

# City of Portland



1150  
Portland Police Bureau

## **Bureau Affirmative Action Program (AAP) Plan Reports**

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



**Job Group Analysis**

**1CH**

**Off/Adm - Chief Executives**

**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		
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		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</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>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1EX**

**Off/Adm - Executive Managers**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003108 - Technology Capital Project 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		
<b>1 Employee</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

**1MA-1**

**Off/Adm - Managers - Level 1**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003081 - Manager I	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>5 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>60.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1MA-2**

**Off/Adm - Managers - Level 2**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003082 - Manager 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		
<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-1**

**Off/Adm - Supervisors - Level 1**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003103 - Supervisor I - E	#	1	10	0	0	0	0	1	0		
13 Employees	%	7.69	76.92	0.00	0.00	0.00	0.00	7.69	0.00		
<b>13 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>		
		<b>%</b>	<b>7.69</b>	<b>76.92</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>7.69</b>	<b>0.00</b>		

# Job Group Analysis

**1SU-2**

**Off/Adm - Supervisors - Level 2**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	1	0	0	0	0	0	1	0		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</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>50.00</b>	<b>0.00</b>		

# Job Group Analysis

**2BA-1**

**Prof - Bus Ops & Admin - Level 1**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003006 - Analyst I	#	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		
30003325 - Community Service Aide III	#	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		
<b>5 Employees</b>	<b>Totals #</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>20.00</b>	<b>80.00</b>	<b>20.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		



# Job Group Analysis

**2BA-2**

**Prof - Bus Ops & Admin - Level 2**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003007 - Analyst II	#	1	7	0	0	1	0	0	0		
17 Employees	%	5.88	41.18	0.00	0.00	5.88	0.00	0.00	0.00		
<b>17 Employees</b>	<b>Totals</b>	#	7	0	0	1	0	0	0		
		%	41.18	0.00	0.00	5.88	0.00	0.00	0.00		

# Job Group Analysis

**2BA-3**

**Prof - Bus Ops & Admin - Level 3**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003008 - Analyst III	#	2	3	0	2	0	0	0	0		
4 Employees	%	50.00	75.00	0.00	50.00	0.00	0.00	0.00	0.00		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>50.00</b>	<b>75.00</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

**2CM**

**Prof - Communications**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information Officer	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003085 - Multimedia Specialist	#	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>3 Employees</b>											
	<b>Totals</b>										
	#	1	1	1	0	0	0	0	0		
	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

**2HS**

**Prof - Health Services & Support**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003475 - Mental Health Crisis Responder II	#	1	3	0	0	0	0	0	1		
3 Employees	%	33.33	100.00	0.00	0.00	0.00	0.00	0.00	33.33		
<b>3 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>		
	<b>%</b>	<b>33.33</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>	<b>33.33</b>		

# Job Group Analysis

**2IT-BS**

**Prof - IT - Business Systems**

**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**

**Prof - Law Enforcement**

**EEO Code: 2**

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		
30003375 - Crime Data Analyst	#	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		
30003776 - Digital Forensics Examiner	#	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		
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		
<b>17 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>23.53</b>	<b>35.29</b>	<b>0.00</b>	<b>5.88</b>	<b>17.65</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2PM-NR-1**

**Prof - Program & Project Admin - NR - Level 1**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	8	12	1	2	3	0	2	0		
16 Employees	%	50.00	75.00	6.25	12.50	18.75	0.00	12.50	0.00		
<b>16 Employees</b>	<b>Totals</b>	<b>#</b>	<b>8</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	
		<b>%</b>	<b>50.00</b>	<b>75.00</b>	<b>6.25</b>	<b>12.50</b>	<b>18.75</b>	<b>0.00</b>	<b>12.50</b>	<b>0.00</b>	

# Job Group Analysis

**2PM-NR-2**

**Prof - Program & Project Admin - NR - Level 2**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003028 - Coordinator II	#	0	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>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>5</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>62.50</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-NR-3**

