

City of Portland



1160
Portland Parks & Recreation

Bureau Affirmative Action Program (AAP) Plan Reports

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



Job Group Analysis

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

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

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

Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

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

Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|---------------|----------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|--|
| 30003015 - Capital Project Manager IV | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 50.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 30003014 - Capital Project Manager III | # | 2 | 4 | 0 | 0 | 1 | 0 | 0 | 1 | | |
| 8 Employees | % | 25.00 | 50.00 | 0.00 | 0.00 | 12.50 | 0.00 | 0.00 | 12.50 | | |
| 10 Employees | Totals | # | 3 | 5 | 0 | 0 | 2 | 0 | 0 | 1 | |
| | | % | 30.00 | 50.00 | 0.00 | 0.00 | 20.00 | 0.00 | 0.00 | 10.00 | |

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 | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 Employees | Totals | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------------------|-----------------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|--|--|
| 30003036 - Deputy Director III | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30003083 - Manager III | # | 3 | 2 | 0 | 1 | 2 | 0 | 0 | 0 | | |
| 4 Employees | % | 75.00 | 50.00 | 0.00 | 25.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 30003082 - Manager 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 | | |
| 30003009 - Analyst IV | # | 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 | | |
| 30003081 - Manager I | # | 5 | 6 | 1 | 4 | 0 | 0 | 0 | 0 | | |
| 17 Employees | % | 29.41 | 35.29 | 5.88 | 23.53 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30003008 - Analyst 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 | | |
| 30003007 - Analyst II | # | 3 | 4 | 1 | 0 | 2 | 0 | 0 | 0 | | |
| 9 Employees | % | 33.33 | 44.44 | 11.11 | 0.00 | 22.22 | 0.00 | 0.00 | 0.00 | | |
| 30003006 - Analyst I | # | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 6 Employees | % | 16.67 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 16.67 | | |
| 30003325 - Community Service Aide III | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 42 Employees | Totals # | 12 | 19 | 2 | 5 | 4 | 0 | 0 | 1 | | |
| | % | 28.57 | 45.24 | 4.76 | 11.90 | 9.52 | 0.00 | 0.00 | 2.38 | | |

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------|---------------|----------|-------------|---------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30003030 - Coordinator IV | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

1SU

Officials/Admin - Supervisors

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-----------------------------|---------------|----------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|--|
| 30003104 - Supervisor II | # | 2 | 5 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| 12 Employees | % | 16.67 | 41.67 | 0.00 | 8.33 | 8.33 | 0.00 | 0.00 | 0.00 | | |
| 30003103 - Supervisor I - E | # | 12 | 10 | 0 | 7 | 2 | 0 | 0 | 3 | | |
| 27 Employees | % | 44.44 | 37.04 | 0.00 | 25.93 | 7.41 | 0.00 | 0.00 | 11.11 | | |
| 39 Employees | Totals | # | 14 | 15 | 0 | 8 | 3 | 0 | 0 | 3 | |
| | | % | 35.90 | 38.46 | 0.00 | 20.51 | 7.69 | 0.00 | 0.00 | 7.69 | |

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|----------------------------------|-----------------|--------------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|--|--|
| 30003001 - Accounting Supervisor | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000064 - Accountant III | # | 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 | | |
| 30000063 - Accountant II | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |
| 30000062 - Accountant I | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 50.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 5 Employees | Totals # | 3 | 4 | 1 | 0 | 2 | 0 | 0 | 0 | | |
| | % | 60.00 | 80.00 | 20.00 | 0.00 | 40.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

2BO

Professionals - Botanic

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|---------------|----------|--------------|--------------|--------------|-------------|--------------|-------------|-------------|--------------|--|
| 30000322 - Botanic Spec II-Pest Mgmt | # | 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 | | |
| 30000323 - Botanic Spec II-Rose Garden | # | 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 | | |
| 30001005 - Botanic Spec II-Forestry | # | 3 | 2 | 1 | 0 | 1 | 0 | 0 | 1 | | |
| 6 Employees | % | 50.00 | 33.33 | 16.67 | 0.00 | 16.67 | 0.00 | 0.00 | 16.67 | | |
| 30000321 - Botanic Spec II-Ntrl Resource Ecologist | # | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 20.00 | 40.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000319 - Botanic Spec II-Environmental Education | # | 2 | 4 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 4 Employees | % | 50.00 | 100.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |
| 30000320 - Botanic Spec II-Generalist | # | 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 | | |
| 30000318 - Botanic Spec II-Community Gardens | # | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 100.00 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | | |
| 30000317 - Botanic Spec II-Arboretum Collection | # | 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 | | |
| 30000316 - Botanic Spec I-Youth & Comnty Programs | # | 2 | 4 | 1 | 0 | 0 | 0 | 0 | 1 | | |
| 4 Employees | % | 50.00 | 100.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 | | |
| 30000315 - Botanic Spec I-Generalist | # | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |
| 30000878 - Botanic Spec I-Forestry | # | 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 | | |
| 30001584 - Botanic Spec I-Community Gardens | # | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | | |
| 2 Employees | % | 100.00 | 100.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |
| 28 Employees | Totals | # | 12 | 19 | 4 | 1 | 3 | 1 | 0 | 3 | |
| | | % | 42.86 | 67.86 | 14.29 | 3.57 | 10.71 | 3.57 | 0.00 | 10.71 | |

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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------|---------------|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30000365 - Engineer-Civil | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---------------|----------|--------------|--------------|-------------|--------------|--------------|-------------|--------------|--|--|
| 30003012 - Business Systems Analyst III | # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 2 Employees | % | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |
| 30003011 - Business Systems Analyst II | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |
| 30000373 - Graphics Designer III | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30003010 - Business Systems Analyst I | # | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 4 Employees | % | 25.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 8 Employees | Totals | # | 3 | 3 | 0 | 1 | 1 | 0 | 1 | | |
| | | % | 37.50 | 37.50 | 0.00 | 12.50 | 12.50 | 0.00 | 12.50 | | |

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---------------|--------|--------|-------|------|------|------|------|--------|--|--|
| 30003090 - Planner, Supervising | # | 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 | | |
| 30000394 - Planner, Sr City-Parks | # | 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 | | |
| 30000392 - Planner, Sr City-Environmental | # | 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 | | |
| 30000386 - Planner II. City-Parks | # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | | |
| 2 Employees | % | 100.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | | |
| 5 Employees | Totals | # | 2 | 4 | 0 | 0 | 0 | 0 | 2 | | |
| | | % | 40.00 | 80.00 | 0.00 | 0.00 | 0.00 | 0.00 | 40.00 | | |

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|----------------------------|---------------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|--|--|
| 30003029 - Coordinator III | # | 2 | 3 | 0 | 0 | 1 | 0 | 0 | 1 | | |
| 5 Employees | % | 40.00 | 60.00 | 0.00 | 0.00 | 20.00 | 0.00 | 0.00 | 20.00 | | |
| 30003028 - Coordinator II | # | 8 | 10 | 2 | 4 | 1 | 0 | 0 | 1 | | |
| 20 Employees | % | 40.00 | 50.00 | 10.00 | 20.00 | 5.00 | 0.00 | 0.00 | 5.00 | | |
| 25 Employees | Totals | # | 10 | 13 | 2 | 4 | 2 | 0 | 2 | | |
| | % | 40.00 | 52.00 | 8.00 | 16.00 | 8.00 | 0.00 | 0.00 | 8.00 | | |

Job Group Analysis

2PR

Professionals - Parks/Recreation

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--------------------------|---------------|----------|-------------|---------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30003022 - City Forester | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

3BO

Technicians - Botanic

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|-----------------|------|-------|------|------|------|------|------|------|--|--|
| 30001383 - Botanic Technician II | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30002008 - Community Garden Technician | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000831 - Botanic Technician I | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 8 Employees | Totals # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---------------|----------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|--|--|
| 30000343 - GIS Technician III | # | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000326 - Engineering Technician III | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000325 - Engineering Technician 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 | | |
| 30000333 - Development Services Technician II | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000342 - GIS Technician II | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000329 - CAD Technician 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 | | |
| 10 Employees | Totals | # | 1 | 4 | 1 | 0 | 0 | 0 | 0 | | |
| | | % | 10.00 | 40.00 | 10.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-------------------------------|---------------|-------|-------|------|------|-------|------|------|------|--|--|
| 30003100 - Risk Specialist II | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30003099 - Risk Specialist I | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 50.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 3 Employees | | | | | | | | | | | |
| | Totals | | | | | | | | | | |
| | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| | % | 33.33 | 33.33 | 0.00 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---------------|---------------|--------------|-------------|---------------|-------------|-------------|-------------|-------------|--|--|
| 30000185 - Parking Code Enforcement Officer | # | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 100.00 | 50.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 Employees | Totals | # | 2 | 1 | 0 | 2 | 0 | 0 | 0 | | |
| | % | 100.00 | 50.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

