

City of Portland



1210

Bureau of Development Services

Bureau Affirmative Action Program (AAP) Plan Reports

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



BHR BUREAU OF
HUMAN
RESOURCES

Job Group Analysis

1CH

Off/Adm - Chief Executives

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003038 - Director 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	0.00	

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	#	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

1FA

Off/Adm - Finance & Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst 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		
30003055 - Financial Analyst II	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
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

1MA-1

Off/Adm - Managers - Level 1

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003081 - Manager I	#	0	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

1MA-2

Off/Adm - Managers - Level 2

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003050 - Engineering 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		
30003082 - Manager II	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	1	1	0	1	0	0	0		
		%	25.00	25.00	0.00	25.00	0.00	0.00	0.00		

Job Group Analysis

1PL

Off/Adm - Planning & Development

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000232 - Plans Examiner, Sr	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	1	1	0	0	1	0	0	0		
9 Employees	%	11.11	11.11	0.00	0.00	11.11	0.00	0.00	0.00		
30000178 - Site Development Inspector, Sr	#	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		
30000174 - Building Inspector, Sr	#	3	0	0	0	1	0	1	1		
20 Employees	%	15.00	0.00	0.00	0.00	5.00	0.00	5.00	5.00		
30000165 - Plumbing Inspector, Sr	#	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		
30000231 - Plans Examiner, Commercial	#	1	8	1	0	0	0	0	0		
19 Employees	%	5.26	42.11	5.26	0.00	0.00	0.00	0.00	0.00		
30000170 - Combination Inspector	#	7	1	1	2	3	0	0	1		
22 Employees	%	31.82	4.55	4.55	9.09	13.64	0.00	0.00	4.55		
30000168 - Electrical Inspector	#	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		
30000173 - Building Inspector II	#	1	1	0	1	0	0	0	0		
8 Employees	%	12.50	12.50	0.00	12.50	0.00	0.00	0.00	0.00		
30000179 - Site Development Inspector II	#	2	2	0	0	1	0	0	1		
2 Employees	%	100.00	100.00	0.00	0.00	50.00	0.00	0.00	50.00		
30000172 - Housing Inspector, Sr	#	1	2	0	0	0	0	0	1		
6 Employees	%	16.67	33.33	0.00	0.00	0.00	0.00	0.00	16.67		
30000164 - Plumbing Inspector	#	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		
30000230 - Plans Examiner, Residential	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
30000177 - Site Development Inspector I	#	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		
30000171 - Housing Inspector	#	5	3	2	0	2	1	0	0		
8 Employees	%	62.50	37.50	25.00	0.00	25.00	12.50	0.00	0.00		
30000186 - Code Specialist 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		

Job Group Analysis

1PL

Off/Adm - Planning & Development

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000184 - Code Specialist II	#	2	1	2	0	0	0	0	0			
4 Employees	%	50.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00			
126 Employees	Totals	#	27	26	7	5	9	1	1	4		
		%	21.43	20.63	5.56	3.97	7.14	0.79	0.79	3.17		

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	#	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-2

Off/Adm - Supervisors - Level 2

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	2	8	0	2	0	0	0	0		
17 Employees	%	11.76	47.06	0.00	11.76	0.00	0.00	0.00	0.00		
17 Employees	Totals	#	2	8	0	2	0	0	0		
		%	11.76	47.06	0.00	11.76	0.00	0.00	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		
30003089 - Planner, Principal	#	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		
30003051 - Engineering Supervisor	#	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		
30003090 - Planner, Supervising	#	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		
8 Employees	Totals #	1	5	1	0	0	0	0	0		
	%	12.50	62.50	12.50	0.00	0.00	0.00	0.00	0.00		

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	#	2	5	0	1	0	0	0	1			
7 Employees	%	28.57	71.43	0.00	14.29	0.00	0.00	0.00	14.29			
7 Employees	Totals	#	2	5	0	1	0	0	0	1		
		%	28.57	71.43	0.00	14.29	0.00	0.00	0.00	14.29		