**Prof - Program & Project Admin - NR - Level 3**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	0	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		
30003029 - Coordinator 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		
<b>5 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>40.00</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		
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		
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	8	2	0	0	0	0	1		
13 Employees	%	23.08	61.54	15.38	0.00	0.00	0.00	0.00	7.69		
30000303 - Police Identification Technician, Trnee	#	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>19 Employees</b>	<b>Totals</b>	<b>#</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>		
		<b>%</b>	<b>26.32</b>	<b>52.63</b>	<b>15.79</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>10.53</b>		

# Job Group Analysis

**4LE-1**

**PS - Sworn - Law Enforcement - Entry Level**

**EEO Code: 4**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000297 - Police Officer	#	128	98	33	21	46	2	4	22			
542 Employees	%	23.62	18.08	6.09	3.87	8.49	0.37	0.74	4.06			
<b>542 Employees</b>	<b>Totals</b>	#	128	98	33	21	46	2	4	22		
		%	23.62	18.08	6.09	3.87	8.49	0.37	0.74	4.06		

# Job Group Analysis

**4LE-2**

**PS - Sworn - Law Enforcement - Mid Level**

**EEO Code: 4**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000298 - Police Sergeant	#	24	15	8	8	6	1	0	1		
111 Employees	%	21.62	13.51	7.21	7.21	5.41	0.90	0.00	0.90		
30000307 - Police Criminalist	#	2	3	2	0	0	0	0	0		
18 Employees	%	11.11	16.67	11.11	0.00	0.00	0.00	0.00	0.00		
30000302 - Police Detective	#	8	19	4	1	3	0	0	0		
85 Employees	%	9.41	22.35	4.71	1.18	3.53	0.00	0.00	0.00		
<b>214 Employees</b>	<b>Totals</b>	<b>#</b>	<b>34</b>	<b>37</b>	<b>14</b>	<b>9</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>1</b>	
		<b>%</b>	<b>15.89</b>	<b>17.29</b>	<b>6.54</b>	<b>4.21</b>	<b>4.21</b>	<b>0.47</b>	<b>0.00</b>	<b>0.47</b>	

# Job Group Analysis

**4LE-3**

**PS - Sworn - Law Enforcement - Senior Level**

**EEO Code: 4**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003091 - Police Captain	#	1	1	0	0	1	0	0	0		
8 Employees	%	12.50	12.50	0.00	0.00	12.50	0.00	0.00	0.00		
30000299 - Police Lieutenant	#	3	2	0	2	1	0	0	0		
28 Employees	%	10.71	7.14	0.00	7.14	3.57	0.00	0.00	0.00		
<b>36 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>11.11</b>	<b>8.33</b>	<b>0.00</b>	<b>5.56</b>	<b>5.56</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**4LE-4**

**PS - Sworn - Law Enforcement - Executive Managers**

**EEO Code: 4**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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>9 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>		
		<b>%</b>	<b>33.33</b>	<b>33.33</b>	<b>11.11</b>	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>	<b>11.11</b>		

## Job Group Analysis

**5PS**

**PS - Non-Sworn - Public Safety**

**EEO Code: 5**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30002611 - Public Safety Support Specialist	#	8	7	3	3	1	0	1	0		
34 Employees	%	23.53	20.59	8.82	8.82	2.94	0.00	2.94	0.00		
<b>35 Employees</b>											
	<b>Totals</b>										
	#	8	7	3	3	1	0	1	0		
	%	22.86	20.00	8.57	8.57	2.86	0.00	2.86	0.00		

# Job Group Analysis

**6BA-NR-2**

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

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003003 - Administrative Specialist II	#	1	5	0	0	1	0	0	0		
8 Employees	%	12.50	62.50	0.00	0.00	12.50	0.00	0.00	0.00		
<b>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>12.50</b>	<b>62.50</b>	<b>0.00</b>	<b>0.00</b>	<b>12.50</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		



