

City of Portland



1160
Portland Parks & Recreation

Bureau Affirmative Action Program (AAP) Plan Reports

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



Job Group Analysis

1CH

Off/Adm - Chief Executives

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
2 Employees	Totals	#	1	1	0	0	0	0	1		
		%	50.00	50.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis

1EX

Off/Adm - Executive Managers

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
5 Employees	Totals	#	3	3	0	1	2	0	0		
		%	60.00	60.00	0.00	20.00	40.00	0.00	0.00		

Job Group Analysis

1FA

Off/Adm - Finance & Accounting

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

1MA-1

Off/Adm - Managers - Level 1

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003081 - Manager I	#	6	8	1	4	0	0	0	1		
21 Employees	%	28.57	38.10	4.76	19.05	0.00	0.00	0.00	4.76		
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		
22 Employees	Totals	#	6	8	1	4	0	0	1		
	%	27.27	36.36	4.55	18.18	0.00	0.00	0.00	4.55		

Job Group Analysis

1MA-2

Off/Adm - Managers - Level 2

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003082 - Manager II	#	0	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

1MS

Off/Adm - Maint Supervisors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003080 - Maintenance Supervisor II	#	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		
30003079 - Maintenance Supervisor I - E	#	4	5	1	1	1	0	0	1		
19 Employees	%	21.05	26.32	5.26	5.26	5.26	0.00	0.00	5.26		
23 Employees	Totals	#	5	5	1	2	1	0	0	1	
		%	21.74	21.74	4.35	8.70	4.35	0.00	0.00	4.35	

Job Group Analysis

1PB-CP-NR

Off/Adm - PI&A - Constr Planning - NR

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	#	3	5	0	0	1	0	0	2		
9 Employees	%	33.33	55.56	0.00	0.00	11.11	0.00	0.00	22.22		
11 Employees	Totals	#	4	6	0	0	2	0	2		
		%	36.36	54.55	0.00	0.00	18.18	0.00	18.18		

Job Group Analysis

1PB-CP-R

Off/Adm - PI&A - Constr Planning - Represented

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003013 - Capital Project Manager II	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
3 Employees	Totals	#	1	2	0	0	1	0	0		
		%	33.33	66.67	0.00	0.00	33.33	0.00	0.00		

Job Group Analysis

1SU-1

Off/Adm - Supervisors - Level 1

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003103 - Supervisor I - E	#	14	17	0	8	3	0	0	3		
32 Employees	%	43.75	53.13	0.00	25.00	9.38	0.00	0.00	9.38		
32 Employees	Totals	#	14	17	0	8	3	0	0	3	
		%	43.75	53.13	0.00	25.00	9.38	0.00	9.38		

Job Group Analysis

1SU-2

Off/Adm - Supervisors - Level 2

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	2	6	0	1	1	0	0	0		
12 Employees	%	16.67	50.00	0.00	8.33	8.33	0.00	0.00	0.00		
12 Employees	Totals	#	2	6	0	1	1	0	0		
		%	16.67	50.00	0.00	8.33	8.33	0.00	0.00		

Job Group Analysis

1SU-3

Off/Adm - Supervisors - Level 3

EEO Code: 1

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		
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

2BA-1

Prof - Bus Ops & Admin - Level 1

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003006 - Analyst I	#	0	4	0	0	0	0	0	0		
6 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30003325 - Community Service Aide III	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
7 Employees	Totals	#	1	4	0	0	0	0	1		
	%	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29		

Job Group Analysis

2BA-2

Prof - Bus Ops & Admin - Level 2

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003007 - Analyst II	#	6	7	0	0	5	0	0	1			
15 Employees	%	40.00	46.67	0.00	0.00	33.33	0.00	0.00	6.67			
15 Employees	Totals	#	6	7	0	0	5	0	0	1		
		%	40.00	46.67	0.00	0.00	33.33	0.00	0.00	6.67		

Job Group Analysis

2BA-3

Prof - Bus Ops & Admin - Level 3

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003326 - Community Service Aide 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		
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		
30003008 - Analyst III	#	1	2	0	1	0	0	0	0		
4 Employees	%	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00		
6 Employees	Totals	#	1	4	0	1	0	0	0		
	%	16.67	66.67	0.00	16.67	0.00	0.00	0.00	0.00		

Job Group Analysis

2CM

Prof - Communications

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information Officer	#	0	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		
30000373 - Graphics Designer 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		
2 Employees	Totals	#	1	1	1	0	0	0	0		
		%	50.00	50.00	50.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2ER-R-2

Prof - Engineering - Represented - Level 2

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

2FA

Prof - Finance & Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
4 Employees	Totals	#	3	3	1	0	2	0	0		
		%	75.00	75.00	25.00	0.00	50.00	0.00	0.00		

Job Group Analysis

2IT-BS

Prof - IT - Business Systems

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003011 - Business Systems Analyst II	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003010 - Business Systems Analyst I	#	2	1	0	1	0	0	0	1		
5 Employees	%	40.00	20.00	0.00	20.00	0.00	0.00	0.00	20.00		
9 Employees	Totals	#	4	2	0	1	2	0	0	1	
		%	44.44	22.22	0.00	11.11	22.22	0.00	0.00	11.11	

Job Group Analysis

2PB

Prof - PI&A

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003803 - Botanic Spec III-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		
30003804 - Botanic Spec III-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		
30003802 - Botanic Spec III-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		
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		
30001005 - Botanic Spec II-Forestry	#	3	2	1	0	1	0	0	1		
5 Employees	%	60.00	40.00	20.00	0.00	20.00	0.00	0.00	20.00		
30001584 - Botanic Spec I-Community Gardens	#	3	3	1	1	0	0	0	1		
3 Employees	%	100.00	100.00	33.33	33.33	0.00	0.00	0.00	33.33		
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		
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		
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		
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		
30000319 - Botanic Spec II-Environmental Education	#	2	2	1	0	1	0	0	0		
3 Employees	%	66.67	66.67	33.33	0.00	33.33	0.00	0.00	0.00		
30000878 - Botanic Spec I-Forestry	#	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		
30001333 - Botanic Spec I-Trails	#	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		
31 Employees	Totals	#	17	19	5	3	5	1	0	3	
		%	54.84	61.29	16.13	9.68	16.13	3.23	0.00	9.68	

Job Group Analysis

2PL

Prof - Planning & Development

EEO Code: 2

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

Job Group Analysis

2PM-NR-1

Prof - Program & Project Admin - NR - Level 1

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003235 - Coordinator I - E	#	3	1	0	3	0	0	0	0		
4 Employees	%	75.00	25.00	0.00	75.00	0.00	0.00	0.00	0.00		
30003027 - Coordinator I - NE	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
7 Employees	Totals	#	4	2	0	3	1	0	0		
		%	57.14	28.57	0.00	42.86	14.29	0.00	0.00		

Job Group Analysis

2PM-NR-2

Prof - Program & Project Admin - NR - Level 2

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003028 - Coordinator II	#	12	13	4	3	4	0	0	1		
26 Employees	%	46.15	50.00	15.38	11.54	15.38	0.00	0.00	3.85		
26 Employees	Totals	#	12	13	4	3	4	0	0	1	
		%	46.15	50.00	15.38	11.54	15.38	0.00	0.00	3.85	

Job Group Analysis

2PM-NR-3

Prof - Program & Project Admin - NR - Level 3

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30003029 - Coordinator III	#	2	3	0	0	1	0	0	1		
6 Employees	%	33.33	50.00	0.00	0.00	16.67	0.00	0.00	16.67		
9 Employees	Totals	#	3	5	0	0	2	0	0	1	
		%	33.33	55.56	0.00	0.00	22.22	0.00	0.00	11.11	