5PR

Protective Service - Non-Sworn - Parks/Recreation

EEO Code: 5

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---------------------------------|---------------|----------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|--|
| 30001709 - Park Ranger | # | 8 | 5 | 1 | 4 | 1 | 0 | 1 | 1 | | |
| 18 Employees | % | 44.44 | 27.78 | 5.56 | 22.22 | 5.56 | 0.00 | 5.56 | 5.56 | | |
| 30002159 - Seasonal Park Ranger | # | 6 | 6 | 0 | 0 | 2 | 2 | 0 | 2 | | |
| 18 Employees | % | 33.33 | 33.33 | 0.00 | 0.00 | 11.11 | 11.11 | 0.00 | 11.11 | | |
| 36 Employees | Totals | # | 14 | 11 | 1 | 4 | 3 | 2 | 1 | 3 | |
| | | % | 38.89 | 30.56 | 2.78 | 11.11 | 8.33 | 5.56 | 2.78 | 8.33 | |

Job Group Analysis

6CR

Administrative Support - Community Relations

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--------------------------------------|---------------|----------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|--|
| 30000590 - Community Service Aide II | # | 10 | 14 | 1 | 2 | 6 | 0 | 0 | 1 | | |
| 28 Employees | % | 35.71 | 50.00 | 3.57 | 7.14 | 21.43 | 0.00 | 0.00 | 3.57 | | |
| 30000589 - Community Service Aide I | # | 29 | 23 | 9 | 8 | 7 | 0 | 0 | 5 | | |
| 48 Employees | % | 60.42 | 47.92 | 18.75 | 16.67 | 14.58 | 0.00 | 0.00 | 10.42 | | |
| 76 Employees | Totals | # | 39 | 37 | 10 | 10 | 13 | 0 | 0 | 6 | |
| | | % | 51.32 | 48.68 | 13.16 | 13.16 | 17.11 | 0.00 | 0.00 | 7.89 | |

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 | # | 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 | | |
| 30003003 - Administrative Specialist II | # | 3 | 7 | 0 | 2 | 0 | 0 | 0 | 1 | | |
| 9 Employees | % | 33.33 | 77.78 | 0.00 | 22.22 | 0.00 | 0.00 | 0.00 | 11.11 | | |
| 30003002 - Administrative Specialist I | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 100.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |
| 11 Employees | Totals | # | 4 | 9 | 0 | 2 | 1 | 0 | 0 | 1 | |
| | | % | 36.36 | 81.82 | 0.00 | 18.18 | 9.09 | 0.00 | 0.00 | 9.09 | |

Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|---------------|----------|--------------|--------------|-------------|--------------|--------------|-------------|-------------|--|--|
| 30000013 - Office Support Specialist III | # | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 33.33 | 100.00 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000029 - Service Dispatcher | # | 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 | | |
| 30000012 - Office Support Specialist II | # | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |
| 30000011 - Office Support Specialist I | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6 Employees | Totals | # | 2 | 4 | 0 | 1 | 1 | 0 | 0 | | |
| | | % | 33.33 | 66.67 | 0.00 | 16.67 | 16.67 | 0.00 | 0.00 | | |

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-------------------------------|---------------|----------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|--|
| 30003027 - Coordinator I - NE | # | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 4 Employees | % | 25.00 | 50.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |
| 30003235 - Coordinator I - E | # | 4 | 2 | 1 | 2 | 1 | 0 | 0 | 0 | | |
| 5 Employees | % | 80.00 | 40.00 | 20.00 | 40.00 | 20.00 | 0.00 | 0.00 | 0.00 | | |
| 9 Employees | Totals | # | 5 | 4 | 1 | 2 | 2 | 0 | 0 | 0 | |
| | | % | 55.56 | 44.44 | 11.11 | 22.22 | 22.22 | 0.00 | 0.00 | 0.00 | |

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---------------|----------|------|------|------|------|------|------|------|--|--|
| 30002485 - Storekeepr/Acquisition Specialist III-CL | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 Employees | Totals | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---------------|----------|--------------|-------------|-------------|--------------|-------------|--------------|--------------|--|--|
| 30002487 - Facilities Maintenance Technician-CL | # | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | | |
| 4 Employees | % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 | 25.00 | | |
| 30002508 - Facilities Maint Tech Apprentice-CL | # | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 0.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 6 Employees | Totals | # | 3 | 0 | 0 | 1 | 0 | 1 | 1 | | |
| | | % | 50.00 | 0.00 | 0.00 | 16.67 | 0.00 | 16.67 | 16.67 | | |

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---------------|----------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--|
| 30003080 - Maintenance Supervisor II | # | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 33.33 | 0.00 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30003079 - Maintenance Supervisor I - E | # | 3 | 5 | 1 | 1 | 1 | 0 | 0 | 0 | | |
| 14 Employees | % | 21.43 | 35.71 | 7.14 | 7.14 | 7.14 | 0.00 | 0.00 | 0.00 | | |
| 30000121 - Electrician/Instrument Technician | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000116 - Electrician | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 3 Employees | % | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 33.33 | | |
| 30001159 - Plumber | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 2 Employees | % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |
| 30000127 - General Mechanic | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000112 - Painter | # | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 66.67 | 0.00 | 33.33 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30002499 - Carpenter-CL | # | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| 8 Employees | % | 12.50 | 12.50 | 0.00 | 0.00 | 0.00 | 12.50 | 0.00 | 0.00 | | |
| 30002495 - Construction Equipment Operator-CL | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000098 - Maintenance Mechanic | # | 3 | 2 | 0 | 0 | 2 | 1 | 0 | 0 | | |
| 13 Employees | % | 23.08 | 15.38 | 0.00 | 0.00 | 15.38 | 7.69 | 0.00 | 0.00 | | |
| 51 Employees | Totals | # | 12 | 8 | 2 | 3 | 3 | 2 | 0 | 2 | |
| | | % | 23.53 | 15.69 | 3.92 | 5.88 | 5.88 | 3.92 | 0.00 | 3.92 | |

Job Group Analysis

8BO

Service Maintenance - Botanic

EEO Code: 8

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|------------------------------------|---------------|----------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--|--|
| 30000250 - Tree Inspector | # | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 10 Employees | % | 20.00 | 0.00 | 10.00 | 0.00 | 10.00 | 0.00 | 0.00 | 0.00 | | |
| 30001739 - Arborist IV | # | 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 | | |
| 30002504 - Horticulturist, Lead-CL | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000248 - Arborist III | # | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | | |
| 6 Employees | % | 33.33 | 16.67 | 0.00 | 0.00 | 16.67 | 0.00 | 0.00 | 16.67 | | |
| 30002503 - Horticulturist-CL | # | 4 | 6 | 0 | 1 | 2 | 0 | 0 | 1 | | |
| 21 Employees | % | 19.05 | 28.57 | 0.00 | 4.76 | 9.52 | 0.00 | 0.00 | 4.76 | | |
| 30001738 - Arborist II | # | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 4 Employees | % | 25.00 | 0.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |
| 45 Employees | Totals | # | 9 | 7 | 1 | 1 | 5 | 0 | 2 | | |
| | | % | 20.00 | 15.56 | 2.22 | 2.22 | 11.11 | 0.00 | 4.44 | | |

Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---------------|----------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--|--|
| 30000123 - Welder | # | 0 | 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 | | |
| 30000084 - Parks Maintenance Crew Leader | # | 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 | | |
| 30000087 - Greenskeeper III | # | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| 5 Employees | % | 40.00 | 0.00 | 0.00 | 20.00 | 20.00 | 0.00 | 0.00 | 0.00 | | |
| 30002492 - Parks Technician, Lead-CL | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30002493 - Automotive Equipment Oper I-CL | # | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 4 Employees | % | 25.00 | 0.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |
| 30000086 - Greenskeeper II | # | 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 | | |
| 30002491 - Parks Technician-CL | # | 6 | 6 | 1 | 1 | 2 | 0 | 0 | 2 | | |
| 31 Employees | % | 19.35 | 19.35 | 3.23 | 3.23 | 6.45 | 0.00 | 0.00 | 6.45 | | |
| 30000080 - Turf Maintenance Technician | # | 3 | 2 | 2 | 0 | 1 | 0 | 0 | 0 | | |
| 12 Employees | % | 25.00 | 16.67 | 16.67 | 0.00 | 8.33 | 0.00 | 0.00 | 0.00 | | |
| 30000085 - Greenskeeper I | # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 9 Employees | % | 11.11 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 11.11 | | |
| 30002490 - Utility Worker II-CL | # | 3 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | | |
| 8 Employees | % | 37.50 | 0.00 | 12.50 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30002489 - Utility Worker I-CL | # | 4 | 2 | 1 | 0 | 2 | 0 | 0 | 1 | | |
| 11 Employees | % | 36.36 | 18.18 | 9.09 | 0.00 | 18.18 | 0.00 | 0.00 | 9.09 | | |
| 30000074 - Seasonal Maintenance Worker | # | 11 | 9 | 2 | 0 | 8 | 0 | 0 | 1 | | |
| 40 Employees | % | 27.50 | 22.50 | 5.00 | 0.00 | 20.00 | 0.00 | 0.00 | 2.50 | | |
| 130 Employees | Totals | # | 32 | 20 | 7 | 4 | 16 | 0 | 5 | | |
| | | % | 24.62 | 15.38 | 5.38 | 3.08 | 12.31 | 0.00 | 3.85 | | |