# Job Group Analysis

**6BA-NR-3**

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

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003004 - Administrative Specialist III	#	5	9	2	1	1	0	0	1			
19 Employees	%	26.32	47.37	10.53	5.26	5.26	0.00	0.00	5.26			
<b>19 Employees</b>	<b>Totals</b>	#	5	9	2	1	1	0	0	1		
		%	26.32	47.37	10.53	5.26	5.26	0.00	0.00	5.26		

## Job Group Analysis

6LE

Admin Sup - Law Enforcement

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		
30000025 - Police Administrative Support Spec, Sr	#	1	10	0	0	1	0	0	0		
13 Employees	%	7.69	76.92	0.00	0.00	7.69	0.00	0.00	0.00		
30000021 - Police Records Training Coordinator	#	0	6	0	0	0	0	0	0		
6 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000050 - Evidence Control Specialist	#	3	5	0	0	2	0	0	1		
7 Employees	%	42.86	71.43	0.00	0.00	28.57	0.00	0.00	14.29		
30000020 - Police Records Specialist	#	10	23	2	2	3	1	1	1		
37 Employees	%	27.03	62.16	5.41	5.41	8.11	2.70	2.70	2.70		
30000024 - Police Administrative Support Specialist	#	2	10	0	0	2	0	0	0		
14 Employees	%	14.29	71.43	0.00	0.00	14.29	0.00	0.00	0.00		
30000022 - Police Desk Clerk	#	2	6	2	0	0	0	0	0		
11 Employees	%	18.18	54.55	18.18	0.00	0.00	0.00	0.00	0.00		
<b>90 Employees</b>	<b>Totals #</b>	<b>19</b>	<b>60</b>	<b>5</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>2</b>		
	<b>%</b>	<b>21.11</b>	<b>66.67</b>	<b>5.56</b>	<b>2.22</b>	<b>8.89</b>	<b>1.11</b>	<b>1.11</b>	<b>2.22</b>		

# Job Group Analysis

**8TR**

**Service Maint - Transportation & Roadways**

**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>	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**

1CH		Off/Adm - Chief Executives							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00
	Availability %	21.67	44.57	4.96	7.27	6.13	0.10	0.03	3.19
	Emp Less Avail?								
	Statistical Value		0.506E	1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1EX		Off/Adm - Executive Managers							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.54	42.67	6.23	4.57	5.61	0.21	0.08	3.83
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1MA-1		Off/Adm - Managers - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.61	49.84	8.05	7.39	7.27	0.93	0.88	3.09
	Emp Less Avail?								
	Statistical Value	0.332E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1MA-2		Off/Adm - Managers - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	24.24	43.55	8.50	5.57	6.45	0.76	0.40	2.56
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1SU-1		Off/Adm - Supervisors - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	7.69	76.92	0.00	0.00	0.00	0.00	7.69	0.00
	Availability %	21.71	41.79	6.38	5.50	5.33	0.23	0.71	3.56
	Emp Less Avail?								
	Statistical Value	0.322E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								

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

# Incumbency vs. Estimated Availability

1SU-2		Off/Adm - Supervisors - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
	Availability %	32.10	54.04	9.69	7.23	10.18	0.39	1.04	3.56
	Emp Less Avail?								
	Statistical Value		0.211E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
2BA-1		Prof - Bus Ops & Admin - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.92	39.64	7.79	1.46	2.69	0.23	0.53	4.22
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2BA-2		Prof - Bus Ops & Admin - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	5.88	41.18	0.00	0.00	5.88	0.00	0.00	0.00
	Availability %	24.31	49.79	7.85	5.28	5.69	0.12	0.50	4.88
	Emp Less Avail?								
	Statistical Value	0.091E	0.629E	0.639E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
2BA-3		Prof - Bus Ops & Admin - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	75.00	0.00	50.00	0.00	0.00	0.00	0.00
	Availability %	24.20	49.40	6.74	5.40	6.00	0.36	0.34	5.37
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2CM		Prof - Communications							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00
	Availability %	33.33	63.61	13.55	2.51	14.52	0.03	0.08	2.66
	Emp Less Avail?								
	Statistical Value		0.301E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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## Incumbency vs. Estimated Availability