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		
30003009 - Analyst IV	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
30003008 - Analyst III	#	2	0	1	0	0	1	0	0		
5 Employees	%	40.00	0.00	20.00	0.00	0.00	20.00	0.00	0.00		
8 Employees	Totals	#	3	1	1	0	1	0	0		
		%	37.50	12.50	12.50	0.00	12.50	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		
30003085 - Multimedia Specialist	#	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		
30003046 - Engineer 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		
30000368 - Engineer-Mechanical	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000367 - Engineer-Geotechnical	#	1	1	1	0	0	0	0	0		
5 Employees	%	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000369 - Engineer-Structural	#	3	5	3	0	0	0	0	0		
12 Employees	%	25.00	41.67	25.00	0.00	0.00	0.00	0.00	0.00		
21 Employees	Totals	#	5	6	5	0	0	0	0		
		%	23.81	28.57	23.81	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	#	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		
30000063 - Accountant II	#	2	0	2	0	0	0	0	0		
2 Employees	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	2	1	2	0	0	0	0		
		%	66.67	33.33	66.67	0.00	0.00	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	#	4	8	3	0	0	0	0	1		
9 Employees	%	44.44	88.89	33.33	0.00	0.00	0.00	0.00	11.11		
30003011 - Business Systems Analyst II	#	4	1	2	2	0	0	0	0		
6 Employees	%	66.67	16.67	33.33	33.33	0.00	0.00	0.00	0.00		
30003010 - Business Systems Analyst I	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
18 Employees	Totals	#	9	11	6	2	0	0	0	1	
		%	50.00	61.11	33.33	11.11	0.00	0.00	0.00	5.56	

Job Group Analysis

2PL

Prof - Planning & Development

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000393 - Planner, Sr City-Land Use	#	1	4	0	0	0	1	0	0		
7 Employees	%	14.29	57.14	0.00	0.00	0.00	14.29	0.00	0.00		
30000397 - Planner, Sr City-Urban Design	#	1	2	0	0	0	1	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00		
30000385 - Planner II. City-Land Use	#	2	10	0	0	0	0	0	2		
15 Employees	%	13.33	66.67	0.00	0.00	0.00	0.00	0.00	13.33		
30000389 - Planner II. City-Urban Design	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000377 - Planner I, City-Land Use	#	1	1	0	0	0	0	0	1		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000381 - Planner I, City-Urban Design	#	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		
37 Employees	Totals	#	6	22	0	0	1	2	0	3	
		%	16.22	59.46	0.00	0.00	2.70	5.41	0.00	8.11	

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	#	3	4	0	1	0	0	0	2		
7 Employees	%	42.86	57.14	0.00	14.29	0.00	0.00	0.00	28.57		
7 Employees	Totals	#	3	4	0	1	0	0	2		
	%	42.86	57.14	0.00	14.29	0.00	0.00	0.00	28.57		

Job Group Analysis

2PM-NR-3

Prof - Program & Project Admin - NR - Level 3

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	0	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		
30003029 - Coordinator III	#	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	2	0	0	1	0	0	0		
	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		

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	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		
1 Employee	Totals	#	1	0	0	0	0	0	1		
		%	100.00	0.00	0.00	0.00	0.00	0.00	100.00		

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	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

3PL

Technicians - Planning & Development

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000335 - Development Services Project Coord	#	1	3	0	0	0	0	0	1		
5 Employees	%	20.00	60.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000334 - Development Services Technician III	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	10	16	3	3	2	0	0	2		
29 Employees	%	34.48	55.17	10.34	10.34	6.90	0.00	0.00	6.90		
30000332 - Development Services Technician I	#	4	4	0	2	2	0	0	0		
8 Employees	%	50.00	50.00	0.00	25.00	25.00	0.00	0.00	0.00		
48 Employees	Totals	#	15	26	3	5	4	0	3		
		%	31.25	54.17	6.25	10.42	8.33	0.00	6.25		

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	#	2	5	0	1	1	0	0	0		
6 Employees	%	33.33	83.33	0.00	16.67	16.67	0.00	0.00	0.00		
6 Employees	Totals	#	2	5	0	1	1	0	0		
	%	33.33	83.33	0.00	16.67	16.67	0.00	0.00	0.00		

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	#	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

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	#	7	12	0	2	3	0	0	2		
17 Employees	%	41.18	70.59	0.00	11.76	17.65	0.00	0.00	11.76		
17 Employees	Totals	#	7	12	0	2	3	0	0	2	
		%	41.18	70.59	0.00	11.76	17.65	0.00	11.76		

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		
30000028 - Hearings Clerk	#	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		
30000013 - Office Support Specialist III	#	3	5	0	0	1	0	0	2		
6 Employees	%	50.00	83.33	0.00	0.00	16.67	0.00	0.00	33.33		
30000014 - Office Support Specialist, Lead	#	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		
8 Employees	Totals	#	3	7	0	0	1	0	2		
		%	37.50	87.50	0.00	0.00	12.50	0.00	25.00		

Incumbency vs. Estimated Availability

1CH		Off/Adm - Chief Executives							
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 %	21.67	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	1.000E	1.000E
	Stat Significant?								

