70</b>	<b>11.11</b>	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	

## Job Group Analysis

**6GA**

**Administrative Support - General Administrative**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	3	6	1	1	1	0	0	0		
12 Employees	%	25.00	50.00	8.33	8.33	8.33	0.00	0.00	0.00		
30003003 - Administrative Specialist II	#	2	8	1	0	1	0	0	0		
8 Employees	%	25.00	100.00	12.50	0.00	12.50	0.00	0.00	0.00		
<b>20 Employees</b>	<b>Totals</b>	<b>#</b>	<b>5</b>	<b>14</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>25.00</b>	<b>70.00</b>	<b>10.00</b>	<b>5.00</b>	<b>10.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	

## Job Group Analysis

**60S**

**Administrative Support - Office Support**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000025 - Police Administrative Support Spec, Sr	#	1	11	0	0	1	0	0	0		
13 Employees	%	7.69	84.62	0.00	0.00	7.69	0.00	0.00	0.00		
30000024 - Police Administrative Support Specialist	#	3	14	1	0	1	0	0	1		
19 Employees	%	15.79	73.68	5.26	0.00	5.26	0.00	0.00	5.26		
30000020 - Police Records Specialist	#	6	17	1	1	1	1	1	1		
30 Employees	%	20.00	56.67	3.33	3.33	3.33	3.33	3.33	3.33		
30000022 - Police Desk Clerk	#	1	4	0	0	1	0	0	0		
8 Employees	%	12.50	50.00	0.00	0.00	12.50	0.00	0.00	0.00		
<b>70 Employees</b>	<b>Totals</b>	#	11	46	2	1	4	1	2		
		%	15.71	65.71	2.86	1.43	5.71	1.43	2.86		

# 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	#	2	6	1	1	0	0	0	0		
11 Employees	%	18.18	54.55	9.09	9.09	0.00	0.00	0.00	0.00		
<b>11 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>18.18</b>	<b>54.55</b>	<b>9.09</b>	<b>9.09</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		



# Job Group Analysis

**6SP**

**Administrative Support - Store & Purchases**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000051 - Evidence Control Specialist, Lead	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000050 - Evidence Control Specialist	#	1	4	0	0	1	0	0	0		
6 Employees	%	16.67	66.67	0.00	0.00	16.67	0.00	0.00	0.00		
<b>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>25.00</b>	<b>50.00</b>	<b>12.50</b>	<b>0.00</b>	<b>12.50</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**8AM**

**Service Maintenance - Auto Maintenance**

**EEO Code: 8**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000096 - Auto Servicer	#	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		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**8LE**

**Service Maintenance - Law Enforcement**

**EEO Code: 8**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec	#	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		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	0	0	0	0	0	0	0		
		<b>%</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# **Incumbency vs. Estimated Availability Report**

The Incumbency vs. Estimated Availability Report shows potential areas of underutilization of people of color and women by job group. It compares the percentage of people of color and women employed on 1/1/2022 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**

1DR		Officials/Admin - Directors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	29.21	50.21	6.18	9.89	9.63	0.83	0.05	2.64
	Emp Less Avail?								
	Statistical Value		0.498E	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
1	Employment %	100.00	100.00	100.00	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				1.000E	1.000E		1.000E	1.000E
	Stat Significant?								

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
31	Employment %	19.35	67.74	6.45	6.45	3.23	3.23	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	0.777		0.049	0.178	0.743		0.425	1.129
	Stat Significant?								

1LE		Officials/Admin - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00
	Availability %	8.00	16.00	0.00	4.00	4.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E			
	Stat Significant?								

1PM		Officials/Admin - Program Management							
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 %	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	1.000E	1.000E	1.000E
	Stat Significant?								