2HS		Prof - Health Services & Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	100.00	0.00	0.00	0.00	0.00	0.00	33.33
	Availability %	24.32	74.19	4.60	5.14	9.85	0.42	0.57	3.72
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
2IT-BS		Prof - IT - Business Systems							
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 %	26.18	35.08	15.49	2.40	4.10	0.00	0.00	4.19
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E			1.000E
	Stat Significant?								
2LE		Prof - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	23.53	35.29	0.00	5.88	17.65	0.00	0.00	0.00
	Availability %	24.69	50.41	8.72	2.19	7.59	0.14	0.21	5.82
	Emp Less Avail?								
	Statistical Value	1.000E	0.234E	0.393E			1.000E	1.000E	0.621E
	Stat Significant?								
2PM-NR-1		Prof - Program & Project Admin - NR - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	50.00	75.00	6.25	12.50	18.75	0.00	12.50	0.00
	Availability %	19.58	60.30	5.75	2.41	6.30	0.26	0.94	3.93
	Emp Less Avail?								
	Statistical Value						1.000E		1.000E
	Stat Significant?								
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.89	62.91	4.68	7.63	7.99	0.73	2.00	2.86
	Emp Less Avail?								
	Statistical Value	0.123E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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## Incumbency vs. Estimated Availability

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.26	59.12	5.82	6.78	6.03	0.27	1.24	5.13
	Emp Less Avail?								
	Statistical Value	0.339E	0.405E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
3LE		Technicians - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	26.32	52.63	15.79	0.00	0.00	0.00	0.00	10.53
	Availability %	23.68	45.30	10.45	0.95	8.93	0.18	0.25	2.92
	Emp Less Avail?								
	Statistical Value				1.000E	0.407E	1.000E	1.000E	
	Stat Significant?								
4LE-1		PS - Sworn - Law Enforcement - Entry Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
542	Employment %	23.62	18.08	6.09	3.87	8.49	0.37	0.74	4.06
	Availability %	31.98	16.09	2.40	12.13	14.42	0.75	0.22	2.07
	Emp Less Avail?	YES			YES	YES			
	Statistical Value	4.175			5.887	3.932	1.028		
	Stat Significant?	YES			YES	YES			
4LE-2		PS - Sworn - Law Enforcement - Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
214	Employment %	15.89	17.29	6.54	4.21	4.21	0.47	0.00	0.47
	Availability %	23.17	18.55	5.90	3.80	8.36	0.35	0.70	4.07
	Emp Less Avail?	YES				YES			YES
	Statistical Value	2.525	0.474			2.196		1.228	2.667
	Stat Significant?	YES				YES			YES
4LE-3		PS - Sworn - Law Enforcement - Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
36	Employment %	11.11	8.33	0.00	5.56	5.56	0.00	0.00	0.00
	Availability %	15.89	17.29	6.54	4.21	4.21	0.47	0.00	0.47
	Emp Less Avail?								
	Statistical Value	0.784	1.421	1.587			0.412		0.412
	Stat Significant?								

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## Incumbency vs. Estimated Availability

4LE-4		PS - Sworn - Law Enforcement - Executive Managers							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	33.33	11.11	11.11	0.00	0.00	0.00	11.11
	Availability %	11.11	8.33	0.00	5.56	5.56	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value					1.000E			
	Stat Significant?								
5PS		PS - Non-Sworn - Public Safety							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
35	Employment %	22.86	20.00	8.57	8.57	2.86	0.00	2.86	0.00
	Availability %	29.57	46.21	2.77	10.76	9.88	1.06	0.07	5.01
	Emp Less Avail?		YES						
	Statistical Value	0.870	3.110		0.418	1.392	0.612		1.359
	Stat Significant?		YES						
6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	62.50	0.00	0.00	12.50	0.00	0.00	0.00
	Availability %	22.38	80.07	3.86	4.25	9.11	1.04	0.80	3.32
	Emp Less Avail?								
	Statistical Value	0.693E	0.202E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	26.32	47.37	10.53	5.26	5.26	0.00	0.00	5.26
	Availability %	25.64	89.81	6.21	8.53	5.83	1.09	0.21	3.78
	Emp Less Avail?		YES						
	Statistical Value		0.000E		1.000E	1.000E	1.000E	1.000E	
	Stat Significant?		YES						
6LE		Admin Sup - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
90	Employment %	21.11	66.67	5.56	2.22	8.89	1.11	1.11	2.22
	Availability %	25.01	78.84	5.73	3.47	10.16	0.47	0.81	4.38
	Emp Less Avail?		YES						
	Statistical Value	0.854	2.827	0.071	0.647	0.399			1.000
	Stat Significant?		YES						