Job Group Analysis

2RM

Prof - Risk Management & Liability

EEO Code: 2

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

Job Group Analysis

3EN

Technicians - Environmental Sustainability

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000338 - Environmental 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		
1 Employee	Totals	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER-1

Technicians - Engineering - Level 1

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000324 - Engineering Technician 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		
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

3ER-2

Technicians - Engineering - Level 2

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
3 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	66.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER-3

Technicians - Engineering - Level 3

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		
30000330 - CAD 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		
4 Employees	Totals	#	1	1	1	0	0	0	0		
		%	25.00	25.00	25.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3PB

Technicians - PI&A

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003353 - Tree Inspector, Senior	#	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		
30000250 - Tree Inspector	#	1	0	1	0	0	0	0	0		
8 Employees	%	12.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00		
30001383 - Botanic Technician II	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30002008 - Community Garden Technician	#	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		
18 Employees	Totals	#	3	1	2	0	1	0	0		
		%	16.67	5.56	11.11	0.00	5.56	0.00	0.00		

Job Group Analysis

3PL

Technicians - Planning & Development

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000334 - Development Services Technician III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	1	3	0	0	1	0	0	0		
4 Employees	%	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00		
5 Employees											
	Totals										
	#	1	4	0	0	1	0	0	0		
	%	20.00	80.00	0.00	0.00	20.00	0.00	0.00	0.00		

Job Group Analysis

5BA

PS - Non-Sworn - Bus Ops & Admin

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

5PB

PS - Non-Sworn - PI&A

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001709 - Park Ranger	#	9	9	1	3	1	1	1	2		
27 Employees	%	33.33	33.33	3.70	11.11	3.70	3.70	3.70	7.41		
27 Employees	Totals	#	9	9	1	3	1	1	2		
		%	33.33	33.33	3.70	11.11	3.70	3.70	3.70	7.41	

Job Group Analysis

5PS

PS - Non-Sworn - Public Safety

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002159 - Seasonal Park Ranger	#	4	3	0	1	2	1	0	0		
9 Employees	%	44.44	33.33	0.00	11.11	22.22	11.11	0.00	0.00		
9 Employees	Totals	#	4	3	0	1	2	1	0	0	
		%	44.44	33.33	0.00	11.11	22.22	11.11	0.00	0.00	

Job Group Analysis

6BA-C-1

Admin Sup - Bus Ops & Admin - Casual - Level 1

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000589 - Community Service Aide I	#	43	29	9	14	16	0	0	4		
59 Employees	%	72.88	49.15	15.25	23.73	27.12	0.00	0.00	6.78		
59 Employees	Totals	#	43	29	9	14	16	0	0	4	
		%	72.88	49.15	15.25	23.73	27.12	0.00	0.00	6.78	

Job Group Analysis

6BA-C-2

Admin Sup - Bus Ops & Admin - Casual - Level 2

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000590 - Community Service Aide II	#	15	37	6	2	5	0	0	2		
53 Employees	%	28.30	69.81	11.32	3.77	9.43	0.00	0.00	3.77		
53 Employees	Totals	#	15	37	6	2	5	0	0	2	
		%	28.30	69.81	11.32	3.77	9.43	0.00	0.00	3.77	

Job Group Analysis

6BA-NR-1

Admin Sup - Bus Ops & Admin - NR - Level 1

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003002 - Administrative Specialist I	#	2	3	0	1	1	0	0	0		
3 Employees	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		
3 Employees	Totals	#	2	3	0	1	1	0	0		
	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		

Job Group Analysis

6BA-NR-2

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

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003003 - Administrative Specialist II	#	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		
9 Employees	Totals	#	3	7	0	2	0	0	0	1	
	%	33.33	77.78	0.00	22.22	0.00	0.00	0.00	11.11		

Job Group Analysis

6BA-NR-3

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

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	2	1	0	0	0	0		
	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6BA-R-1

Admin Sup - Bus Ops & Admin - Represented - Lvl 1

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support Specialist 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		
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		
2 Employees	Totals	#	2	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6BA-R-2

Admin Sup - Bus Ops & Admin - Represented - Lvl 2

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	2	3	0	2	0	0	0	0		
3 Employees	%	66.67	100.00	0.00	66.67	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	2	3	0	2	0	0	0		
	%	66.67	100.00	0.00	66.67	0.00	0.00	0.00	0.00		

Job Group Analysis

6PB

Admin Sup - PI&A

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000029 - Service Dispatcher	#	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		
2 Employees	Totals	#	1	1	0	0	1	0	0		
		%	50.00	50.00	0.00	0.00	50.00	0.00	0.00		

Job Group Analysis

6PR

Admin Sup - Procurement

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		

Job Group Analysis

7PB-CM

Skilled Craft - PI&A - Constr & Maint

EEO Code: 7

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		
30002499 - Carpenter-CL	#	1	1	0	0	0	1	0	0		
9 Employees	%	11.11	11.11	0.00	0.00	0.00	11.11	0.00	0.00		
30001159 - Plumber	#	1	0	0	0	0	0	0	1		
4 Employees	%	25.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00		
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		
17 Employees	Totals	#	4	1	1	1	0	1	0	1	
		%	23.53	5.88	5.88	5.88	0.00	5.88	0.00	5.88	

Job Group Analysis

7PB-EL

Skilled Craft - PI&A - Electrical

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
4 Employees	Totals	#	1	0	0	0	0	0	1		
		%	25.00	0.00	0.00	0.00	0.00	0.00	25.00		

Job Group Analysis

7PB-EO

Skilled Craft - PI&A - Equipment Operators

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002495 - Construction Equipment Operator-CL	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 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

7PB-FE

Skilled Craft - PI&A - Facil & Equip

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002487 - Facilities Maintenance Technician-CL	#	1	0	0	0	0	0	1	0		
4 Employees	%	25.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00		
30000127 - General Mechanic	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002508 - Facilities Maint Tech Apprentice-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		
7 Employees	Totals	#	1	0	0	0	0	1	0		
		%	14.29	0.00	0.00	0.00	0.00	14.29	0.00		

Job Group Analysis

7PB-MP

Skilled Craft - PI&A - Maint Planning/Scheduling

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000098 - Maintenance Mechanic	#	2	2	0	0	2	0	0	0			
13 Employees	%	15.38	15.38	0.00	0.00	15.38	0.00	0.00	0.00			
13 Employees	Totals	#	2	2	0	0	2	0	0	0		
		%	15.38	15.38	0.00	0.00	15.38	0.00	0.00	0.00		

Job Group Analysis

8CE

Service Maint - CE&D

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003925 - Aquatics Coordinator	#	1	7	0	1	0	0	0	0		
8 Employees	%	12.50	87.50	0.00	12.50	0.00	0.00	0.00	0.00		
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		
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		
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		
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		
30000979 - Recreation Coord II-At-Risk Yth Outreach	#	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		
30000276 - Recreation Coord I-Generalist	#	13	13	1	7	3	1	0	1		
26 Employees	%	50.00	50.00	3.85	26.92	11.54	3.85	0.00	3.85		
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		
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		
30002036 - Recreation Coord II-Special Events&Mktg	#	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	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000275 - Recreation Coord I-Public Events Permit	#	7	5	2	1	2	0	0	2		
10 Employees	%	70.00	50.00	20.00	10.00	20.00	0.00	0.00	20.00		
30003900 - Aquatics Leader	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
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		
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		