1EX		Off/Adm - Executive Managers							
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 %	20.54	42.67	6.23	4.57	5.61	0.21	0.08	3.83
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1FA		Off/Adm - Finance & Accounting							
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 %	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
	Stat Significant?								

1MA-1		Off/Adm - Managers - Level 1							
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 %	27.61	49.84	8.05	7.39	7.27	0.93	0.88	3.09
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1MA-2		Off/Adm - Managers - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	25.00	0.00	25.00	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		0.637E	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

1PL		Off/Adm - Planning & Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
126	Employment %	21.43	20.63	5.56	3.97	7.14	0.79	0.79	3.17
	Availability %	21.78	12.53	3.88	2.54	11.00	1.59	0.00	2.79
	Emp Less Avail?								
	Statistical Value	0.096				1.384	0.715		
	Stat Significant?								
1SU-1		Off/Adm - Supervisors - 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 %	21.71	41.79	6.38	5.50	5.33	0.23	0.71	3.56
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1SU-2		Off/Adm - Supervisors - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	11.76	47.06	0.00	11.76	0.00	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	0.115E	0.631E	0.401E		0.408E	1.000E	1.000E	1.000E
	Stat Significant?								
1SU-3		Off/Adm - Supervisors - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	62.50	12.50	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
	Stat Significant?								
2BA-2		Prof - Bus Ops & Admin - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	28.57	71.43	0.00	14.29	0.00	0.00	0.00	14.29
	Availability %	24.31	49.79	7.85	5.28	5.69	0.12	0.50	4.88
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	
	Stat Significant?								

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

Incumbency vs. Estimated Availability

2BA-3		Prof - Bus Ops & Admin - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	37.50	12.50	12.50	12.50	0.00	12.50	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		0.070E			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?								
2ER-R-2		Prof - Engineering - Represented - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
21	Employment %	23.81	28.57	23.81	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	0.398E	1.000E	1.000E	1.000E
	Stat Significant?								
2FA		Prof - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	33.33	66.67	0.00	0.00	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		0.569E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2IT-BS		Prof - IT - Business Systems							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	50.00	61.11	33.33	11.11	0.00	0.00	0.00	5.56
	Availability %	26.18	35.08	15.49	2.40	4.10	0.00	0.00	4.19
	Emp Less Avail?								
	Statistical Value					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

2PL		Prof - Planning & Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
37	Employment %	16.22	59.46	0.00	0.00	2.70	5.41	0.00	8.11
	Availability %	28.83	56.18	9.11	3.40	9.98	0.00	0.00	6.35
	Emp Less Avail?								
	Statistical Value	1.694		1.926	1.141	1.477			
	Stat Significant?								
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	42.86	57.14	0.00	14.29	0.00	0.00	0.00	28.57
	Availability %	25.89	62.91	4.68	7.63	7.99	0.73	2.00	2.86
	Emp Less Avail?								
	Statistical Value		0.715E	1.000E		1.000E	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
3	Employment %	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00
	Availability %	25.26	59.12	5.82	6.78	6.03	0.27	1.24	5.13
	Emp Less Avail?								
	Statistical Value			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
1	Employment %	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
	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	1.000E			
	Stat Significant?								
3ER-2		Technicians - Engineering - Level 2							
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 %	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	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

3PL		Technicians - Planning & Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
48	Employment %	31.25	54.17	6.25	10.42	8.33	0.00	0.00	6.25
	Availability %	25.67	41.54	9.13	2.62	8.53	0.43	0.13	4.84
	Emp Less Avail?								
	Statistical Value			0.693		0.049	0.455	0.250	
	Stat Significant?								

6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	33.33	83.33	0.00	16.67	16.67	0.00	0.00	0.00
	Availability %	22.38	80.07	3.86	4.25	9.11	1.04	0.80	3.32
	Emp Less Avail?								
	Statistical Value			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
1	Employment %	0.00	0.00	0.00	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	0.102E	1.000E	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
17	Employment %	41.18	70.59	0.00	11.76	17.65	0.00	0.00	11.76
	Availability %	23.29	76.56	6.81	2.31	8.38	0.92	0.44	4.42
	Emp Less Avail?								
	Statistical Value		0.569E	0.625E			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
8	Employment %	37.50	87.50	0.00	0.00	12.50	0.00	0.00	25.00
	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	
	Stat Significant?								