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|---|--------|--------|-------|-------|--------|------|------|--------|--|--|
| 30000292 - Recreation Coord II-Senior Recreation | # | 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 | | |
| 30002034 - Recreation Coord II-Educ & Enrichment | # | 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 | | |
| 30000284 - Recreation Coord II-Aquatics | # | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 0.00 | 80.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30002036 - Recreation Coord II-Special Events&Mktg | # | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 4 Employees | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000289 - Recreation Coord II-Generalist | # | 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 | | |
| 30000273 - Recreation Coord I-Adaptive & Inclusive | # | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 100.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 30000280 - Recreation Coord I-Senior Recreation | # | 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 | | |
| 30000278 - Recreation Coord I-Arts | # | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 3 Employees | % | 33.33 | 100.00 | 0.00 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | | |
| 30001508 - Recreation Coord I-Urban Parks | # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 1 Employee | % | 100.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | | |
| 30000269 - Recreation Coord I-Teen | # | 4 | 1 | 0 | 3 | 1 | 0 | 0 | 0 | | |
| 5 Employees | % | 80.00 | 20.00 | 0.00 | 60.00 | 20.00 | 0.00 | 0.00 | 0.00 | | |
| 30000282 - Recreation Coord I-Tennis | # | 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 | | |
| 30000268 - Recreation Coord I-Aquatics | # | 2 | 8 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| 9 Employees | % | 22.22 | 88.89 | 11.11 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000276 - Recreation Coord I-Generalist | # | 14 | 14 | 1 | 7 | 4 | 1 | 0 | 1 | | |
| 26 Employees | % | 53.85 | 53.85 | 3.85 | 26.92 | 15.38 | 3.85 | 0.00 | 3.85 | | |
| 30000272 - Recreation Coord I-Music | # | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |
| 30000275 - Recreation Coord I-Public Events Permit | # | 6 | 4 | 3 | 1 | 1 | 0 | 0 | 1 | | |
| 8 Employees | % | 75.00 | 50.00 | 37.50 | 12.50 | 12.50 | 0.00 | 0.00 | 12.50 | | |
| 30000255 - Parks Activities Specialist | # | 49 | 100 | 14 | 12 | 9 | 2 | 2 | 10 | | |
| 181 Employees | % | 27.07 | 55.25 | 7.73 | 6.63 | 4.97 | 1.10 | 1.10 | 5.52 | | |

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|---|--------|--------|--------|--------|-------|------|------|--------|--|--|
| 30000267 - Recreation Leader-FT-Tennis | # | 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 | | |
| 30002408 - Recreation Leader-FT-Instructor | # | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000263 - Recreation Leader-FT-Arts | # | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 33.33 | 33.33 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000257 - Recreation Leader-FT-Music | # | 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 | | |
| 30000261 - Recreation Leader-FT-Generalist | # | 6 | 10 | 1 | 1 | 2 | 0 | 0 | 2 | | |
| 18 Employees | % | 33.33 | 55.56 | 5.56 | 5.56 | 11.11 | 0.00 | 0.00 | 11.11 | | |
| 30000262 - Recreation Leader-FT-Pre-School | # | 6 | 13 | 0 | 3 | 2 | 0 | 0 | 1 | | |
| 15 Employees | % | 40.00 | 86.67 | 0.00 | 20.00 | 13.33 | 0.00 | 0.00 | 6.67 | | |
| 30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep | # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 1 Employee | % | 100.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | | |
| 30002411 - Recreation Leader-FT-Teen | # | 5 | 2 | 0 | 2 | 1 | 0 | 0 | 2 | | |
| 5 Employees | % | 100.00 | 40.00 | 0.00 | 40.00 | 20.00 | 0.00 | 0.00 | 40.00 | | |
| 30000256 - Recreation Leader-FT-Aquatics | # | 1 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 20.00 | 100.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30003428 - Recreation Associate-Counselor 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 | | |
| 30002258 - Recreation Facility Technician | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 4 Employees | % | 25.00 | 25.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |
| 30002559 - Recreation Associate-Customer Service | # | 25 | 52 | 2 | 8 | 13 | 0 | 1 | 1 | | |
| 72 Employees | % | 34.72 | 72.22 | 2.78 | 11.11 | 18.06 | 0.00 | 1.39 | 1.39 | | |
| 30003426 - Recreation Associate-Attendant II | # | 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 | | |
| 30003427 - Recreation Associate-Counselor II | # | 25 | 31 | 5 | 6 | 6 | 0 | 1 | 7 | | |
| 51 Employees | % | 49.02 | 60.78 | 9.80 | 11.76 | 11.76 | 0.00 | 1.96 | 13.73 | | |
| 30002561 - Recr Asc - Lifeguard/Cashier | # | 20 | 46 | 8 | 0 | 4 | 2 | 0 | 6 | | |
| 67 Employees | % | 29.85 | 68.66 | 11.94 | 0.00 | 5.97 | 2.99 | 0.00 | 8.96 | | |
| 30003425 - Recreation Associate-Swim Instructor | # | 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 | | |

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---------------|----------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--|
| 30002562 - Recreation Associate - Counselor I | # | 45 | 64 | 11 | 11 | 8 | 0 | 2 | 13 | | |
| 110 Employees | % | 40.91 | 58.18 | 10.00 | 10.00 | 7.27 | 0.00 | 1.82 | 11.82 | | |
| 30002560 - Recreation Associate-Attendant I | # | 12 | 3 | 1 | 7 | 1 | 1 | 0 | 2 | | |
| 18 Employees | % | 66.67 | 16.67 | 5.56 | 38.89 | 5.56 | 5.56 | 0.00 | 11.11 | | |
| 30000254 - Recreation Leader-PT/Seas | # | 69 | 136 | 21 | 19 | 8 | 1 | 2 | 18 | | |
| 240 Employees | % | 28.75 | 56.67 | 8.75 | 7.92 | 3.33 | 0.42 | 0.83 | 7.50 | | |
| 867 Employees | Totals | # | 299 | 513 | 71 | 83 | 64 | 7 | 8 | 66 | |
| | | % | 34.49 | 59.17 | 8.19 | 9.57 | 7.38 | 0.81 | 0.92 | 7.61 | |

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

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

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

| 1ER | | Officials/Admin - Engineering & Related | | | | | | | |
|-----------|-------------------|---|-------|--------|--------|-------|--------|--------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 10 | Employment % | 30.00 | 50.00 | 0.00 | 0.00 | 20.00 | 0.00 | 0.00 | 10.00 |
| | Availability % | 22.71 | 25.74 | 9.89 | 3.88 | 4.69 | 0.49 | 0.78 | 2.98 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 0.613E | 1.000E | | 1.000E | 1.000E | |
| | Stat Significant? | | | | | | | | |

| 1FL | | Officials/Admin - Financial | | | | | | | |
|-----------|-------------------|-----------------------------|--------|--------|--------|--------|------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 33.65 | 55.01 | 21.56 | 1.76 | 5.00 | 0.00 | 2.00 | 3.35 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.553E | 1.000E | 1.000E | 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 |
| 42 | Employment % | 28.57 | 45.24 | 4.76 | 11.90 | 9.52 | 0.00 | 0.00 | 2.38 |
| | Availability % | 25.43 | 49.59 | 6.67 | 7.28 | 6.52 | 0.44 | 0.58 | 3.95 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 0.564 | 0.496 | | | 0.431 | 0.495 | 0.522 |
| | 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

| 1PM | | Officials/Admin - Program Management | | | | | | | |
|-----------|-------------------|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| 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 % | 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? | | | | | | | | |
| 1SU | | Officials/Admin - Supervisors | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 39 | Employment % | 35.90 | 38.46 | 0.00 | 20.51 | 7.69 | 0.00 | 0.00 | 7.69 |
| | Availability % | 29.21 | 55.36 | 7.31 | 9.27 | 7.53 | 0.98 | 0.40 | 3.72 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | | 2.123 | 1.754 | | | 0.621 | 0.396 | |
| | Stat Significant? | | YES | | | | | | |
| 2AC | | Professionals - Accounting | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 5 | Employment % | 60.00 | 80.00 | 20.00 | 0.00 | 40.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 25.43 | 66.50 | 5.81 | 1.53 | 16.25 | 0.29 | 0.42 | 1.13 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | 1.000E | | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| 2BO | | Professionals - Botanic | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 28 | Employment % | 42.86 | 67.86 | 14.29 | 3.57 | 10.71 | 3.57 | 0.00 | 10.71 |
| | Availability % | 10.77 | 59.49 | 5.64 | 0.00 | 4.10 | 0.00 | 0.00 | 1.03 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | | | | | |
| | Stat Significant? | | | | | | | | |
| 2CR | | Professionals - Community Relations | | | | | | | |
| 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 % | 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 | 1.000E |
| | Stat Significant? | | | | | | | | |