Job Group Analysis

8CE

Service Maint - CE&D

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000263 - Recreation Leader-FT-Arts	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000262 - Recreation Leader-FT-Pre-School	#	5	11	0	3	1	0	0	1		
13 Employees	%	38.46	84.62	0.00	23.08	7.69	0.00	0.00	7.69		
30002408 - Recreation Leader-FT-Instructor	#	2	0	0	1	1	0	0	0		
3 Employees	%	66.67	0.00	0.00	33.33	33.33	0.00	0.00	0.00		
30000261 - Recreation Leader-FT-Generalist	#	9	9	1	2	4	0	0	2		
19 Employees	%	47.37	47.37	5.26	10.53	21.05	0.00	0.00	10.53		
30000267 - Recreation Leader-FT-Tennis	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30002411 - Recreation Leader-FT-Teen	#	6	3	0	3	1	0	0	2		
8 Employees	%	75.00	37.50	0.00	37.50	12.50	0.00	0.00	25.00		
112 Employees	Totals	#	51	65	6	19	17	1	0	8	
		%	45.54	58.04	5.36	16.96	15.18	0.89	0.00	7.14	

Job Group Analysis

8CE-C

Service Maint - CE&D - Casual

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000255 - Parks Activities Specialist	#	78	144	28	19	12	2	2	15		
257 Employees	%	30.35	56.03	10.89	7.39	4.67	0.78	0.78	5.84		
30003926 - Recreation Associate	#	165	246	36	49	34	3	1	42		
400 Employees	%	41.25	61.50	9.00	12.25	8.50	0.75	0.25	10.50		
30000254 - Recreation Leader-PT/Seas	#	72	153	25	15	11	1	2	18		
269 Employees	%	26.77	56.88	9.29	5.58	4.09	0.37	0.74	6.69		
926 Employees	Totals	#	315	543	89	83	57	6	5	75	
		%	34.02	58.64	9.61	8.96	6.16	0.65	0.54	8.10	

Job Group Analysis

8PB-CM

Service Maint - PI&A - Constr & Maint

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	8	2	2	0	5	0	0	1		
17 Employees	%	47.06	11.76	11.76	0.00	29.41	0.00	0.00	5.88		
30002258 - Recreation Facility Technician	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30 Employees	Totals	#	3	3	2	5	0	0	1		
		%	10.00	10.00	6.67	16.67	0.00	0.00	3.33		

Job Group Analysis

8PB-MP

Service Maint - PI&A - Maint Plan/Sched

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30002504 - Horticulturist, Lead-CL	#	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		
30001739 - Arborist IV	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
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		
30000248 - Arborist III	#	2	1	0	0	1	0	0	1		
8 Employees	%	25.00	12.50	0.00	0.00	12.50	0.00	0.00	12.50		
30002503 - Horticulturist-CL	#	4	9	1	1	1	0	0	1		
22 Employees	%	18.18	40.91	4.55	4.55	4.55	0.00	0.00	4.55		
30002491 - Parks Technician-CL	#	6	4	1	1	2	0	0	2		
34 Employees	%	17.65	11.76	2.94	2.94	5.88	0.00	0.00	5.88		
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		
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		
30000080 - Turf Maintenance Technician	#	5	2	2	0	2	0	0	1		
15 Employees	%	33.33	13.33	13.33	0.00	13.33	0.00	0.00	6.67		
30000085 - Greenskeeper I	#	1	1	0	0	0	0	0	1		
10 Employees	%	10.00	10.00	0.00	0.00	0.00	0.00	0.00	10.00		
116 Employees	Totals	#	23	18	4	3	10	0	6		
		%	19.83	15.52	3.45	2.59	8.62	0.00	5.17		

Job Group Analysis

8PB-MP-C

Service Maint - PI&A - Maint Plan/Sched - Casual

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000074 - Seasonal Maintenance Worker	#	8	7	2	0	5	0	0	1		
34 Employees	%	23.53	20.59	5.88	0.00	14.71	0.00	0.00	2.94		
34 Employees	Totals	#	8	7	2	0	5	0	0	1	
		%	23.53	20.59	5.88	0.00	14.71	0.00	0.00	2.94	

Job Group Analysis

8TR

Service Maint - Transportation & Roadways

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002493 - Automotive Equipment Oper I-CL	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
3 Employees	Totals	#	1	0	0	0	1	0	0	0	
		%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	

Incumbency vs. Estimated Availability

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

1EX		Off/Adm - Executive Managers							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	60.00	60.00	0.00	20.00	40.00	0.00	0.00	0.00
	Availability %	20.54	42.67	6.23	4.57	5.61	0.21	0.08	3.83
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								

1FA		Off/Adm - Finance & Accounting							
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 %	31.77	53.40	18.75	1.61	6.12	0.00	1.87	3.44
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								

1MA-1		Off/Adm - Managers - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	27.27	36.36	4.55	18.18	0.00	0.00	0.00	4.55
	Availability %	27.61	49.84	8.05	7.39	7.27	0.93	0.88	3.09
	Emp Less Avail?								
	Statistical Value	1.000E	0.286E	1.000E		0.402E	1.000E	1.000E	
	Stat Significant?								

1MA-2		Off/Adm - Managers - Level 2							
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 %	24.24	43.55	8.50	5.57	6.45	0.76	0.40	2.56
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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

1MS		Off/Adm - Maint Supervisors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	21.74	21.74	4.35	8.70	4.35	0.00	0.00	4.35
	Availability %	18.18	11.58	2.71	2.27	8.13	1.40	0.38	3.29
	Emp Less Avail?								
	Statistical Value					1.000E	1.000E	1.000E	
	Stat Significant?								

1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	36.36	54.55	0.00	0.00	18.18	0.00	0.00	18.18
	Availability %	23.58	39.15	5.78	5.48	11.77	0.01	0.09	0.44
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	
	Stat Significant?								

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00
	Availability %	19.62	27.53	4.44	4.76	5.78	0.01	1.44	3.20
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

1SU-1		Off/Adm - Supervisors - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
32	Employment %	43.75	53.13	0.00	25.00	9.38	0.00	0.00	9.38
	Availability %	21.71	41.79	6.38	5.50	5.33	0.23	0.71	3.56
	Emp Less Avail?								
	Statistical Value			1.477			0.272	0.478	
	Stat Significant?								

1SU-2		Off/Adm - Supervisors - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	16.67	50.00	0.00	8.33	8.33	0.00	0.00	0.00
	Availability %	32.10	54.04	9.69	7.23	10.18	0.39	1.04	3.56
	Emp Less Avail?								
	Statistical Value	0.360E	0.781E	0.621E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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Incumbency vs. Estimated Availability

1SU-3		Off/Adm - Supervisors - Level 3							
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 %	21.70	30.66	12.74	0.68	4.26	0.05	1.18	2.81
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2BA-1		Prof - Bus Ops & Admin - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29
	Availability %	16.92	39.64	7.79	1.46	2.69	0.23	0.53	4.22
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
2BA-2		Prof - Bus Ops & Admin - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	40.00	46.67	0.00	0.00	33.33	0.00	0.00	6.67
	Availability %	24.31	49.79	7.85	5.28	5.69	0.12	0.50	4.88
	Emp Less Avail?								
	Statistical Value		1.000E	0.625E	1.000E		1.000E	1.000E	
	Stat Significant?								
2BA-3		Prof - Bus Ops & Admin - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	66.67	0.00	16.67	0.00	0.00	0.00	0.00
	Availability %	24.20	49.40	6.74	5.40	6.00	0.36	0.34	5.37
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2CM		Prof - Communications							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	33.33	63.61	13.55	2.51	14.52	0.03	0.08	2.66
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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Incumbency vs. Estimated Availability