Total Employment: 351

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

1CH		Off/Adm - Chief Executives									
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		

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

1FA		Off/Adm - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1MA-2		Off/Adm - Managers - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	1	0	1	0	0	0	0		
	# Available	1.0	1.7	0.3	0.2	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1PL		Off/Adm - Planning & Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
126	# Employed	27	26	7	5	9	1	1	4		
	# Available	27.4	15.8	4.9	3.2	13.9	2.0	0.0	3.5		
	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		
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		

Shortfall

1SU-2		Off/Adm - Supervisors - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	2	8	0	2	0	0	0	0		
	# Available	5.5	9.2	1.6	1.2	1.7	0.1	0.2	0.6		
	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		
8	# Employed	1	5	1	0	0	0	0	0		
	# Available	1.7	2.5	1.0	0.1	0.3	0.0	0.1	0.2		
	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		
7	# Employed	2	5	0	1	0	0	0	1		
	# Available	1.7	3.5	0.5	0.4	0.4	0.0	0.0	0.3		
	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		
8	# Employed	3	1	1	1	0	1	0	0		
	# Available	1.9	4.0	0.5	0.4	0.5	0.0	0.0	0.4		
	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		
2ER-R-2		Prof - Engineering - Represented - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	5	6	5	0	0	0	0	0		
	# Available	4.5	5.7	2.1	0.4	1.5	0.0	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2FA		Prof - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	1	2	0	0	0	0	0		
	# Available	0.9	1.8	0.3	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		
18	# Employed	9	11	6	2	0	0	0	1		
	# Available	4.7	6.3	2.8	0.4	0.7	0.0	0.0	0.8		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2PL		Prof - Planning & Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
37	# Employed	6	22	0	0	1	2	0	3		
	# Available	10.7	20.8	3.4	1.3	3.7	0.0	0.0	2.3		
	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		
7	# Employed	3	4	0	1	0	0	0	2		
	# Available	1.8	4.4	0.3	0.5	0.6	0.1	0.1	0.2		
	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		
3	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.8	1.8	0.2	0.2	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2RM		Prof - Risk Management & Liability									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	0	0	0	1		
	# Available	0.3	0.4	0.0	0.1	0.1	0.0	0.0	0.0		
	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		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.5	0.3	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3PL		Technicians - Planning & Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
48	# Employed	15	26	3	5	4	0	0	3		
	# Available	12.3	19.9	4.4	1.3	4.1	0.2	0.1	2.3		
	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		
6	# Employed	2	5	0	1	1	0	0	0		
	# Available	1.3	4.8	0.2	0.3	0.5	0.1	0.0	0.2		
	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.9	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	7	12	0	2	3	0	0	2		
	# Available	4.0	13.0	1.2	0.4	1.4	0.2	0.1	0.8		
	Persons Required	0	0	0	0	0	0	0	0		

6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	3	7	0	0	1	0	0	2		
	# Available	2.1	6.0	0.4	0.3	0.9	0.1	0.1	0.4		
	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

1PL		Off/Adm - Planning & Development						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	NO	YES		YES	--	YES	YES	
Selection Ratio	1.00	0.00		0.00	Infin	0.00	0.41	
Statistical Value		0.333F		0.167F		0.067F	0.211F	
Significant?	NO	NO		NO	--	NO	NO	
Shortfall		0		0		1	0	

2BA-2		Prof - Bus Ops & Admin - Level 2						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		YES	--	--	--	YES	
Selection Ratio	Infin		0.00	Infin	Infin	Infin	0.00	
Statistical Value			0.500F				0.077F	
Significant?	--		NO	--	--	--	NO	
Shortfall			0				0	

2BA-3		Prof - Bus Ops & Admin - Level 3						Favored Group: Ind
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	YES		YES	YES	YES	
Selection Ratio	0.33	Infin	0.00		0.00	0.00	0.00	
Statistical Value	0.500F		0.143F		0.500F	0.500F	0.062F	
Significant?	NO	--	NO		NO	NO	NO	
Shortfall	0		0		0	0	1	