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

Incumbency vs. Estimated Availability

| 2ER | | Professionals - Engineering & Related | | | | | | | |
|-----------|-------------------|---------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 21.41 | 26.33 | 7.32 | 4.99 | 3.85 | 0.56 | 1.25 | 3.44 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | 1.000E | 1.000E | 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 |
| 8 | Employment % | 37.50 | 37.50 | 0.00 | 12.50 | 12.50 | 0.00 | 0.00 | 12.50 |
| | Availability % | 24.86 | 33.94 | 9.08 | 5.46 | 5.81 | 0.30 | 0.63 | 3.58 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 1.000E | | | 1.000E | 1.000E | |
| | Stat Significant? | | | | | | | | |

| 2PL | | Professionals - Planning | | | | | | | |
|-----------|-------------------|--------------------------|-------|--------|--------|--------|--------|--------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 5 | Employment % | 40.00 | 80.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 40.00 |
| | Availability % | 12.76 | 45.10 | 5.50 | 0.61 | 1.70 | 1.70 | 0.05 | 3.19 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | |
| | Stat Significant? | | | | | | | | |

| 2PM | | Professionals - Program Management | | | | | | | |
|-----------|-------------------|------------------------------------|--------|------|-------|------|--------|--------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 25 | Employment % | 40.00 | 52.00 | 8.00 | 16.00 | 8.00 | 0.00 | 0.00 | 8.00 |
| | Availability % | 24.95 | 67.44 | 6.34 | 7.66 | 5.82 | 0.73 | 0.63 | 3.79 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 0.133E | | | | 1.000E | 1.000E | |
| | Stat Significant? | | | | | | | | |

| 2PR | | Professionals - Parks/Recreation | | | | | | | |
|-----------|-------------------|----------------------------------|--------|------|------|------|------|------|------|
| 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 % | 0.00 | 19.44 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | | | | | |
| | 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

| 3BO | | Technicians - Botanic | | | | | | | |
|-----------|-------------------|---|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 8 | Employment % | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 22.06 | 47.43 | 10.23 | 0.74 | 7.81 | 0.15 | 0.15 | 2.98 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.213E | 0.073E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| 3ER | | Technicians - Engineering & Related | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 10 | Employment % | 10.00 | 40.00 | 10.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 23.69 | 15.40 | 6.21 | 3.82 | 8.27 | 0.65 | 0.64 | 4.10 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.469E | | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| 3RM | | Technicians - Risk Management | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 3 | Employment % | 33.33 | 33.33 | 0.00 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 |
| | Availability % | 19.74 | 88.93 | 6.26 | 0.86 | 8.67 | 1.04 | 0.62 | 2.28 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | | 0.034E | 1.000E | 1.000E | | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | YES | | | | | | |
| 5CI | | Protective Service - Non-Sworn - Code Inspections | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 100.00 | 50.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 53.85 | 46.15 | 0.00 | 0.00 | 53.85 | 0.00 | 0.00 | 0.00 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | | 0.213E | | | |
| | Stat Significant? | | | | | | | | |
| 5PR | | Protective Service - Non-Sworn - Parks/Recreation | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 36 | Employment % | 38.89 | 30.56 | 2.78 | 11.11 | 8.33 | 5.56 | 2.78 | 8.33 |
| | Availability % | 30.09 | 42.69 | 2.58 | 11.46 | 9.74 | 1.15 | 0.00 | 5.16 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 1.472 | | 0.066 | 0.285 | | | |
| | 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

| 6CR | | Administrative Support - Community Relations | | | | | | | |
|-----------|-------------------|---|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 76 | Employment % | 51.32 | 48.68 | 13.16 | 13.16 | 17.11 | 0.00 | 0.00 | 7.89 |
| | Availability % | 23.59 | 76.12 | 6.94 | 2.35 | 8.37 | 0.96 | 0.39 | 4.59 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | | 5.610 | | | | 0.858 | 0.545 | |
| | Stat Significant? | | YES | | | | | | |
| 6GA | | Administrative Support - General Administrative | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 11 | Employment % | 36.36 | 81.82 | 0.00 | 18.18 | 9.09 | 0.00 | 0.00 | 9.09 |
| | 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 | |
| | Stat Significant? | | | | | | | | |
| 6OS | | Administrative Support - Office Support | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 6 | Employment % | 33.33 | 66.67 | 0.00 | 16.67 | 16.67 | 0.00 | 0.00 | 0.00 |
| | Availability % | 29.29 | 68.52 | 6.80 | 6.07 | 9.40 | 0.58 | 0.79 | 5.65 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 1.000E | 1.000E | | | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| 6PM | | Administrative Support - Program Management | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 9 | Employment % | 55.56 | 44.44 | 11.11 | 22.22 | 22.22 | 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 | | 0.133E | | | | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |
| 6SP | | Administrative Support - Store & Purchases | | | | | | | |
| 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 % | 28.03 | 54.21 | 3.94 | 6.33 | 12.49 | 1.19 | 0.66 | 3.41 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | 0.210E | 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

| 7BT | | Skilled Craft - Building Trades | | | | | | | |
|-----------|-------------------|---------------------------------|--------|--------|--------|-------|--------|-------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 6 | Employment % | 50.00 | 0.00 | 0.00 | 0.00 | 16.67 | 0.00 | 16.67 | 16.67 |
| | Availability % | 19.99 | 6.03 | 4.05 | 1.40 | 9.72 | 0.63 | 0.25 | 3.94 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | 1.000E | 1.000E | 1.000E | | 1.000E | | |
| | Stat Significant? | | | | | | | | |

| 7GM | | Skilled Craft - General Maintenance/Trades | | | | | | | |
|-----------|-------------------|--|-------|------|------|-------|------|-------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 51 | Employment % | 23.53 | 15.69 | 3.92 | 5.88 | 5.88 | 3.92 | 0.00 | 3.92 |
| | Availability % | 24.74 | 10.34 | 3.32 | 5.08 | 11.60 | 0.63 | 0.96 | 3.17 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.200 | | | | 1.275 | | 0.703 | |
| | Stat Significant? | | | | | | | | |

| 8BO | | Service Maintenance - Botanic | | | | | | | |
|-----------|-------------------|-------------------------------|-------|-------|-------|-------|-------|-------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 45 | Employment % | 20.00 | 15.56 | 2.22 | 2.22 | 11.11 | 0.00 | 0.00 | 4.44 |
| | Availability % | 41.62 | 11.55 | 2.66 | 5.34 | 30.50 | 0.24 | 0.53 | 2.35 |
| | Emp Less Avail? | YES | | | | YES | | | |
| | Statistical Value | 2.942 | | 0.183 | 0.930 | 2.825 | 0.329 | 0.490 | |
| | Stat Significant? | YES | | | | YES | | | |

| 8GM | | Service Maintenance - General Maintenance/Trades | | | | | | | |
|-----------|-------------------|--|-------|------|-------|-------|-------|-------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 130 | Employment % | 24.62 | 15.38 | 5.38 | 3.08 | 12.31 | 0.00 | 0.00 | 3.85 |
| | Availability % | 27.24 | 9.51 | 3.55 | 3.96 | 15.63 | 0.52 | 0.17 | 3.39 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.672 | | | 0.516 | 1.043 | 0.824 | 0.471 | |
| | Stat Significant? | | | | | | | | |

| 8PR | | Service Maintenance - Parks/Recreation | | | | | | | |
|-----------|-------------------|--|-------|------|------|------|------|------|------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 867 | Employment % | 34.49 | 59.17 | 8.19 | 9.57 | 7.38 | 0.81 | 0.92 | 7.61 |
| | Availability % | 17.25 | 65.55 | 2.96 | 3.40 | 5.82 | 0.22 | 0.49 | 4.37 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | | 3.953 | | | | | | |
| | Stat Significant? | | YES | | | | | | |