2ER-R-2		Prof - Engineering - Represented - Level 2							
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 %	21.49	26.97	10.23	2.01	7.24	0.08	0.28	1.67
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2FA		Prof - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	75.00	75.00	25.00	0.00	50.00	0.00	0.00	0.00
	Availability %	29.16	59.64	11.19	5.72	8.37	0.99	0.40	2.49
	Emp Less Avail?								
	Statistical Value				1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
2IT-BS		Prof - IT - Business Systems							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	44.44	22.22	0.00	11.11	22.22	0.00	0.00	11.11
	Availability %	26.18	35.08	15.49	2.40	4.10	0.00	0.00	4.19
	Emp Less Avail?								
	Statistical Value		0.508E	0.371E					
	Stat Significant?								
2PB		Prof - PI&A							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
31	Employment %	54.84	61.29	16.13	9.68	16.13	3.23	0.00	9.68
	Availability %	9.82	33.05	4.71	0.43	3.13	0.17	0.09	1.29
	Emp Less Avail?								
	Statistical Value							0.167	
	Stat Significant?								
2PL		Prof - Planning & Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	100.00	0.00	0.00	0.00	0.00	0.00	33.33
	Availability %	28.83	56.18	9.11	3.40	9.98	0.00	0.00	6.35
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E			
	Stat Significant?								

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Incumbency vs. Estimated Availability

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	57.14	28.57	0.00	42.86	14.29	0.00	0.00	0.00
	Availability %	19.58	60.30	5.75	2.41	6.30	0.26	0.94	3.93
	Emp Less Avail?								
	Statistical Value		0.122E	1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	46.15	50.00	15.38	11.54	15.38	0.00	0.00	3.85
	Availability %	25.89	62.91	4.68	7.63	7.99	0.73	2.00	2.86
	Emp Less Avail?								
	Statistical Value		0.222E				1.000E	1.000E	
	Stat Significant?								
2PM-NR-3		Prof - Program & Project Admin - NR - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	55.56	0.00	0.00	22.22	0.00	0.00	11.11
	Availability %	25.26	59.12	5.82	6.78	6.03	0.27	1.24	5.13
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	
	Stat Significant?								
2RM		Prof - Risk Management & Liability							
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 %	27.42	43.55	4.84	11.29	11.29	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E				
	Stat Significant?								
3EN		Technicians - Environmental Sustainability							
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 %	25.80	54.09	10.23	2.27	9.34	0.08	0.08	3.81
	Emp Less Avail?								
	Statistical Value	1.000E	0.459E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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Incumbency vs. Estimated Availability

3ER-1		Technicians - Engineering - Level 1							
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 %	21.54	15.82	8.06	1.11	6.03	0.86	0.31	5.17
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
3ER-2		Technicians - Engineering - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.91	14.03	7.46	3.09	6.75	1.58	0.21	4.82
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
3ER-3		Technicians - Engineering - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.06	32.58	5.72	5.65	6.22	0.10	1.62	3.76
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
3PB		Technicians - PI&A							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	16.67	5.56	11.11	0.00	5.56	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?		YES						
	Statistical Value	0.779E	0.000E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?		YES						
3PL		Technicians - Planning & Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	80.00	0.00	0.00	20.00	0.00	0.00	0.00
	Availability %	25.67	41.54	9.13	2.62	8.53	0.43	0.13	4.84
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

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Incumbency vs. Estimated Availability

5BA		PS - Non-Sworn - Bus Ops & Admin							
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?								
5PB		PS - Non-Sworn - PI&A							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
27	Employment %	33.33	33.33	3.70	11.11	3.70	3.70	3.70	7.41
	Availability %	30.03	30.23	4.86	10.49	7.24	3.05	1.33	3.05
	Emp Less Avail?								
	Statistical Value			1.000E		0.719E			
	Stat Significant?								
5PS		PS - Non-Sworn - Public Safety							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	44.44	33.33	0.00	11.11	22.22	11.11	0.00	0.00
	Availability %	29.57	46.21	2.77	10.76	9.88	1.06	0.07	5.01
	Emp Less Avail?								
	Statistical Value		0.519E	1.000E				1.000E	1.000E
	Stat Significant?								
6BA-C-1		Admin Sup - Bus Ops & Admin - Casual - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
59	Employment %	72.88	49.15	15.25	23.73	27.12	0.00	0.00	6.78
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?		YES						
	Statistical Value		4.858				0.756	0.481	
	Stat Significant?		YES						
6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
53	Employment %	28.30	69.81	11.32	3.77	9.43	0.00	0.00	3.77
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?								
	Statistical Value		1.077				0.717	0.456	0.284
	Stat Significant?								

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Incumbency vs. Estimated Availability

6BA-NR-1		Admin Sup - Bus Ops & Admin - NR - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00
	Availability %	15.60	91.99	3.82	1.22	6.61	0.94	0.41	2.62
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	77.78	0.00	22.22	0.00	0.00	0.00	11.11
	Availability %	22.38	80.07	3.86	4.25	9.11	1.04	0.80	3.32
	Emp Less Avail?								
	Statistical Value		0.697E	1.000E		1.000E	1.000E	1.000E	
	Stat Significant?								
6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.64	89.81	6.21	8.53	5.83	1.09	0.21	3.78
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.29	76.56	6.81	2.31	8.38	0.92	0.44	4.42
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	100.00	0.00	66.67	0.00	0.00	0.00	0.00
	Availability %	26.74	75.27	4.86	4.18	10.72	1.23	0.94	4.81
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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Incumbency vs. Estimated Availability

6PB		Admin Sup - PI&A							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00
	Availability %	33.07	31.69	2.79	3.70	16.54	0.45	0.86	8.74
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
6PR		Admin Sup - Procurement							
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 %	20.65	75.51	5.09	2.64	8.33	0.25	1.20	3.14
	Emp Less Avail?								
	Statistical Value	1.000E	0.060E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
7PB-CM		Skilled Craft - PI&A - Constr & Maint							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	23.53	5.88	5.88	5.88	0.00	5.88	0.00	5.88
	Availability %	29.46	5.91	2.07	3.12	18.87	0.49	1.06	3.86
	Emp Less Avail?								
	Statistical Value	0.792E	1.000E			0.057E		1.000E	
	Stat Significant?								
7PB-EL		Skilled Craft - PI&A - Electrical							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00
	Availability %	16.60	5.53	2.18	2.09	7.09	0.68	0.06	4.50
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
7PB-EO		Skilled Craft - PI&A - Equipment Operators							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.83	8.90	3.86	8.28	11.20	0.34	1.83	2.33
	Emp Less Avail?								
	Statistical Value	0.331E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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Incumbency vs. Estimated Availability

7PB-FE		Skilled Craft - PI&A - Facil & Equip							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	0.00	0.00	0.00	0.00	0.00	14.29	0.00
	Availability %	20.35	5.21	4.39	1.44	10.00	0.70	0.24	3.59
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
7PB-MP		Skilled Craft - PI&A - Maint Planning/Scheduling							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	15.38	15.38	0.00	0.00	15.38	0.00	0.00	0.00
	Availability %	27.12	9.97	4.76	5.77	10.44	0.59	1.97	3.58
	Emp Less Avail?								
	Statistical Value	0.534E		1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
8CE		Service Maint - CE&D							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
112	Employment %	45.54	58.04	5.36	16.96	15.18	0.89	0.00	7.14
	Availability %	26.86	61.59	6.77	6.58	6.02	0.46	0.52	6.51
	Emp Less Avail?								
	Statistical Value		0.773	0.595				0.765	
	Stat Significant?								
8CE-C		Service Maint - CE&D - Casual							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
926	Employment %	34.02	58.64	9.61	8.96	6.16	0.65	0.54	8.10
	Availability %	17.25	65.55	2.96	3.40	5.82	0.22	0.49	4.37
	Emp Less Avail?		YES						
	Statistical Value		4.425						
	Stat Significant?		YES						
8PB-CM		Service Maint - PI&A - Constr & Maint							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
30	Employment %	36.67	10.00	10.00	6.67	16.67	0.00	0.00	3.33
	Availability %	29.23	9.42	2.12	1.32	21.04	0.99	1.16	2.60
	Emp Less Avail?								
	Statistical Value					0.588	0.548	0.593	
	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