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# Incumbency vs. Estimated Availability

8TR		Service Maint - Transportation & Roadways							
Total Emp 4	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	29.03	11.66	4.65	7.36	10.61	0.56	2.49	3.35
	Emp Less Avail?								
	Statistical Value	0.330E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 1081

S - Significant Difference Rule

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

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**Shortfall**

1CH		Off/Adm - Chief Executives									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.4	0.9	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1EX		Off/Adm - Executive Managers									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	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		

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

1MA-2		Off/Adm - Managers - Level 2									
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	0.2	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1SU-1		Off/Adm - Supervisors - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	1	10	0	0	0	0	1	0		
	# Available	2.8	5.4	0.8	0.7	0.7	0.0	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1SU-2		Off/Adm - Supervisors - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	0	0	0	1	0		
	# Available	0.6	1.1	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2BA-1		Prof - Bus Ops & Admin - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	4	1	0	0	0	0	0		
	# Available	0.8	2.0	0.4	0.1	0.1	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

2BA-2		Prof - Bus Ops & Admin - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	1	7	0	0	1	0	0	0		
	# Available	4.1	8.5	1.3	0.9	1.0	0.0	0.1	0.8		
	Persons Required	0	0	0	0	0	0	0	0		
2BA-3		Prof - Bus Ops & Admin - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	2	0	0	0	0		
	# Available	1.0	2.0	0.3	0.2	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2CM		Prof - Communications									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	1	1	0	0	0	0	0		
	# Available	1.0	1.9	0.4	0.1	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2HS		Prof - Health Services & Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	0	0	0	0	0	1		
	# Available	0.7	2.2	0.1	0.2	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-BS		Prof - IT - Business Systems									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	0.7	0.3	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2LE		Prof - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	4	6	0	1	3	0	0	0		
	# Available	4.2	8.6	1.5	0.4	1.3	0.0	0.0	1.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-1		Prof - Program & Project Admin - NR - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	8	12	1	2	3	0	2	0		
	# Available	3.1	9.6	0.9	0.4	1.0	0.0	0.2	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	5	0	0	0	0	0	0		
	# Available	2.1	5.0	0.4	0.6	0.6	0.1	0.2	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.3	3.0	0.3	0.3	0.3	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
3LE		Technicians - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	5	10	3	0	0	0	0	2		
	# Available	4.5	8.6	2.0	0.2	1.7	0.0	0.0	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-1		PS - Sworn - Law Enforcement - Entry Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
542	# Employed	128	98	33	21	46	2	4	22		
	# Available	173.3	87.2	13.0	65.7	78.2	4.1	1.2	11.2		
	Persons Required	25	0	0	30	17	0	0	0		
4LE-2		PS - Sworn - Law Enforcement - Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
214	# Employed	34	37	14	9	9	1	0	1		
	# Available	49.6	39.7	12.6	8.1	17.9	0.7	1.5	8.7		
	Persons Required	4	0	0	0	1	0	0	3		
4LE-3		PS - Sworn - Law Enforcement - Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
36	# Employed	4	3	0	2	2	0	0	0		
	# Available	5.7	6.2	2.4	1.5	1.5	0.2	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-4		PS - Sworn - Law Enforcement - Executive Managers									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	3	1	1	0	0	0	1		
	# Available	1.0	0.7	0.0	0.5	0.5	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
5PS		PS - Non-Sworn - Public Safety									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
35	# Employed	8	7	3	3	1	0	1	0		
	# Available	10.3	16.2	1.0	3.8	3.5	0.4	0.0	1.8		
	Persons Required	0	4	0	0	0	0	0	0		
6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	1	5	0	0	1	0	0	0		
	# Available	1.8	6.4	0.3	0.3	0.7	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	5	9	2	1	1	0	0	1		
	# Available	4.9	17.1	1.2	1.6	1.1	0.2	0.0	0.7		
	Persons Required	0	6	0	0	0	0	0	0		