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

# Incumbency vs. Estimated Availability

1SU		Officials/Admin - Supervisors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	23.08	76.92	7.69	0.00	0.00	0.00	15.38	0.00
	Availability %	29.21	55.36	7.31	9.27	7.53	0.98	0.40	3.72
	Emp Less Avail?								
	Statistical Value	0.768E			0.625E	0.617E	1.000E		1.000E
	Stat Significant?								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	85.71	14.29	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	0.687E			1.000E	0.607E	1.000E	1.000E	1.000E
	Stat Significant?								
2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	37.12	48.13	7.71	9.73	14.59	0.16	1.63	3.33
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2GA		Professionals - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.21	57.42	10.99	2.11	3.14	0.40	0.58	2.97
	Emp Less Avail?								
	Statistical Value		0.181E		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
2	Employment %	0.00	100.00	0.00	0.00	0.00	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	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

2LE		Professionals - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	10.00	30.00	0.00	10.00	0.00	0.00	0.00	0.00
	Availability %	14.72	30.41	2.82	2.38	4.94	0.36	0.05	4.19
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2OS		Professionals - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	29.27	69.27	2.93	7.80	13.17	1.46	0.98	2.93
	Emp Less Avail?								
	Statistical Value	0.114E		1.000E	1.000E	0.605E	1.000E	1.000E	1.000E
	Stat Significant?								
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	0.00	50.00	0.00	0.00	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	0.046E	0.223E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?	YES							
3LE		Technicians - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	27.78	50.00	16.67	0.00	0.00	0.00	0.00	11.11
	Availability %	22.60	23.29	14.38	0.00	1.37	0.00	0.00	6.85
	Emp Less Avail?								
	Statistical Value					1.000E			
	Stat Significant?								
4LE-1		Protective Service-Sworn-Law Enfr-Entry							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
531	Employment %	21.85	18.08	6.03	3.77	7.16	0.19	0.56	4.14
	Availability %	32.01	15.37	2.25	12.48	14.59	0.62	0.14	1.93
	Emp Less Avail?	YES			YES	YES			
	Statistical Value	5.021			6.075	4.853	1.267		
	Stat Significant?	YES			YES	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

4LE-2		Protective Service-Sworn-Law Enfr-Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
220	Employment %	14.09	15.45	6.36	3.64	3.64	0.45	0.00	0.00
	Availability %	21.85	18.08	6.03	3.77	7.16	0.19	0.56	4.14
	Emp Less Avail?	YES				YES			YES
	Statistical Value	2.785	1.012		0.104	2.027		1.113	3.082
	Stat Significant?	YES				YES			YES
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
25	Employment %	8.00	16.00	0.00	4.00	4.00	0.00	0.00	0.00
	Availability %	14.09	15.45	6.36	3.64	3.64	0.45	0.00	0.00
	Emp Less Avail?								
	Statistical Value	0.567E		0.404E			1.000E		
	Stat Significant?								
4LE-4		Protective Service-Sworn-Law Enfr-Executive							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	33.33	33.33	16.67	16.67	0.00	0.00	0.00	0.00
	Availability %	8.00	16.00	0.00	4.00	4.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value					1.000E			
	Stat Significant?								
5LE		Protective Service - Non-Sworn - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
27	Employment %	25.93	37.04	3.70	11.11	11.11	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	0.834E	0.698E		1.000E		1.000E		0.400E
	Stat Significant?								
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
20	Employment %	25.00	70.00	10.00	5.00	10.00	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	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

6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
70	Employment %	15.71	65.71	2.86	1.43	5.71	1.43	1.43	2.86
	Availability %	29.29	68.52	6.80	6.07	9.40	0.58	0.79	5.65
	Emp Less Avail?	YES							
	Statistical Value	2.496	0.505	1.310	1.626	1.057			1.012
	Stat Significant?	YES							

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	18.18	54.55	9.09	9.09	0.00	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	0.738E	0.316E			0.615E	1.000E	1.000E	1.000E
	Stat Significant?								

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	25.00	50.00	12.50	0.00	12.50	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	1.000E	1.000E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

8AM		Service Maintenance - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.64	10.17	1.00	4.01	11.03	1.00	0.00	5.59
	Emp Less Avail?								
	Statistical Value	0.581E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								

8LE		Service Maintenance - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	7.91	9.79	0.27	2.15	2.15	0.65	0.00	2.69
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								

Total Employment: 1035

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**

1DR		Officials/Admin - Directors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	1	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		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.3	0.6	0.2	0.0	0.1	0.0	0.0	0.0		
	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		
31	# Employed	6	21	2	2	1	1	0	0		
	# Available	7.9	15.4	2.1	2.3	2.0	0.1	0.2	1.2		
	Persons Required	0	0	0	0	0	0	0	0		

1LE		Officials/Admin - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.3	0.6	0.0	0.2	0.2	0.0	0.0	0.0		
	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	2	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		