8PB-MP		Service Maint - PI&A - Maint Plan/Sched							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
116	Employment %	19.83	15.52	3.45	2.59	8.62	0.00	0.00	5.17
	Availability %	38.06	12.50	3.69	5.44	24.23	0.37	1.52	2.82
	Emp Less Avail?	YES				YES			
	Statistical Value	4.044		0.138	1.355	3.924	0.656	1.338	
	Stat Significant?	YES				YES			

8PB-MP-C		Service Maint - PI&A - Maint Plan/Sched - Casual							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
34	Employment %	23.53	20.59	5.88	0.00	14.71	0.00	0.00	2.94
	Availability %	52.75	10.54	1.19	3.48	45.74	0.21	0.10	2.02
	Emp Less Avail?	YES				YES			
	Statistical Value	3.413			1.107	3.632	0.267	0.184	
	Stat Significant?	YES				YES			

8TR		Service Maint - Transportation & Roadways							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00
	Availability %	29.03	11.66	4.65	7.36	10.61	0.56	2.49	3.35
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 1709

S - Significant Difference Rule

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

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

Shortfall

1CH		Off/Adm - Chief Executives									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.4	0.9	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1EX		Off/Adm - Executive Managers									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	3	3	0	1	2	0	0	0		
	# Available	1.0	2.1	0.3	0.2	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
1FA		Off/Adm - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.6	1.1	0.4	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1MA-1		Off/Adm - Managers - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	6	8	1	4	0	0	0	1		
	# Available	6.1	11.0	1.8	1.6	1.6	0.2	0.2	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
1MA-2		Off/Adm - Managers - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.4	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1MS		Off/Adm - Maint Supervisors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	5	5	1	2	1	0	0	1		
	# Available	4.2	2.7	0.6	0.5	1.9	0.3	0.1	0.8		
	Persons Required	0	0	0	0	0	0	0	0		
1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	4	6	0	0	2	0	0	2		
	# Available	2.6	4.3	0.6	0.6	1.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.6	0.8	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1SU-1		Off/Adm - Supervisors - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
32	# Employed	14	17	0	8	3	0	0	3		
	# Available	6.9	13.4	2.0	1.8	1.7	0.1	0.2	1.1		
	Persons Required	0	0	0	0	0	0	0	0		
1SU-2		Off/Adm - Supervisors - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	2	6	0	1	1	0	0	0		
	# Available	3.9	6.5	1.2	0.9	1.2	0.0	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
1SU-3		Off/Adm - Supervisors - Level 3									
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		
2BA-1		Prof - Bus Ops & Admin - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	4	0	0	0	0	0	1		
	# Available	1.2	2.8	0.5	0.1	0.2	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2BA-2		Prof - Bus Ops & Admin - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	6	7	0	0	5	0	0	1		
	# Available	3.6	7.5	1.2	0.8	0.9	0.0	0.1	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
2BA-3		Prof - Bus Ops & Admin - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	4	0	1	0	0	0	0		
	# Available	1.5	3.0	0.4	0.3	0.4	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2CM		Prof - Communications									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.7	1.3	0.3	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2ER-R-2		Prof - Engineering - Represented - Level 2									
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	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2FA		Prof - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	3	3	1	0	2	0	0	0		
	# Available	1.2	2.4	0.4	0.2	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-BS		Prof - IT - Business Systems									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	4	2	0	1	2	0	0	1		
	# Available	2.4	3.2	1.4	0.2	0.4	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2PB		Prof - PI&A									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
31	# Employed	17	19	5	3	5	1	0	3		
	# Available	3.0	10.2	1.5	0.1	1.0	0.1	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Prof - Planning & Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	0	0	0	0	0	1		
	# Available	0.9	1.7	0.3	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-1		Prof - Program & Project Admin - NR - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	4	2	0	3	1	0	0	0		
	# Available	1.4	4.2	0.4	0.2	0.4	0.0	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
26	# Employed	12	13	4	3	4	0	0	1		
	# Available	6.7	16.4	1.2	2.0	2.1	0.2	0.5	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-3		Prof - Program & Project Admin - NR - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	5	0	0	2	0	0	1		
	# Available	2.3	5.3	0.5	0.6	0.5	0.0	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2RM		Prof - Risk Management & Liability									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.8	1.3	0.1	0.3	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3EN		Technicians - Environmental Sustainability									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.5	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3ER-1		Technicians - Engineering - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.2	0.1	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3ER-2		Technicians - Engineering - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.7	0.4	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3ER-3		Technicians - Engineering - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.9	1.3	0.2	0.2	0.2	0.0	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
3PB		Technicians - PI&A									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	3	1	2	0	1	0	0	0		
	# Available	4.0	8.5	1.8	0.1	1.4	0.0	0.0	0.5		
	Persons Required	0	4	0	0	0	0	0	0		
3PL		Technicians - Planning & Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	4	0	0	1	0	0	0		
	# Available	1.3	2.1	0.5	0.1	0.4	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
5BA		PS - Non-Sworn - Bus Ops & Admin									
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		

Shortfall

5PB		PS - Non-Sworn - PI&A									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
27	# Employed	9	9	1	3	1	1	1	2		
	# Available	8.1	8.2	1.3	2.8	2.0	0.8	0.4	0.8		
	Persons Required	0	0	0	0	0	0	0	0		
5PS		PS - Non-Sworn - Public Safety									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	4	3	0	1	2	1	0	0		
	# Available	2.7	4.2	0.2	1.0	0.9	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-C-1		Admin Sup - Bus Ops & Admin - Casual - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
59	# Employed	43	29	9	14	16	0	0	4		
	# Available	13.9	44.9	4.1	1.4	4.9	0.6	0.2	2.7		
	Persons Required	0	10	0	0	0	0	0	0		
6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
53	# Employed	15	37	6	2	5	0	0	2		
	# Available	12.5	40.3	3.7	1.2	4.4	0.5	0.2	2.4		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-NR-1		Admin Sup - Bus Ops & Admin - NR - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	0	1	1	0	0	0		
	# Available	0.5	2.8	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	7	0	2	0	0	0	1		
	# Available	2.0	7.2	0.3	0.4	0.8	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.5	1.8	0.1	0.2	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	1.5	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	0	2	0	0	0	0		
	# Available	0.8	2.3	0.1	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6PB		Admin Sup - PI&A									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.7	0.6	0.1	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
6PR		Admin Sup - Procurement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	1.5	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-CM		Skilled Craft - PI&A - Constr & Maint									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	4	1	1	1	0	1	0	1		
	# Available	5.0	1.0	0.4	0.5	3.2	0.1	0.2	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-EL		Skilled Craft - PI&A - Electrical									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	0	0	0	0	0	0	1		
	# Available	0.7	0.2	0.1	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-EO		Skilled Craft - PI&A - Equipment Operators									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.4	0.4	0.2	0.4	0.6	0.0	0.1	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-FE		Skilled Craft - PI&A - Facil & Equip									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	0	0	0	0	0	1	0		
	# Available	1.4	0.4	0.3	0.1	0.7	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-MP		Skilled Craft - PI&A - Maint Planning/Scheduling									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	2	2	0	0	2	0	0	0		
	# Available	3.5	1.3	0.6	0.8	1.4	0.1	0.3	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