6LE		Admin Sup - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
90	# Employed	19	60	5	2	8	1	1	2		
	# Available	22.5	71.0	5.2	3.1	9.1	0.4	0.7	3.9		
	Persons Required	0	4	0	0	0	0	0	0		

8TR		Service Maint - Transportation & Roadways									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.2	0.5	0.2	0.3	0.4	0.0	0.1	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 for Applicants**

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

by Individual Race/Ethnicity

1MA-2		Off/Adm - Managers - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	--	--	--	--		
Selection Ratio	0.00	Infin	Infin	Infin	Infin	Infin		
Statistical Value	0.682F							
Significant?	NO	--	--	--	--	--		
Shortfall	0							

2BA-1		Prof - Bus Ops & Admin - Level 1						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?	--	--	--	--	--	--		
Shortfall								

2BA-2		Prof - Bus Ops & Admin - Level 2						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	YES	YES	YES	YES	
Selection Ratio	0.00		0.00	0.00	0.00	0.00	0.57	
Statistical Value	0.500F		0.500F	0.750F	0.750F	0.600F	0.600	
Significant?	NO		NO	NO	NO	NO	NO	
Shortfall	0		0	0	0	0	0	

2HS		Prof - Health Services & Support						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	*		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	1.25		
Statistical Value								
Significant?	--	--	--	--	--	NO		
Shortfall								

2LE		Prof - Law Enforcement						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--		--	YES	--	YES	
Selection Ratio	0.00	Infin		Infin	0.00	Infin	0.14	
Statistical Value	0.500F				0.500F		0.250F	
Significant?	NO	--		--	NO	--	NO	
Shortfall	0				0		0	

# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2PM-NR-1	Prof - Program & Project Admin - NR - Level 1						Favored Group: Pac	
----------	---	--	--	--	--	--	--------------------	--

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	YES		YES	YES
Selection Ratio	0.00	0.20	0.23	0.00		0.00	0.06
Statistical Value	0.048F	0.143F	0.095F	0.167F		0.028F	4.614
Significant?	NO	NO	NO	NO		NO	YES
Shortfall	0	0	0	0		0	2

2PM-NR-2	Prof - Program & Project Admin - NR - Level 2						Favored Group: Wht	
----------	---	--	--	--	--	--	--------------------	--

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	YES	YES	--	YES	
Selection Ratio	Infin	0.00	0.00	0.00	Infin	0.00	
Statistical Value		0.857F	0.750F	0.857F		0.667F	
Significant?	--	NO	NO	NO	--	NO	
Shortfall		0	0	0		0	

4LE-1	PS - Sworn - Law Enforcement - Entry Level						Favored Group: Asi	
-------	--	--	--	--	--	--	--------------------	--

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		YES	YES	YES	YES	YES	NO
Selection Ratio		0.25	0.66	0.64	0.64	0.40	0.96
Statistical Value		2.526	1.028	0.444	0.444	1.470	
Significant?		YES	NO	NO	NO	NO	NO
Shortfall		8	3	0	0	2	

5PS	PS - Non-Sworn - Public Safety						Favored Group: Pac	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	--		YES	YES
Selection Ratio	0.50	0.00	0.38	Infin		0.30	0.72
Statistical Value	0.583F	0.231F	0.422F			0.423F	0.366
Significant?	NO	NO	NO	--		NO	NO
Shortfall	0	1	1			0	0