1SU		Officials/Admin - Supervisors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	3	10	1	0	0	0	2	0		
	# Available	3.8	7.2	1.0	1.2	1.0	0.1	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	6	1	0	0	0	0	0		
	# Available	1.8	4.7	0.4	0.1	1.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

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		
2GA		Professionals - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.4	1.1	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	0.7	0.2	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2LE		Professionals - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	1	3	0	1	0	0	0	0		
	# Available	1.5	3.0	0.3	0.2	0.5	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2OS		Professionals - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	0	6	0	0	0	0	0	0		
	# Available	2.0	4.8	0.2	0.5	0.9	0.1	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	0	6	0	0	0	0	0	0		
	# Available	3.0	8.1	0.8	0.9	0.7	0.1	0.1	0.5		
	Persons Required	1	0	0	0	0	0	0	0		
3LE		Technicians - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	5	9	3	0	0	0	0	2		
	# Available	4.1	4.2	2.6	0.0	0.2	0.0	0.0	1.2		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-1		Protective Service-Sworn-Law Enfr-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
531	# Employed	116	96	32	20	38	1	3	22		
	# Available	170.0	81.6	11.9	66.3	77.5	3.3	0.7	10.2		
	Persons Required	33	0	0	32	24	0	0	0		

# Shortfall

4LE-2		Protective Service-Sworn-Law Enfr-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
220	# Employed	31	34	14	8	8	1	0	0		
	# Available	48.1	39.8	13.3	8.3	15.8	0.4	1.2	9.1		
	Persons Required	6	0	0	0	1	0	0	4		
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25	# Employed	2	4	0	1	1	0	0	0		
	# Available	3.5	3.9	1.6	0.9	0.9	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-4		Protective Service-Sworn-Law Enfr-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	2	1	1	0	0	0	0		
	# Available	0.5	1.0	0.0	0.2	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
5LE		Protective Service - Non-Sworn - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
27	# Employed	7	10	1	3	3	0	0	0		
	# Available	8.1	11.5	0.7	3.1	2.6	0.3	0.0	1.4		
	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		
20	# Employed	5	14	2	1	2	0	0	0		
	# Available	5.4	14.3	1.3	0.9	2.0	0.2	0.1	0.9		
	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		
70	# Employed	11	46	2	1	4	1	1	2		
	# Available	20.5	48.0	4.8	4.2	6.6	0.4	0.6	4.0		
	Persons Required	3	0	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	2	6	1	1	0	0	0	0		
	# Available	3.0	7.8	0.8	0.6	0.9	0.1	0.1	0.6		
	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		
8	# Employed	2	4	1	0	1	0	0	0		
	# Available	2.2	4.3	0.3	0.5	1.0	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

8AM		Service Maintenance - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.9	0.4	0.0	0.2	0.4	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

8LE		Service Maintenance - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

**S - Significant Difference Rule**

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

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

# Adverse Impact Report for Applicants

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



**Adverse Impact for Applicants**

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

by Individual Race/Ethnicity

**2GA** Professionals - General Administrative 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		0.889F	0.648F		0.889F		
Significant?	--	NO	NO	--	NO	--	
Shortfall		0	0		0		

**2IT** Professionals - Information Technology Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	--	YES	--	--	YES	
Selection Ratio	0.00	Infin	0.00	Infin	Infin	0.00	
Statistical Value	0.857F		0.857F			0.857F	
Significant?	NO	--	NO	--	--	NO	
Shortfall	0		0			0	

**2PM** Professionals - Program Management Favored Group: Wht

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

**3LE** Technicians - Law Enforcement Favored Group: Blk

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--		YES	--	--	YES	YES
Selection Ratio	Infin		0.00	Infin	Infin	0.00	0.22
Statistical Value			0.250F			0.500F	0.263F
Significant?	--		NO	--	--	NO	NO
Shortfall			0			0	0

# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

4LE-1	Protective Service-Sworn-Law Enfr-Entry						Favored Group: Asi
-------	---	--	--	--	--	--	--------------------

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		YES	YES	--	NO	*	YES
Selection Ratio		0.21	0.50	Infin	0.83	1.67	0.70
Statistical Value		0.191F	0.986				0.573
Significant?		NO	NO	--	NO	NO	NO
Shortfall		2	1				0