8CE		Service Maint - CE&D									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
112	# Employed	51	65	6	19	17	1	0	8		
	# Available	30.1	69.0	7.6	7.4	6.7	0.5	0.6	7.3		
	Persons Required	0	0	0	0	0	0	0	0		

8CE-C		Service Maint - CE&D - Casual									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
926	# Employed	315	543	89	83	57	6	5	75		
	# Available	159.7	607.0	27.4	31.5	53.9	2.0	4.5	40.5		
	Persons Required	0	36	0	0	0	0	0	0		

8PB-CM		Service Maint - PI&A - Constr & Maint									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30	# Employed	11	3	3	2	5	0	0	1		
	# Available	8.8	2.8	0.6	0.4	6.3	0.3	0.3	0.8		
	Persons Required	0	0	0	0	0	0	0	0		

8PB-MP		Service Maint - PI&A - Maint Plan/Sched									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
116	# Employed	23	18	4	3	10	0	0	6		
	# Available	44.1	14.5	4.3	6.3	28.1	0.4	1.8	3.3		
	Persons Required	11	0	0	0	10	0	0	0		

8PB-MP-C		Service Maint - PI&A - Maint Plan/Sched - Casual									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
34	# Employed	8	7	2	0	5	0	0	1		
	# Available	17.9	3.6	0.4	1.2	15.6	0.1	0.0	0.7		
	Persons Required	5	0	0	0	5	0	0	0		

8TR		Service Maint - Transportation & Roadways									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.9	0.3	0.1	0.2	0.3	0.0	0.1	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

S - Significant Difference Rule

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

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

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

1MA-1		Off/Adm - Managers - Level 1						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	YES	--	--	--		
Selection Ratio	Infin	Infin	0.00	Infin	Infin	Infin		
Statistical Value			0.889F					
Significant?	--	--	NO	--	--	--		
Shortfall			0					

1MS		Off/Adm - Maint Supervisors						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	YES	--	--	*		
Selection Ratio	Infin	Infin	0.00	Infin	Infin	1.25		
Statistical Value			0.667F					
Significant?	--	--	NO	--	--	NO		
Shortfall			0					

1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--	--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value								
Significant?	--	--	--	--	--	--	--	
Shortfall								

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	YES	--	--	--		
Selection Ratio	Infin	Infin	0.00	Infin	Infin	Infin		
Statistical Value			0.705F					
Significant?	--	--	NO	--	--	--		
Shortfall			0					

1SU-1		Off/Adm - Supervisors - Level 1						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--	--	YES		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00		
Statistical Value	0.339	0.339	0.585			0.753		
Significant?	NO	NO	NO	--	--	NO		
Shortfall	0	0	0			0		

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

1SU-2		Off/Adm - Supervisors - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	YES	YES	--	--		
Selection Ratio	Infin	0.00	0.00	0.00	Infin	Infin		
Statistical Value		0.952F	0.952F	0.909F				
Significant?	--	NO	NO	NO	--	--		
Shortfall		0	0	0				

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

2BA-2		Prof - Bus Ops & Admin - Level 2						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	--	YES	YES	
Selection Ratio	0.00	0.00		Infin	Infin	0.00	0.12	
Statistical Value	0.359F	0.509F				0.778F	2.141	
Significant?	NO	NO		--	--	NO	YES	
Shortfall	0	0				0	0	

2CM		Prof - Communications						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		--	YES	--	--	YES	YES	
Selection Ratio		Infin	0.00	Infin	Infin	0.00	0.00	
Statistical Value			0.636F			0.700F	2.386	
Significant?		--	NO	--	--	NO	YES	
Shortfall			0			0	0	

2IT-BS		Prof - IT - Business Systems						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--	--	YES		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00		
Statistical Value	0.550F	0.629F	0.485F			0.629F		
Significant?	NO	NO	NO	--	--	NO		
Shortfall	0	0	0			0		

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2PB		Prof - PI&A						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	YES	--	YES	YES	
Selection Ratio	0.57		0.76	0.00	Infin	0.00	0.00	
Statistical Value	0.606F		0.636F	0.800F		0.364F	5.766	
Significant?	NO		NO	NO	--	NO	YES	
Shortfall	0		0	0		0	3	

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		YES	YES	YES	YES	
Selection Ratio	0.00	0.00		0.00	0.00	0.00	0.29	
Statistical Value	0.824F	0.636F		0.933F	0.933F	0.583F	0.943	
Significant?	NO	NO		NO	NO	NO	NO	
Shortfall	0	0		0	0	0	0	

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	YES	YES	YES	YES	
Selection Ratio		0.55	0.52	0.00	0.00	0.70	0.14	
Statistical Value		0.517	0.681	0.778F	0.721F	0.377	2.636	
Significant?		NO	NO	NO	NO	NO	YES	
Shortfall		0	0	0	0	0	3	

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3						Favored Group: Pac
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	--	--		YES	YES	
Selection Ratio	0.00	Infin	Infin	Infin		0.00	0.00	
Statistical Value	0.500F					0.333F	5.745	
Significant?	NO	--	--	--		NO	YES	
Shortfall	0					0	0	

2RM		Prof - Risk Management & Liability						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	YES	--	--		
Selection Ratio	Infin	Infin	Infin	0.00	Infin	Infin		
Statistical Value				0.900F				
Significant?	--	--	--	NO	--	--		
Shortfall				0				

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

3PL	Technicians - Planning & Development						Favored Group: Wht	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	--	--	YES	
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00	
Statistical Value	0.515	1.085	0.515			0.958	
Significant?	NO	NO	NO	--	--	NO	
Shortfall	0	0	0			0	

5PS	PS - Non-Sworn - Public Safety						Favored Group: Blk	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--		NO	--	--	YES	YES
Selection Ratio	Infin		0.80	Infin	Infin	0.40	0.30
Statistical Value						0.524F	1.270
Significant?	--		NO	--	--	NO	NO
Shortfall						0	1

6BA-C-1	Admin Sup - Bus Ops & Admin - Casual - Level 1						Favored Group: Blk	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES		NO	YES	NO	YES	YES
Selection Ratio	0.75		0.81	0.00	0.94	0.62	0.16
Statistical Value	0.925			1.461		1.172	6.102
Significant?	NO		NO	NO	NO	NO	YES
Shortfall	0			0		0	21

6BA-C-2	Admin Sup - Bus Ops & Admin - Casual - Level 2						Favored Group: Blk	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	NO		YES	YES	YES	YES	YES
Selection Ratio	0.88		0.51	0.00	0.00	0.34	0.33
Statistical Value			1.201	1.708	0.833F	1.566	2.308
Significant?	NO		NO	NO	NO	NO	YES
Shortfall			0	0	0	0	6

6BA-NR-1	Admin Sup - Bus Ops & Admin - NR - Level 1						Favored Group: Wht	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	YES	YES	YES	
Selection Ratio	0.00	0.00	0.00	0.00	0.00	0.00	
Statistical Value	0.229	0.103	0.340	0.103	0.103	0.229	
Significant?	NO	NO	NO	NO	NO	NO	
Shortfall	0	0	0	0	0	0	

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

6BA-NR-2	Admin Sup - Bus Ops & Admin - NR - Level 2	Favored Group: Wht
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	YES	--	YES	
Selection Ratio	0.00	0.00	0.00	0.00	Infin	0.00	
Statistical Value	0.231	0.134	0.378	0.134		0.267	
Significant?	NO	NO	NO	NO	--	NO	
Shortfall	0	0	0	0		0	