6BA-NR-3	Admin Sup - Bus Ops & Admin - NR - Level 3						Favored Group: Asi	
----------	--	--	--	--	--	--	--------------------	--

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		--	YES	YES	NO	--	YES
Selection Ratio		Infin	0.00	0.00	1.00	Infin	0.38
Statistical Value			0.500F	0.500F			0.412F
Significant?		--	NO	NO	NO	--	NO
Shortfall			0	0			0

# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

6LE		Admin Sup - Law Enforcement						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	YES	YES	NO	YES	
Selection Ratio		0.60	0.78	0.00	0.69	0.88	0.58	
Statistical Value		1.277	0.746	0.232F	0.626		1.819	
Significant?		NO	NO	NO	NO	NO	NO	
Shortfall		0	0	0	0		6	



# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1MA-2		Off/Adm - Managers - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.682F			
Significant?	NO			
Shortfall	0			

2BA-1		Prof - Bus Ops & Admin - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.41			
Statistical Value	0.950			
Significant?	NO			
Shortfall	1			

2HS		Prof - Health Services & Support		Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.80		
Statistical Value				
Significant?		NO		
Shortfall				

2LE		Prof - Law Enforcement		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.43		
Statistical Value		0.533F		
Significant?		NO		
Shortfall		0		

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2PM-NR-1	Prof - Program & Project Admin - NR - Level 1	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.34
Statistical Value		1.830
Significant?		NO
Shortfall		2

2PM-NR-2	Prof - Program & Project Admin - NR - Level 2	Favored Group: Wht
----------	--	--------------------

	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.462F	
Significant?	NO	
Shortfall	0	

4LE-1	PS - Sworn - Law Enforcement - Entry Level	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.59	
Statistical Value	2.693	
Significant?	YES	
Shortfall	13	

5PS	PS - Non-Sworn - Public Safety	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.46	
Statistical Value	1.769	
Significant?	NO	
Shortfall	3	

6BA-NR-3	Admin Sup - Bus Ops & Admin - NR - Level 3	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.75
Statistical Value		0.535F
Significant?		NO
Shortfall		0

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

6LE		Admin Sup - Law Enforcement	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.75	
Statistical Value		1.645	
Significant?		NO	
Shortfall		6	

# Adverse Impact for Applicants

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

by Gender

1MA-2		Off/Adm - Managers - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.273F		
Significant?		NO		
Shortfall		0		

2BA-1		Prof - Bus Ops & Admin - Level 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		--		
Selection Ratio		Infin		
Statistical Value				
Significant?		--		
Shortfall				

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.70			
Statistical Value	0.526			
Significant?	NO			
Shortfall	0			

2HS		Prof - Health Services & Support		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		--		
Selection Ratio		Infin		
Statistical Value				
Significant?		--		
Shortfall				

2LE		Prof - Law Enforcement		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.29			
Statistical Value	0.417F			
Significant?	NO			
Shortfall	0			

# Adverse Impact for Applicants

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

by Gender

2PM-NR-1	Prof - Program & Project Admin - NR - Level 1	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.58	
Statistical Value	0.914	
Significant?	NO	
Shortfall	1	

2PM-NR-2	Prof - Program & Project Admin - NR - Level 2	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.308F
Significant?		NO
Shortfall		0

4LE-1	PS - Sworn - Law Enforcement - Entry Level	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		NO
Selection Ratio		0.96
Statistical Value		
Significant?		NO
Shortfall		

5PS	PS - Non-Sworn - Public Safety	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.21	
Statistical Value	2.646	
Significant?	YES	
Shortfall	5	

6BA-NR-3	Admin Sup - Bus Ops & Admin - NR - Level 3	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.60	
Statistical Value	0.325F	
Significant?	NO	
Shortfall	1	