5LE	Protective Service - Non-Sworn - Law Enforcement						Favored Group: Wht
-----	--	--	--	--	--	--	--------------------

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	NO	YES	YES	--	--	--	
Selection Ratio	0.81	0.00	0.61	Infin	Infin	Infin	
Statistical Value		0.611F	0.502F				
Significant?	NO	NO	NO	--	--	--	
Shortfall		0	0				

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

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	NO	YES	--	YES	YES	
Selection Ratio	0.00	0.86	0.76	Infin	0.00	0.00	
Statistical Value	0.712		0.275		0.412	0.582	
Significant?	NO	NO	NO	--	NO	NO	
Shortfall	0		0		0	0	

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

<b>2GA</b>	<b>Professionals - General Administrative</b>	Favored Group: <b>Wht</b>
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.538F	
Significant?	NO	
Shortfall	0	

<b>2IT</b>	<b>Professionals - Information Technology</b>	Favored Group: <b>Wht</b>
------------	---	---------------------------

	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.667F	
Significant?	NO	
Shortfall	0	

<b>2PM</b>	<b>Professionals - Program Management</b>	Favored Group: <b>Wht</b>
------------	---	---------------------------

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

<b>3LE</b>	<b>Technicians - Law Enforcement</b>	Favored Group: <b>Wht</b>
------------	--------------------------------------	---------------------------

	Min	Wht
Adverse IRA?	NO	
Selection Ratio	0.90	
Statistical Value		
Significant?	NO	
Shortfall		

<b>4LE-1</b>	<b>Protective Service-Sworn-Law Enfr-Entry</b>	Favored Group: <b>Wht</b>
--------------	--	---------------------------

	Min	Wht
Adverse IRA?	NO	
Selection Ratio	0.81	
Statistical Value		
Significant?	NO	
Shortfall		

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

5LE

Protective Service - Non-Sworn -  
Law Enforcement

Favored Group: Wht

	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.61	
Statistical Value	0.374F	
Significant?	NO	
Shortfall	0	

6OS

Administrative Support - Office  
Support

Favored Group: Wht

	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.60	
Statistical Value	0.698	
Significant?	NO	
Shortfall	0	

# Adverse Impact for Applicants

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

by Gender

2GA	Professionals - General Administrative	Favored Group: Mal
-----	---	--------------------

	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.913F	
Significant?	NO	
Shortfall	0	

2IT	Professionals - Information Technology	Favored Group: Fem
-----	---	--------------------

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.556F
Significant?		NO
Shortfall		0

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

	Fem	Mal
Adverse IRA?	--	
Selection Ratio	Infin	
Statistical Value		
Significant?	--	
Shortfall		

3LE	Technicians - Law Enforcement	Favored Group: Mal
-----	-------------------------------	--------------------

	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.29	
Statistical Value	0.142F	
Significant?	NO	
Shortfall	1	

4LE-1	Protective Service-Sworn-Law Enfr- Entry	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.65
Statistical Value		1.328
Significant?		NO
Shortfall		2

# Adverse Impact for Applicants

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

by Gender

5LE	Protective Service - Non-Sworn - Law Enforcement	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.49
Statistical Value		0.181F
Significant?		NO
Shortfall		1

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

	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.33	
Statistical Value	1.789	
Significant?	NO	
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	0				0	N/A											
Total Opps	0				0	N/A											
Achieved? *					NO OPPS												



# 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	1		0 0.00												
Promotion	3		2 66.67												
Total Opps	4		2 50.00												
Achieved? *			YES												

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

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

## Goal Attainment

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

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	25	11	44.00		1	4.00	6	24.00							
Promotion	1	0	0.00		0	0.00	0	0.00							
Total Opps	26	11	42.31		1	3.85	6	23.08							
Achieved? *		YES			NO		YES								

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	22	3	13.64						0	0.00					
Total Opps	22	3	13.64						0	0.00					
Achieved? *		NO							LIMITED						

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

# 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	2					1	50.00							
Total Opps	2					1	50.00							
Achieved? *						YES								

6OS		Administrative Support - Office Support												
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two					
Prior Year Goal				9.48										
New Hire	4			0	0.00									
Promotion	0			0	N/A									
Total Opps	4			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	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO OPPS				NO OPPS									

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															
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											

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.