6BA-NR-3	Admin Sup - Bus Ops & Admin - NR - Level 3	Favored Group: Asi
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		YES	YES	YES	YES	YES	YES
Selection Ratio		0.00	0.00	0.00	0.00	0.00	0.00
Statistical Value		0.545F	0.400F	0.667F	0.750F	0.750F	2.796
Significant?		NO	NO	NO	NO	NO	YES
Shortfall		0	0	0	0	0	0

6BA-R-1	Admin Sup - Bus Ops & Admin - Represented - Lvl 1	Favored Group: Wht
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	--	YES	--	--	--	
Selection Ratio	Infin	Infin	0.00	Infin	Infin	Infin	
Statistical Value			0.833F				
Significant?	--	--	NO	--	--	--	
Shortfall			0				

6PB	Admin Sup - PI&A	Favored Group: His
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		YES	YES	YES	YES
Selection Ratio	0.00	0.00		0.00	0.00	0.00	0.00
Statistical Value	0.493	1.178		0.382	0.312	1.004	2.733
Significant?	NO	NO		NO	NO	NO	YES
Shortfall	0	0		0	0	0	1

7PB-CM	Skilled Craft - PI&A - Constr & Maint	Favored Group: Wht
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	--	YES	--	--	
Selection Ratio	Infin	0.00	Infin	0.00	Infin	Infin	
Statistical Value		0.750F		0.750F			
Significant?	--	NO	--	NO	--	--	
Shortfall		0		0			

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

8CE		Service Maint - CE&D						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	YES	YES	YES	YES	
Selection Ratio		0.00	0.50	0.00	0.00	0.26	0.09	
Statistical Value		0.145F	0.957	0.750F	0.577F	0.209F	3.743	
Significant?		NO	NO	NO	NO	NO	YES	
Shortfall		0	0	0	0	0	3	

8CE-C		Service Maint - CE&D - Casual						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	YES	YES	YES	YES	
Selection Ratio		0.71	0.66	0.58	0.58	0.75	0.76	
Statistical Value		2.731	3.173	1.527	1.637	2.122	2.586	
Significant?		YES	YES	NO	NO	YES	YES	
Shortfall		7	14	1	2	0	0	

8PB-CM		Service Maint - PI&A - Constr & Maint						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	--	--	--	YES		
Selection Ratio	0.00	Infin	Infin	Infin	Infin	0.00		
Statistical Value	0.818F					0.682F		
Significant?	NO	--	--	--	--	NO		
Shortfall	0					0		

8PB-MP		Service Maint - PI&A - Maint Plan/Sched						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--		YES	YES	YES	YES	
Selection Ratio	Infin	Infin		0.00	0.00	0.00	0.75	
Statistical Value				0.662F	0.810F	1.519	0.558	
Significant?	--	--		NO	NO	NO	NO	
Shortfall				0	0	1	0	

8PB-MP-C		Service Maint - PI&A - Maint Plan/Sched - Casual						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	YES	NO	YES	YES	
Selection Ratio		0.25	0.67	0.50	1.00	0.50	0.61	
Statistical Value		0.030F	0.333F	0.333F		0.126F	1.592	
Significant?		NO	NO	NO	NO	NO	NO	
Shortfall		2	0	0		0	0	

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1MA-1		Off/Adm - Managers - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.889F			
Significant?	NO			
Shortfall	0			

1MS		Off/Adm - Maint Supervisors		Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.83			
Statistical Value				
Significant?	NO			
Shortfall				

1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.167F		
Significant?		NO		
Shortfall		0		

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.705F			
Significant?	NO			
Shortfall	0			

1SU-1		Off/Adm - Supervisors - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.059			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1SU-2		Off/Adm - Supervisors - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.833F			
Significant?	NO			
Shortfall	0			

2BA-1		Prof - Bus Ops & Admin - Level 1		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.250F		
Significant?		NO		
Shortfall		0		

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.26		
Statistical Value		1.232		
Significant?		NO		
Shortfall		0		

2CM		Prof - Communications		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.685		
Significant?		NO		
Shortfall		0		

2IT-BS		Prof - IT - Business Systems		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.188F			
Significant?	NO			
Shortfall	1			

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2PB		Prof - PI&A	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.00	
Statistical Value		4.265	
Significant?		YES	
Shortfall		3	

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.77	
Statistical Value		0.187	
Significant?		NO	
Shortfall		0	

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.23	
Statistical Value		2.613	
Significant?		YES	
Shortfall		3	

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.00	
Statistical Value		2.869	
Significant?		YES	
Shortfall		0	

2RM		Prof - Risk Management & Liability	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.900F		
Significant?	NO		
Shortfall	0		

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

3PL	Technicians - Planning & Development	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	1.603	
Significant?	NO	
Shortfall	1	

5PS	PS - Non-Sworn - Public Safety	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.45
Statistical Value		1.348
Significant?		NO
Shortfall		1

6BA-C-1	Admin Sup - Bus Ops & Admin - Casual - Level 1	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.19
Statistical Value		6.503
Significant?		YES
Shortfall		21

6BA-C-2	Admin Sup - Bus Ops & Admin - Casual - Level 2	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.60
Statistical Value		2.013
Significant?		YES
Shortfall		6

6BA-NR-1	Admin Sup - Bus Ops & Admin - NR - Level 1	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.502	
Significant?	NO	
Shortfall	0	

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

6BA-NR-2	Admin Sup - Bus Ops & Admin - NR - Level 2	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.550	
Significant?	NO	
Shortfall	0	

6BA-NR-3	Admin Sup - Bus Ops & Admin - NR - Level 3	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.314
Significant?		NO
Shortfall		0

6BA-R-1	Admin Sup - Bus Ops & Admin - Represented - Lvl 1	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.833F	
Significant?	NO	
Shortfall	0	

6PB	Admin Sup - PI&A	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.764
Significant?		NO
Shortfall		1

7PB-CM	Skilled Craft - PI&A - Constr & Maint	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.570F	
Significant?	NO	
Shortfall	0	

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

8CE		Service Maint - CE&D		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.21		
Statistical Value		2.548		
Significant?		YES		
Shortfall		3		

8CE-C		Service Maint - CE&D - Casual		Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.97			
Statistical Value				
Significant?	NO			
Shortfall				

8PB-CM		Service Maint - PI&A - Constr & Maint		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.577F			
Significant?	NO			
Shortfall	0			

8PB-MP		Service Maint - PI&A - Maint Plan/Sched		Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.81			
Statistical Value				
Significant?	NO			
Shortfall				

8PB-MP-C		Service Maint - PI&A - Maint Plan/Sched - Casual		Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.90			
Statistical Value				
Significant?	NO			
Shortfall				

Adverse Impact for Applicants

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

by Gender

1MA-1		Off/Adm - Managers - Level 1		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

1MS		Off/Adm - Maint Supervisors		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.417F		
Significant?		NO		
Shortfall		0		

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.192F		
Significant?		NO		
Shortfall		1		

1SU-1		Off/Adm - Supervisors - Level 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.15		
Statistical Value		1.865		
Significant?		NO		
Shortfall		1		

Adverse Impact for Applicants

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

by Gender

1SU-2		Off/Adm - Supervisors - Level 2	Favored Group: Fem
	Fem	Mal	
Adverse IRA?		YES	
Selection Ratio		0.00	
Statistical Value		0.375F	
Significant?		NO	
Shortfall		0	