Total Employment: 1432

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

| 1CR | | Officials/Admin - Community Relations | | | | | | | | | |
|-----------|------------------|---------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| 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 | | |

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

| 1ER | | Officials/Admin - Engineering & Related | | | | | | | | | |
|-----------|------------------|---|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 10 | # Employed | 3 | 5 | 0 | 0 | 2 | 0 | 0 | 1 | | |
| | # Available | 2.3 | 2.6 | 1.0 | 0.4 | 0.5 | 0.0 | 0.1 | 0.3 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1FL | | Officials/Admin - Financial | | | | | | | | | |
|-----------|------------------|-----------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.7 | 1.1 | 0.4 | 0.0 | 0.1 | 0.0 | 0.0 | 0.1 | | |
| | 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 | | |
| 42 | # Employed | 12 | 19 | 2 | 5 | 4 | 0 | 0 | 1 | | |
| | # Available | 10.7 | 20.8 | 2.8 | 3.1 | 2.7 | 0.2 | 0.2 | 1.7 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1PM | | Officials/Admin - Program Management | | | | | | | | | |
|-----------|------------------|--------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.4 | 0.0 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1SU | | Officials/Admin - Supervisors | | | | | | | | | |
|-----------|------------------|-------------------------------|------|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 39 | # Employed | 14 | 15 | 0 | 8 | 3 | 0 | 0 | 3 | | |
| | # Available | 11.4 | 21.6 | 2.9 | 3.6 | 2.9 | 0.4 | 0.2 | 1.5 | | |
| | Persons Required | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 2AC | | Professionals - Accounting | | | | | | | | | |
|-----------|------------------|----------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 5 | # Employed | 3 | 4 | 1 | 0 | 2 | 0 | 0 | 0 | | |
| | # Available | 1.3 | 3.3 | 0.3 | 0.1 | 0.8 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2BO | | Professionals - Botanic | | | | | | | | | |
|-----------|------------------|-------------------------|------|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 28 | # Employed | 12 | 19 | 4 | 1 | 3 | 1 | 0 | 3 | | |
| | # Available | 3.0 | 16.7 | 1.6 | 0.0 | 1.1 | 0.0 | 0.0 | 0.3 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2CR | | Professionals - Community Relations | | | | | | | | | |
|-----------|------------------|-------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 0 | 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 | | |

| 2ER | | Professionals - Engineering & Related | | | | | | | | | |
|-----------|------------------|---------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2IT | | Professionals - Information Technology | | | | | | | | | |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 8 | # Employed | 3 | 3 | 0 | 1 | 1 | 0 | 0 | 1 | | |
| | # Available | 2.0 | 2.7 | 0.7 | 0.4 | 0.5 | 0.0 | 0.1 | 0.3 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2PL | | Professionals - Planning | | | | | | | | | |
|-----------|------------------|--------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 5 | # Employed | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 2 | | |
| | # Available | 0.6 | 2.3 | 0.3 | 0.0 | 0.1 | 0.1 | 0.0 | 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 | | |
| 25 | # Employed | 10 | 13 | 2 | 4 | 2 | 0 | 0 | 2 | | |
| | # Available | 6.2 | 16.9 | 1.6 | 1.9 | 1.5 | 0.2 | 0.2 | 0.9 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2PR | | Professionals - Parks/Recreation | | | | | | | | | |
|-----------|------------------|----------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 3BO | | Technicians - Botanic | | | | | | | | | |
|-----------|------------------|---|------|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 8 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 1.8 | 3.8 | 0.8 | 0.1 | 0.6 | 0.0 | 0.0 | 0.2 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3ER | | Technicians - Engineering & Related | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 10 | # Employed | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 2.4 | 1.5 | 0.6 | 0.4 | 0.8 | 0.1 | 0.1 | 0.4 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3RM | | Technicians - Risk Management | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 3 | # Employed | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| | # Available | 0.6 | 2.7 | 0.2 | 0.0 | 0.3 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 5CI | | Protective Service - Non-Sworn - Code Inspections | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | | |
| | # Available | 1.1 | 0.9 | 0.0 | 0.0 | 1.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 5PR | | Protective Service - Non-Sworn - Parks/Recreation | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 36 | # Employed | 14 | 11 | 1 | 4 | 3 | 2 | 1 | 3 | | |
| | # Available | 10.8 | 15.4 | 0.9 | 4.1 | 3.5 | 0.4 | 0.0 | 1.9 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 6CR | | Administrative Support - Community Relations | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 76 | # Employed | 39 | 37 | 10 | 10 | 13 | 0 | 0 | 6 | | |
| | # Available | 17.9 | 57.9 | 5.3 | 1.8 | 6.4 | 0.7 | 0.3 | 3.5 | | |
| | Persons Required | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 6GA | | Administrative Support - General Administrative | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 11 | # Employed | 4 | 9 | 0 | 2 | 1 | 0 | 0 | 1 | | |
| | # Available | 3.0 | 7.8 | 0.7 | 0.5 | 1.1 | 0.1 | 0.1 | 0.5 | | |
| | 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 | | |
| 6 | # Employed | 2 | 4 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| | # Available | 1.8 | 4.1 | 0.4 | 0.4 | 0.6 | 0.0 | 0.0 | 0.3 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 6PM | | Administrative Support - Program Management | | | | | | | | | |
|-----------|------------------|--|-------|------|------|------|-----|-----|------|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 9 | # Employed | 5 | 4 | 1 | 2 | 2 | 0 | 0 | 0 | | |
| | # Available | 2.5 | 6.4 | 0.6 | 0.5 | 0.8 | 0.1 | 0.0 | 0.5 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 6SP | | Administrative Support - Store & Purchases | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.6 | 1.1 | 0.1 | 0.1 | 0.2 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 7BT | | Skilled Craft - Building Trades | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 6 | # Employed | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | | |
| | # Available | 1.2 | 0.4 | 0.2 | 0.1 | 0.6 | 0.0 | 0.0 | 0.2 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 7GM | | Skilled Craft - General Maintenance/Trades | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 51 | # Employed | 12 | 8 | 2 | 3 | 3 | 2 | 0 | 2 | | |
| | # Available | 12.6 | 5.3 | 1.7 | 2.6 | 5.9 | 0.3 | 0.5 | 1.6 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 8BO | | Service Maintenance - Botanic | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 45 | # Employed | 9 | 7 | 1 | 1 | 5 | 0 | 0 | 2 | | |
| | # Available | 18.7 | 5.2 | 1.2 | 2.4 | 13.7 | 0.1 | 0.2 | 1.1 | | |
| | Persons Required | 4 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | | |
| 8GM | | Service Maintenance - General Maintenance/Trades | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 130 | # Employed | 32 | 20 | 7 | 4 | 16 | 0 | 0 | 5 | | |
| | # Available | 35.4 | 12.4 | 4.6 | 5.1 | 20.3 | 0.7 | 0.2 | 4.4 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 8PR | | Service Maintenance - Parks/Recreation | | | | | | | | | |
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 867 | # Employed | 299 | 513 | 71 | 83 | 64 | 7 | 8 | 66 | | |
| | # Available | 149.6 | 568.3 | 25.7 | 29.5 | 50.5 | 1.9 | 4.2 | 37.9 | | |
| | Persons Required | 0 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | | |

S - Significant Difference Rule

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

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

Adverse Impact Report for Applicants

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

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

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

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|--------|--------|-----|--------|-------|--------|-------|
| Adverse IRA? | YES | YES | | YES | -- | YES | YES |
| Selection Ratio | 0.55 | 0.00 | | 0.00 | Infin | 0.00 | 0.36 |
| Statistical Value | 0.538F | 0.289F | | 0.705F | | 0.458F | 1.322 |
| Significant? | NO | NO | | NO | -- | NO | NO |
| Shortfall | 0 | 0 | | 0 | | 0 | 0 |

1SU Officials/Admin - Supervisors Favored Group: Wht

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|-------|-------|-------|-------|-------|-------|-----|
| Adverse IRA? | -- | YES | YES | -- | -- | YES | |
| Selection Ratio | Infin | 0.00 | 0.00 | Infin | Infin | 0.00 | |
| Statistical Value | | 0.439 | 0.757 | | | 0.872 | |
| Significant? | -- | NO | NO | -- | -- | NO | |
| Shortfall | | 0 | 0 | | | 0 | |

2AC Professionals - Accounting Favored Group: His

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|--------|--------|-----|-------|--------|--------|-------|
| Adverse IRA? | YES | YES | | -- | YES | YES | YES |
| Selection Ratio | 0.00 | 0.00 | | Infin | 0.00 | 0.00 | 0.00 |
| Statistical Value | 0.050F | 0.214F | | | 0.600F | 0.600F | 3.929 |
| Significant? | NO | NO | | -- | NO | NO | YES |
| Shortfall | 0 | 0 | | | 0 | 0 | 1 |