# Adverse Impact for Applicants

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

by Gender

6LE		Admin Sup - Law Enforcement	Favored Group: Fem
	Fem	Mal	
Adverse IRA?		YES	
Selection Ratio		0.73	
Statistical Value		1.678	
Significant?		NO	
Shortfall		6	

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

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

1SU-2		Off/Adm - Supervisors - Level 2													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		30.90													
New Hire	0	0	N/A												
Promotion	1	1	100.00												
Total Opps	1	1	100.00												
Achieved? *		YES													

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

# Goal Attainment

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

2PL		Prof - Planning & Development													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				6.47											
New Hire	0			0	N/A										
Promotion	0			0	N/A										
Total Opps	0			0	N/A										
Achieved? *				NO OPPS											

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				6.58											
New Hire	0			0	N/A										
Promotion	0			0	N/A										
Total Opps	0			0	N/A										
Achieved? *				NO OPPS											



## Goal Attainment

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

3ER-3		Technicians - Engineering - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		25.25				7.18									
New Hire	0	0	N/A			0	N/A								
Promotion	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO OPPS				NO OPPS									

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

## Goal Attainment

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

4LE-1		PS - Sworn - Law Enforcement - Entry Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal		31.59			11.98	14.33							
New Hire	70	24	34.29		3	4.29	11	15.71					
Promotion	3	1	33.33		0	0.00	0	0.00					
Total Opps	73	25	34.25		3	4.11	11	15.07					
Achieved? *		YES			NO		YES						

4LE-2		PS - Sworn - Law Enforcement - Mid Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal		21.58				7.12			4.15				
New Hire	0	0	N/A			0	N/A		0	N/A			
Promotion	26	5	19.23			2	7.69		1	3.85			
Total Opps	26	5	19.23			2	7.69		1	3.85			
Achieved? *		YES				YES			YES				

## Goal Attainment

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

5PS-EC		PS - Non-Sworn - Public Safety - Emergency Comm													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		27.35			5.24										
New Hire	0	0	N/A		0	N/A									
Promotion	0	0	N/A		0	N/A									
Total Opps	0	0	N/A		0	N/A									
Achieved? *		NO OPPTS				NO OPPTS									

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

## Goal Attainment

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

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			91.46												
New Hire	1		1 100.00												
Promotion	1		1 100.00												
Total Opps	2		2 100.00												
Achieved? *			YES												

6LE		Admin Sup - Law Enforcement													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		24.87	78.57												
New Hire	24	8 33.33	14 58.33												
Promotion	0	0 N/A	0 N/A												
Total Opps	24	8 33.33	14 58.33												
Achieved? *		YES	NO												

## Goal Attainment

6PB		Admin Sup - PI&A													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		34.29				17.26									
New Hire	0	0	N/A			0	N/A								
Promotion	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO OPPS				NO OPPS									

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

7PB-CM		Skilled Craft - PI&A - Constr & Maint													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		31.42				20.34									
New Hire	0	0	N/A			0	N/A								
Promotion	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO OPPS				NO OPPS									

## Goal Attainment

7PB-SW		Skilled Craft - PI&A - Storm & Wastewater Systems													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						11.82									
New Hire	0					0	N/A								
Promotion	0					0	N/A								
Total Opps	0					0	N/A								
Achieved? *						NO OPPS									

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

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

## Goal Attainment

8PB-MP		Service Maint - PI&A - Maint Plan/Sched													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		41.42				26.88									
New Hire	0	0	N/A			0	N/A								
Promotion	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO OPPS				NO OPPS									

8PB-MP-C		Service Maint - PI&A - Maint Plan/Sched - Casual													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		52.75				45.74									
New Hire	0	0	N/A			0	N/A								
Promotion	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO OPPS				NO OPPS									

8TR		Service Maint - Transportation & Roadways													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		33.10	12.35												
New Hire	0	0	N/A	0	N/A										
Promotion	0	0	N/A	0	N/A										
Total Opps	0	0	N/A	0	N/A										
Achieved? *		NO OPPS		NO OPPS											

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

\* YES = within one person of exceeding prior year goal

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