2BA-1		Prof - Bus Ops & Admin - Level 1	Favored Group: Mal
	Fem	Mal	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.625F		
Significant?	NO		
Shortfall	0		

2BA-2		Prof - Bus Ops & Admin - Level 2	Favored Group: Mal
	Fem	Mal	
Adverse IRA?	YES		
Selection Ratio	0.54		
Statistical Value	0.524		
Significant?	NO		
Shortfall	0		

2CM		Prof - Communications	Favored Group: Fem
	Fem	Mal	
Adverse IRA?		YES	
Selection Ratio		0.00	
Statistical Value		0.918	
Significant?		NO	
Shortfall		0	

2IT-BS		Prof - IT - Business Systems	Favored Group: Mal
	Fem	Mal	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.721F		
Significant?	NO		
Shortfall	0		

Adverse Impact for Applicants

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

by Gender

2PB		Prof - PI&A		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.91			
Statistical Value				
Significant?	NO			
Shortfall				

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.24			
Statistical Value	1.128			
Significant?	NO			
Shortfall	0			

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.61		
Statistical Value		0.748		
Significant?		NO		
Shortfall		1		

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.746		
Significant?		NO		
Shortfall		0		

2RM		Prof - Risk Management & Liability		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.600F			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

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

by Gender

3PL	Technicians - Planning & Development		Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.73
Statistical Value		0.401
Significant?		NO
Shortfall		0

5PS	PS - Non-Sworn - Public Safety		Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.69
Statistical Value		0.623
Significant?		NO
Shortfall		0

6BA-C-1	Admin Sup - Bus Ops & Admin - Casual - Level 1		Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.57
Statistical Value		2.459
Significant?		YES
Shortfall		8

6BA-C-2	Admin Sup - Bus Ops & Admin - Casual - Level 2		Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.48
Statistical Value		2.778
Significant?		YES
Shortfall		10

6BA-NR-1	Admin Sup - Bus Ops & Admin - NR - Level 1		Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.723
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

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

by Gender

6BA-NR-2	Admin Sup - Bus Ops & Admin - NR - Level 2	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.603
Significant?		NO
Shortfall		0

6BA-NR-3	Admin Sup - Bus Ops & Admin - NR - Level 3	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.469
Significant?		NO
Shortfall		0

6BA-R-1	Admin Sup - Bus Ops & Admin - Represented - Lvl 1	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		--
Selection Ratio		Infin
Statistical Value		
Significant?		--
Shortfall		

6PB	Admin Sup - PI&A	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.73	
Statistical Value	0.224	
Significant?	NO	
Shortfall	0	

7PB-CM	Skilled Craft - PI&A - Constr & Maint	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.68
Statistical Value		0.579F
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

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

by Gender

8CE		Service Maint - CE&D		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.40		
Statistical Value		1.233		
Significant?		NO		
Shortfall		1		

8CE-C		Service Maint - CE&D - Casual		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.96			
Statistical Value				
Significant?	NO			
Shortfall				

8PB-CM		Service Maint - PI&A - Constr & Maint		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.462F			
Significant?	NO			
Shortfall	0			

8PB-MP		Service Maint - PI&A - Maint Plan/Sched		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.551			
Significant?	NO			
Shortfall	1			

8PB-MP-C		Service Maint - PI&A - Maint Plan/Sched - Casual		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.66			
Statistical Value	2.181			
Significant?	YES			
Shortfall	5			

Adverse Impact for Applicants

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

Infin - indicates that the denominator was zero

"--" indicates that the result could not be calculated

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

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

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

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

Goal Attainment

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

1SU-2		Off/Adm - Supervisors - Level 2													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		30.90													
New Hire	1	0	0.00												
Promotion	1	0	0.00												
Total Opps	2	0	0.00												
Achieved? *		LIMITED													

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

Goal Attainment

2CM		Prof - Communications													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			63.08												
New Hire	1		1	100.00											
Promotion	0		0	N/A											
Total Opps	1		1	100.00											
Achieved? *			YES												

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

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				6.58											
New Hire	1			0	0.00										
Promotion	1			0	0.00										
Total Opps	2			0	0.00										
Achieved? *				LIMITED											

Goal Attainment

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

3ER-3		Technicians - Engineering - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		25.25				7.18									
New Hire	0	0	N/A			0	N/A								
Promotion	1	0	0.00			0	0.00								
Total Opps	1	0	0.00			0	0.00								
Achieved? *		LIMITED				LIMITED									

3PB		Technicians - PI&A													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			47.43												
New Hire	0		0	N/A											
Promotion	1		1	100.00											
Total Opps	1		1	100.00											
Achieved? *			YES												

Goal Attainment

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

4LE-1		PS - Sworn - Law Enforcement - Entry Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal		31.59			11.98	14.33							
New Hire	0	0	N/A		0	N/A	0	N/A					
Promotion	0	0	N/A		0	N/A	0	N/A					
Total Opps	0	0	N/A		0	N/A	0	N/A					
Achieved? *		NO OPPS			NO OPPS		NO OPPS						

4LE-2		PS - Sworn - Law Enforcement - Mid Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal		21.58				7.12			4.15				
New Hire	0	0	N/A			0	N/A		0	N/A			
Promotion	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				

Goal Attainment

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

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

6BA-C-1		Admin Sup - Bus Ops & Admin - Casual - Level 1													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			76.12												
New Hire	46		28	60.87											
Promotion	0		0	N/A											
Total Opps	46		28	60.87											
Achieved? *			NO												

Goal Attainment

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2													
	Total	Min		Fem	Asi	Blk	His	Ind	Pac	Two					
Prior Year Goal				76.12											
New Hire	38			30	78.95										
Promotion	17			11	64.71										
Total Opps	55			41	74.55										
Achieved? *				YES											

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3													
	Total	Min		Fem	Asi	Blk	His	Ind	Pac	Two					
Prior Year Goal				91.46											
New Hire	1			1	100.00										
Promotion	0			0	N/A										
Total Opps	1			1	100.00										
Achieved? *				YES											

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

Goal Attainment

6PB		Admin Sup - PI&A													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		34.29				17.26									
New Hire	1	1 100.00				1 100.00									
Promotion	0	0 N/A				0 N/A									
Total Opps	1	1 100.00				1 100.00									
Achieved? *		YES				YES									

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

7PB-CM		Skilled Craft - PI&A - Constr & Maint													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		31.42				20.34									
New Hire	4	0 0.00				0 0.00									
Promotion	0	0 N/A				0 N/A									
Total Opps	4	0 0.00				0 0.00									
Achieved? *		NO				LIMITED									

Goal Attainment

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

8CE-C		Service Maint - CE&D - Casual													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			65.54												
New Hire	671		399	59.46											
Promotion	2		0	0.00											
Total Opps	673		399	59.29											
Achieved? *			NO												

8PB-CM		Service Maint - PI&A - Constr & Maint													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						22.94									
New Hire	2					0	0.00								
Promotion	2					1	50.00								
Total Opps	4					1	25.00								
Achieved? *						YES									

Goal Attainment

8PB-MP		Service Maint - PI&A - Maint Plan/Sched													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		41.42				26.88									
New Hire	11	1	9.09			1	9.09								
Promotion	13	3	23.08			1	7.69								
Total Opps	24	4	16.67			2	8.33								
Achieved? *		NO				NO									

8PB-MP-C		Service Maint - PI&A - Maint Plan/Sched - Casual													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		52.75				45.74									
New Hire	43	8	18.60			3	6.98								
Promotion	2	1	50.00			0	0.00								
Total Opps	45	9	20.00			3	6.67								
Achieved? *		NO				NO									

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

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

* YES = within one person of exceeding prior year goal

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