2BO Professionals - Botanic Favored Group: Asi

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|-----|--------|--------|--------|--------|-------|-------|
| Adverse IRA? | | YES | YES | YES | YES | YES | YES |
| Selection Ratio | | 0.00 | 0.35 | 0.00 | 0.00 | 0.55 | 0.00 |
| Statistical Value | | 0.239F | 0.367F | 0.725F | 0.846F | 0.655 | 6.415 |
| Significant? | | NO | NO | NO | NO | NO | YES |
| Shortfall | | 0 | 0 | 0 | 0 | 0 | 3 |

2ER Professionals - Engineering & Related 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 | 0.947F | | 0.947F | | | 0.947F | |
| 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

| | | | | | | | | |
|-----|--|--|--|--|--|--|--------------------|--|
| 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 | 0.783F | | 0.818F | | | 0.900F | |
| Significant? | NO | -- | NO | -- | -- | NO | |
| Shortfall | 0 | | 0 | | | 0 | |

| | | | | | | | | |
|-----|------------------------------------|--|--|--|--|--|--------------------|--|
| 2PM | Professionals - Program Management | | | | | | Favored Group: Blk | |
|-----|------------------------------------|--|--|--|--|--|--------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|-------|-----|-------|-------|--------|-------|-------|
| Adverse IRA? | YES | | YES | -- | YES | YES | YES |
| Selection Ratio | 0.00 | | 0.54 | Infin | 0.00 | 0.50 | 0.28 |
| Statistical Value | 1.162 | | 0.645 | | 0.814F | 0.602 | 1.652 |
| Significant? | NO | | NO | -- | NO | NO | NO |
| Shortfall | 0 | | 0 | | 0 | 0 | 1 |

| | | | | | | | | |
|-----|-------------------------------------|--|--|--|--|--|--------------------|--|
| 3ER | Technicians - Engineering & Related | | | | | | Favored Group: Wht | |
|-----|-------------------------------------|--|--|--|--|--|--------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|-------|-------|-------|-------|-------|-------|-----|
| Adverse IRA? | YES | YES | YES | -- | YES | YES | |
| Selection Ratio | 0.00 | 0.00 | 0.00 | Infin | 0.00 | 0.00 | |
| Statistical Value | 0.443 | 0.314 | 0.543 | | 0.314 | 0.415 | |
| Significant? | NO | NO | NO | -- | NO | NO | |
| Shortfall | 0 | 0 | 0 | | 0 | 0 | |

| | | | | | | | | |
|-----|-------------------------------|--|--|--|--|--|--------------------|--|
| 3RM | Technicians - Risk Management | | | | | | Favored Group: His | |
|-----|-------------------------------|--|--|--|--|--|--------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|-------|-------|-----|-------|-------|--------|--------|
| Adverse IRA? | -- | -- | | -- | -- | YES | YES |
| Selection Ratio | Infin | Infin | | Infin | Infin | 0.00 | 0.11 |
| Statistical Value | | | | | | 0.333F | 0.200F |
| Significant? | -- | -- | | -- | -- | NO | NO |
| Shortfall | | | | | | 0 | 0 |

| | | | | | | | | |
|-----|---|--|--|--|--|--|--------------------|--|
| 5CI | Protective Service - Non-Sworn - Code Inspections | | | | | | Favored Group: Blk | |
|-----|---|--|--|--|--|--|--------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|-------|-----|--------|-------|--------|--------|--------|
| Adverse IRA? | -- | | YES | -- | YES | YES | YES |
| Selection Ratio | Infin | | 0.00 | Infin | 0.00 | 0.00 | 0.00 |
| Statistical Value | | | 0.750F | | 0.857F | 0.857F | 0.400F |
| Significant? | -- | | NO | -- | NO | NO | NO |
| Shortfall | | | 0 | | 0 | 0 | 0 |

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

| | | | | | | | | |
|-----|---|--|--|--|--|--|--------------------|--|
| 5PR | Protective Service - Non-Sworn - Parks/Recreation | | | | | | Favored Group: Blk | |
|-----|---|--|--|--|--|--|--------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|--------|-----|--------|--------|-------|--------|-------|
| Adverse IRA? | YES | | YES | YES | -- | YES | YES |
| Selection Ratio | 0.36 | | 0.31 | 0.67 | Infin | 0.46 | 0.31 |
| Statistical Value | 0.275F | | 0.219F | 0.629F | | 0.330F | 1.847 |
| Significant? | NO | | NO | NO | -- | NO | NO |
| Shortfall | 0 | | 0 | 0 | | 0 | 2 |

| | | | | | | | | |
|-----|--|--|--|--|--|--|--------------------|--|
| 6CR | Administrative Support - Community Relations | | | | | | Favored Group: Blk | |
|-----|--|--|--|--|--|--|--------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|------|-----|-------|--------|--------|-------|-------|
| Adverse IRA? | NO | | YES | YES | YES | YES | YES |
| Selection Ratio | 0.88 | | 0.70 | 0.00 | 0.00 | 0.78 | 0.36 |
| Statistical Value | | | 1.297 | 0.139F | 0.500F | 0.856 | 3.898 |
| Significant? | NO | | NO | NO | NO | NO | YES |
| Shortfall | | | 0 | 0 | 0 | 0 | 20 |

| | | | | | | | | |
|-----|---|--|--|--|--|--|--------------------|--|
| 6GA | Administrative Support - General Administrative | | | | | | Favored Group: His | |
|-----|---|--|--|--|--|--|--------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|--------|-------|-----|-------|-------|-------|--------|
| Adverse IRA? | YES | -- | | -- | -- | -- | YES |
| Selection Ratio | 0.00 | Infin | | Infin | Infin | Infin | 0.00 |
| Statistical Value | 0.500F | | | | | | 0.200F |
| Significant? | NO | -- | | -- | -- | -- | NO |
| Shortfall | 0 | | | | | | 0 |

| | | | | | | | | |
|-----|---|--|--|--|--|--|--------------------|--|
| 6OS | Administrative Support - Office Support | | | | | | Favored Group: His | |
|-----|---|--|--|--|--|--|--------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|--------|--------|-----|-------|--------|--------|-------|
| Adverse IRA? | YES | YES | | -- | YES | YES | YES |
| Selection Ratio | 0.00 | 0.00 | | Infin | 0.00 | 0.00 | 0.10 |
| Statistical Value | 0.331F | 0.495F | | | 0.682F | 0.495F | 2.440 |
| Significant? | NO | NO | | -- | NO | NO | YES |
| Shortfall | 0 | 0 | | | 0 | 0 | 0 |

| | | | | | | | | |
|-----|---|--|--|--|--|--|--------------------|--|
| 6PM | Administrative Support - Program Management | | | | | | Favored Group: Blk | |
|-----|---|--|--|--|--|--|--------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|-------|-----|-------|-------|--------|-------|-------|
| Adverse IRA? | YES | | YES | -- | YES | YES | YES |
| Selection Ratio | 0.00 | | 0.77 | Infin | 0.00 | 0.00 | 0.15 |
| Statistical Value | 0.670 | | 0.192 | | 0.920F | 0.896 | 1.586 |
| Significant? | NO | | NO | -- | NO | NO | NO |
| Shortfall | 0 | | 0 | | 0 | 0 | 0 |

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

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

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|-------|-------|--------|-------|-------|--------|-----|
| Adverse IRA? | -- | -- | YES | -- | -- | YES | |
| Selection Ratio | Infin | Infin | 0.00 | Infin | Infin | 0.00 | |
| Statistical Value | | | 0.900F | | | 0.900F | |
| Significant? | -- | -- | NO | -- | -- | NO | |
| Shortfall | | | 0 | | | 0 | |

| | | | | | | | | |
|------------|--------------------------------------|--|--|--|--|--|---------------------------|--|
| 8BO | Service Maintenance - Botanic | | | | | | Favored Group: Blk | |
|------------|--------------------------------------|--|--|--|--|--|---------------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|--------|-----|-------|--------|-------|--------|-------|
| Adverse IRA? | YES | | -- | YES | -- | YES | YES |
| Selection Ratio | 0.00 | | Infin | 0.00 | Infin | 0.00 | 0.04 |
| Statistical Value | 0.333F | | | 0.333F | | 0.333F | 4.040 |
| Significant? | NO | | -- | NO | -- | NO | YES |
| Shortfall | 0 | | | 0 | | 0 | 0 |