2ER-R-2		Prof - Engineering - Represented - Level 2						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		--	--	--	--	YES	YES	
Selection Ratio		Infin	Infin	Infin	Infin	0.00	0.75	
Statistical Value						0.500F	0.595F	
Significant?		--	--	--	--	NO	NO	
Shortfall						0	0	

2IT-BS		Prof - IT - Business Systems						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--	--	*		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	7.25		
Statistical Value	1.354	0.688	0.967					
Significant?	NO	NO	NO	--	--	NO		
Shortfall	1	0	0					

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2PL		Prof - Planning & Development						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	0.326	0.400	0.516			0.231		
Significant?	NO	NO	NO	--	--	NO		
Shortfall	0	0	0			0		

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	YES	--	*		
Selection Ratio	0.00	0.00	0.00	0.00	Infin	5.00		
Statistical Value	0.262	0.262	0.490	0.186				
Significant?	NO	NO	NO	NO	--	NO		
Shortfall	0	0	0	0				

3PL		Technicians - Planning & Development						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	--	YES	YES	YES	
Selection Ratio		0.00	0.67	Infin	0.00	0.18	0.05	
Statistical Value		0.167F	0.643F		0.667F	0.295F	3.581	
Significant?		NO	NO	--	NO	NO	YES	
Shortfall		0	0		0	0	2	

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	NO		NO	--	YES	NO	YES	
Selection Ratio	0.80		0.89	Infin	0.00	0.89	0.27	
Statistical Value					0.889F		1.256	
Significant?	NO		NO	--	NO	NO	NO	
Shortfall					0		2	

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1PL		Off/Adm - Planning & Development		Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.88			
Statistical Value				
Significant?	NO			
Shortfall				

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.143F		
Significant?		NO		
Shortfall		0		

2BA-3		Prof - Bus Ops & Admin - Level 3		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.188F		
Significant?		NO		
Shortfall		1		

2ER-R-2		Prof - Engineering - Represented - Level 2		Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		1.00		
Statistical Value				
Significant?		NO		
Shortfall				

2IT-BS		Prof - IT - Business Systems		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.33			
Statistical Value	1.100			
Significant?	NO			
Shortfall	1			

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2PL		Prof - Planning & Development		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.764			
Significant?	NO			
Shortfall	0			

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.60		
Statistical Value		0.373		
Significant?		NO		
Shortfall		0		

3PL		Technicians - Planning & Development		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.18		
Statistical Value		2.268		
Significant?		YES		
Shortfall		2		

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.31		
Statistical Value		1.767		
Significant?		NO		
Shortfall		2		

Adverse Impact for Applicants

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

by Gender

1PL		Off/Adm - Planning & Development		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.020F			
Significant?	YES			
Shortfall	2			

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.467F		
Significant?		NO		
Shortfall		0		

2BA-3		Prof - Bus Ops & Admin - Level 3		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.299F			
Significant?	NO			
Shortfall	0			

2ER-R-2		Prof - Engineering - Represented - Level 2		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	1.00			
Statistical Value				
Significant?	NO			
Shortfall				

2IT-BS		Prof - IT - Business Systems		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.23		
Statistical Value		1.503		
Significant?		NO		
Shortfall		1		

Adverse Impact for Applicants

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

by Gender

2PL		Prof - Planning & Development		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.66		
Statistical Value		0.304		
Significant?		NO		
Shortfall		0		

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.570			
Significant?	NO			
Shortfall	1			

3PL		Technicians - Planning & Development		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	2.203			
Significant?	YES			
Shortfall	2			

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.24		
Statistical Value		1.491		
Significant?		NO		
Shortfall		1		

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

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

Goal Attainment

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

2PL		Prof - Planning & Development													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				6.47											
New Hire	2			0	0.00										
Promotion	0			0	N/A										
Total Opps	2			0	0.00										
Achieved? *				LIMITED											

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				6.58											
New Hire	0			0	N/A										
Promotion	3			0	0.00										
Total Opps	3			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	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO OPPS				NO OPPS									

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

Goal Attainment

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

4LE-1		PS - Sworn - Law Enforcement - Entry Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal		31.59			11.98	14.33							
New Hire	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 OPPTS						NO OPPTS							

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

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

Goal Attainment

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

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	0		0 N/A												
Promotion	0		0 N/A												
Total Opps	0		0 N/A												
Achieved? *			NO OPPTS												

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 OPPTS	NO OPPTS												

Goal Attainment

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

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

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

Goal Attainment

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

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

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

Goal Attainment

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

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

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

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

* YES = within one person of exceeding prior year goal

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