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

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|-----|-------|-------|--------|--------|-------|-------|
| Adverse IRA? | | YES | YES | YES | YES | YES | YES |
| Selection Ratio | | 0.14 | 0.21 | 0.00 | 0.00 | 0.24 | 0.17 |
| Statistical Value | | 4.057 | 3.372 | 0.001F | 0.004F | 3.033 | 4.163 |
| Significant? | | YES | YES | YES | YES | YES | YES |
| Shortfall | | 2 | 0 | 2 | 1 | 0 | 3 |

| | | | | | | | | |
|------------|---|--|--|--|--|--|---------------------------|--|
| 8PR | Service Maintenance - Parks/Recreation | | | | | | Favored Group: Pac | |
|------------|---|--|--|--|--|--|---------------------------|--|

| | Asi | Blk | His | Ind | Pac | Two | Wht |
|-------------------|------|-------|-------|-------|-----|-------|-------|
| Adverse IRA? | NO | YES | YES | YES | | YES | YES |
| Selection Ratio | 0.84 | 0.65 | 0.57 | 0.40 | | 0.73 | 0.72 |
| Statistical Value | | 1.646 | 2.070 | 2.111 | | 1.174 | 1.333 |
| Significant? | NO | NO | YES | YES | | NO | NO |
| Shortfall | | 10 | 18 | 4 | | 0 | 0 |

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

| | | |
|-----|--|--------------------|
| 1GA | Officials/Admin - General Administrative | Favored Group: Min |
|-----|--|--------------------|

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

| | | |
|-----|-------------------------------|--------------------|
| 1SU | Officials/Admin - Supervisors | Favored Group: Wht |
|-----|-------------------------------|--------------------|

| | Min | Wht |
|-------------------|-------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 1.223 | |
| Significant? | NO | |
| Shortfall | 1 | |

| | | |
|-----|----------------------------|--------------------|
| 2AC | Professionals - Accounting | Favored Group: Min |
|-----|----------------------------|--------------------|

| | Min | Wht |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.00 |
| Statistical Value | | 1.656 |
| Significant? | | NO |
| Shortfall | | 1 |

| | | |
|-----|-------------------------|--------------------|
| 2BO | Professionals - Botanic | Favored Group: Min |
|-----|-------------------------|--------------------|

| | Min | Wht |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.00 |
| Statistical Value | | 4.343 |
| Significant? | | YES |
| Shortfall | | 3 |

| | | |
|-----|---------------------------------------|--------------------|
| 2ER | Professionals - Engineering & Related | Favored Group: Wht |
|-----|---------------------------------------|--------------------|

| | Min | Wht |
|-------------------|--------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 0.857F | |
| Significant? | NO | |
| Shortfall | 0 | |

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

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

| | Min | Wht |
|-------------------|--------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 0.621F | |
| Significant? | NO | |
| Shortfall | 0 | |

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

| | Min | Wht |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.51 |
| Statistical Value | | 1.091 |
| Significant? | | NO |
| Shortfall | | 1 |

| | | |
|-----|-------------------------------------|--------------------|
| 3ER | Technicians - Engineering & Related | Favored Group: Wht |
|-----|-------------------------------------|--------------------|

| | Min | Wht |
|-------------------|-------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 0.925 | |
| Significant? | NO | |
| Shortfall | 0 | |

| | | |
|-----|-------------------------------|--------------------|
| 3RM | Technicians - Risk Management | Favored Group: Min |
|-----|-------------------------------|--------------------|

| | Min | Wht |
|-------------------|-----|--------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.33 |
| Statistical Value | | 0.455F |
| Significant? | | NO |
| Shortfall | | 0 |

| | | |
|-----|---|--------------------|
| 5CI | Protective Service - Non-Sworn - Code Inspections | Favored Group: Min |
|-----|---|--------------------|

| | Min | Wht |
|-------------------|-----|--------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.00 |
| Statistical Value | | 0.526F |
| Significant? | | NO |
| Shortfall | | 0 |

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

| | | |
|-----|---|--------------------|
| 5PR | Protective Service - Non-Sworn - Parks/Recreation | Favored Group: Min |
|-----|---|--------------------|

| | Min | Wht |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.68 |
| Statistical Value | | 1.131 |
| Significant? | | NO |
| Shortfall | | 2 |

| | | |
|-----|--|--------------------|
| 6CR | Administrative Support - Community Relations | Favored Group: Min |
|-----|--|--------------------|

| | Min | Wht |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.46 |
| Statistical Value | | 4.906 |
| Significant? | | YES |
| Shortfall | | 20 |

| | | |
|-----|---|--------------------|
| 6GA | Administrative Support - General Administrative | Favored Group: Min |
|-----|---|--------------------|

| | Min | Wht |
|-------------------|-----|--------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.00 |
| Statistical Value | | 0.333F |
| Significant? | | NO |
| Shortfall | | 0 |

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

| | Min | Wht |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.26 |
| Statistical Value | | 1.210 |
| Significant? | | NO |
| Shortfall | | 0 |

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

| | Min | Wht |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.26 |
| Statistical Value | | 1.176 |
| Significant? | | NO |
| Shortfall | | 0 |

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

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

| | Min | Wht |
|-------------------|--------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 0.814F | |
| Significant? | NO | |
| Shortfall | 0 | |

| | | |
|------------|--------------------------------------|---------------------------|
| 8BO | Service Maintenance - Botanic | Favored Group: Min |
|------------|--------------------------------------|---------------------------|

| | Min | Wht |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.28 |
| Statistical Value | | 1.141 |
| Significant? | | NO |
| Shortfall | | 0 |

| | | |
|------------|---|---------------------------|
| 8GM | Service Maintenance - General Maintenance/Trades | Favored Group: Min |
|------------|---|---------------------------|

| | Min | Wht |
|-------------------|-----|------|
| Adverse IRA? | | NO |
| Selection Ratio | | 0.89 |
| Statistical Value | | |
| Significant? | | NO |
| Shortfall | | |

| | | |
|------------|---|---------------------------|
| 8PR | Service Maintenance - Parks/Recreation | Favored Group: Wht |
|------------|---|---------------------------|

| | Min | Wht |
|-------------------|------|-----|
| Adverse IRA? | NO | |
| Selection Ratio | 0.95 | |
| Statistical Value | | |
| Significant? | NO | |
| Shortfall | | |

Adverse Impact for Applicants

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

by Gender

| | | |
|-----|--|--------------------|
| 1GA | Officials/Admin - General Administrative | Favored Group: Mal |
|-----|--|--------------------|

| | Fem | Mal |
|-------------------|-------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.63 | |
| Statistical Value | 0.687 | |
| Significant? | NO | |
| Shortfall | 0 | |

| | | |
|-----|-------------------------------|--------------------|
| 1SU | Officials/Admin - Supervisors | Favored Group: Mal |
|-----|-------------------------------|--------------------|

| | Fem | Mal |
|-------------------|-------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 1.032 | |
| Significant? | NO | |
| Shortfall | 0 | |

| | | |
|-----|----------------------------|--------------------|
| 2AC | Professionals - Accounting | Favored Group: Mal |
|-----|----------------------------|--------------------|

| | Fem | Mal |
|-------------------|-------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.62 | |
| Statistical Value | 0.342 | |
| Significant? | NO | |
| Shortfall | 0 | |

| | | |
|-----|-------------------------|--------------------|
| 2BO | Professionals - Botanic | Favored Group: Fem |
|-----|-------------------------|--------------------|

| | Fem | Mal |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.41 |
| Statistical Value | | 0.820 |
| Significant? | | NO |
| Shortfall | | 0 |

| | | |
|-----|---------------------------------------|--------------------|
| 2ER | Professionals - Engineering & Related | Favored Group: Mal |
|-----|---------------------------------------|--------------------|

| | Fem | Mal |
|-------------------|--------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 0.619F | |
| Significant? | NO | |
| Shortfall | 0 | |

Adverse Impact for Applicants

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

by Gender

| | | |
|-----|--|--------------------|
| 2IT | Professionals - Information Technology | Favored Group: Mal |
|-----|--|--------------------|

| | Fem | Mal |
|-------------------|-------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 0.399 | |
| Significant? | NO | |
| Shortfall | 0 | |

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

| | Fem | Mal |
|-------------------|-------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.41 | |
| Statistical Value | 1.501 | |
| Significant? | NO | |
| Shortfall | 2 | |

| | | |
|-----|-------------------------------------|--------------------|
| 3ER | Technicians - Engineering & Related | Favored Group: Fem |
|-----|-------------------------------------|--------------------|

| | Fem | Mal |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.29 |
| Statistical Value | | 1.080 |
| Significant? | | NO |
| Shortfall | | 0 |

| | | |
|-----|-------------------------------|--------------------|
| 3RM | Technicians - Risk Management | Favored Group: Fem |
|-----|-------------------------------|--------------------|

| | Fem | Mal |
|-------------------|-----|--------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.71 |
| Statistical Value | | 0.682F |
| Significant? | | NO |
| Shortfall | | 0 |

| | | |
|-----|---|--------------------|
| 5CI | Protective Service - Non-Sworn - Code Inspections | Favored Group: Fem |
|-----|---|--------------------|

| | Fem | Mal |
|-------------------|-----|--------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.00 |
| Statistical Value | | 0.263F |
| Significant? | | NO |
| Shortfall | | 0 |

Adverse Impact for Applicants

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

by Gender

| | | | |
|-----|---|--|--------------------|
| 5PR | Protective Service - Non-Sworn - Parks/Recreation | | Favored Group: Mal |
|-----|---|--|--------------------|

| | Fem | Mal |
|-------------------|------|-----|
| Adverse IRA? | NO | |
| Selection Ratio | 0.99 | |
| Statistical Value | | |
| Significant? | NO | |
| Shortfall | | |

| | | | |
|-----|--|--|--------------------|
| 6CR | Administrative Support - Community Relations | | Favored Group: Fem |
|-----|--|--|--------------------|

| | Fem | Mal |
|-------------------|-----|------|
| Adverse IRA? | | NO |
| Selection Ratio | | 0.97 |
| Statistical Value | | |
| Significant? | | NO |
| Shortfall | | |

| | | | |
|-----|---|--|--------------------|
| 6GA | Administrative Support - General Administrative | | Favored Group: Fem |
|-----|---|--|--------------------|

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

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

| | Fem | Mal |
|-------------------|-------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 1.881 | |
| Significant? | NO | |
| Shortfall | 1 | |

| | | | |
|-----|---|--|--------------------|
| 6PM | Administrative Support - Program Management | | Favored Group: Mal |
|-----|---|--|--------------------|

| | Fem | Mal |
|-------------------|-------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.74 | |
| Statistical Value | 0.245 | |
| Significant? | NO | |
| Shortfall | 0 | |

Adverse Impact for Applicants

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

by Gender

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

| | Fem | Mal |
|-------------------|--------|-----|
| Adverse IRA? | YES | |
| Selection Ratio | 0.00 | |
| Statistical Value | 0.909F | |
| Significant? | NO | |
| Shortfall | 0 | |

| | | |
|-----|-------------------------------|--------------------|
| 8BO | Service Maintenance - Botanic | Favored Group: Fem |
|-----|-------------------------------|--------------------|

| | Fem | Mal |
|-------------------|-----|------|
| Adverse IRA? | | NO |
| Selection Ratio | | 0.92 |
| Statistical Value | | |
| Significant? | | NO |
| Shortfall | | |

| | | |
|-----|--|--------------------|
| 8GM | Service Maintenance - General Maintenance/Trades | Favored Group: Fem |
|-----|--|--------------------|

| | Fem | Mal |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.74 |
| Statistical Value | | 1.471 |
| Significant? | | NO |
| Shortfall | | 5 |

| | | |
|-----|--|--------------------|
| 8PR | Service Maintenance - Parks/Recreation | Favored Group: Mal |
|-----|--|--------------------|

| | Fem | Mal |
|-------------------|------|-----|
| Adverse IRA? | NO | |
| Selection Ratio | 0.94 | |
| Statistical Value | | |
| Significant? | NO | |
| Shortfall | | |

Adverse Impact for Applicants

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

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 | 2 | | | | | 2 100.00 | | | | | | | | | |
| Promotion | 0 | | | | | 0 N/A | | | | | | | | | |
| Total Opps | 2 | | | | | 2 100.00 | | | | | | | | | |
| Achieved? * | | | | | | YES | | | | | | | | | |

| 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 | 7 | | 4 | 57.14 | | | | | | | | | | | |
| Promotion | 6 | | 4 | 66.67 | | | | | | | | | | | |
| Total Opps | 13 | | 8 | 61.54 | | | | | | | | | | | |
| 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 | 3 | | | | | 0 | 0.00 | | | | | | | | |
| Promotion | 0 | | | | | 0 | N/A | | | | | | | | |
| Total Opps | 3 | | | | | 0 | 0.00 | | | | | | | | |
| Achieved? * | | | | | | LIMITED | | | | | | | | | |

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

Goal Attainment

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

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

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

Goal Attainment

| 5CI | | Protective Service - Non-Sworn - Code Inspections | | | | | | | | | | | | | |
|-----------------|-------|---|----------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
| | Total | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | | | | |
| Prior Year Goal | | | 62.68 | | | | | | | | | | | | |
| New Hire | 1 | | 1 100.00 | | | | | | | | | | | | |
| Promotion | 0 | | 0 N/A | | | | | | | | | | | | |
| Total Opps | 1 | | 1 100.00 | | | | | | | | | | | | |
| Achieved? * | | | YES | | | | | | | | | | | | |

| 5PR | | Protective Service - Non-Sworn - Parks/Recreation | | | | | | | | | | | | | |
|-----------------|-------|---|---------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
| | Total | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | | | | |
| Prior Year Goal | | | 62.68 | | | | | | | | | | | | |
| New Hire | 22 | | 9 40.91 | | | | | | | | | | | | |
| Promotion | 0 | | 0 N/A | | | | | | | | | | | | |
| Total Opps | 22 | | 9 40.91 | | | | | | | | | | | | |
| Achieved? * | | | NO | | | | | | | | | | | | |

| 6CR | | Administrative Support - Community Relations | | | | | | | | | | | | | |
|-----------------|-------|--|----------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
| | Total | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | | | | |
| Prior Year Goal | | | 82.04 | | | | | | | | | | | | |
| New Hire | 110 | | 63 57.27 | | | | | | | | | | | | |
| Promotion | 1 | | 0 0.00 | | | | | | | | | | | | |
| Total Opps | 111 | | 63 56.76 | | | | | | | | | | | | |
| Achieved? * | | | NO | | | | | | | | | | | | |

Goal Attainment

| 6GA | | Administrative Support - General Administrative | | | | | | | | | | | | |
|-----------------|-------|---|-----|-----|-----|-------|-------|-----|-----|--|--|--|--|--|
| | Total | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | | | |
| Prior Year Goal | | | | | | 12.64 | | | | | | | | |
| New Hire | 0 | | | | | 0 | N/A | | | | | | | |
| Promotion | 3 | | | | | 1 | 33.33 | | | | | | | |
| Total Opps | 3 | | | | | 1 | 33.33 | | | | | | | |
| Achieved? * | | | | | | YES | | | | | | | | |

| 6OS | | Administrative Support - Office Support | | | | | | | | | | | | |
|-----------------|-------|---|-----|---------|------|-----|-----|-----|-----|--|--|--|--|--|
| | Total | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | | | |
| Prior Year Goal | | | | 9.48 | | | | | | | | | | |
| New Hire | 2 | | | 0 | 0.00 | | | | | | | | | |
| Promotion | 0 | | | 0 | N/A | | | | | | | | | |
| Total Opps | 2 | | | 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 | 2 | 0 | 0.00 | | | | | 0 | 0.00 | | | | | | |
| Promotion | 6 | 2 | 33.33 | | | | | 1 | 16.67 | | | | | | |
| Total Opps | 8 | 2 | 25.00 | | | | | 1 | 12.50 | | | | | | |
| Achieved? * | | YES | | | | | | YES | | | | | | | |

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

| 8CR | | Service Maintenance - Community Relations | | | | | | | | | | | | | |
|-----------------|-------|---|--|-----|-----|---------|-----|-----|--|-----|-----|-----|--|--|--|
| | Total | Min | | Fem | Asi | Blk | | His | | Ind | Pac | Two | | | |
| Prior Year Goal | | | | | | 23.53 | | | | | | | | | |
| New Hire | 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 | 86 | 23 | 26.74 | | | | | | | | | | | | | |
| Promotion | 0 | 0 | N/A | | | | | | | | | | | | | |
| Total Opps | 86 | 23 | 26.74 | | | | | | | | | | | | | |
| Achieved? * | | NO | | | | | | | | | | | | | | |

| 8PR | | Service Maintenance - Parks/Recreation | | | | | | | | | | | | | | |
|-----------------|-------|--|-------|--------|-----|-----|-----|-----|-----|--|--|--|--|--|--|--|
| | Total | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | | | | | |
| Prior Year Goal | | | 72.20 | | | | | | | | | | | | | |
| New Hire | 837 | | 482 | 57.59 | | | | | | | | | | | | |
| Promotion | 1 | | 1 | 100.00 | | | | | | | | | | | | |
| Total Opps | 838 | | 483 | 57.64 | | | | | | | | | | | | |
| Achieved? * | | | NO | | | | | | | | | | | | | |

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.