

City of Portland



1250

OMF - Bureau of Technology 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	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	0.00	

Job Group Analysis

1EX

Off/Adm - Executive Managers

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003068 - Information Security 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		
30003083 - Manager 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		
30003071 - Information Systems Manager III	#	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		
30003108 - Technology Capital Project Manager	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals	#	1	4	0	0	1	0	0		
		%	14.29	57.14	0.00	0.00	14.29	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		
30003069 - Information Systems Manager I	#	2	1	1	0	0	0	0	1		
11 Employees	%	18.18	9.09	9.09	0.00	0.00	0.00	0.00	9.09		
11 Employees	Totals	#	2	1	1	0	0	0	1		
		%	18.18	9.09	9.09	0.00	0.00	0.00	9.09		

Job Group Analysis

1MA-2

Off/Adm - Managers - Level 2

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003070 - Information Systems Manager II	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	50.00	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		
30003072 - Information Systems Supervisor	#	4	6	1	2	1	0	0	0		
11 Employees	%	36.36	54.55	9.09	18.18	9.09	0.00	0.00	0.00		
30003104 - Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
12 Employees	Totals	#	4	6	1	2	1	0	0		
		%	33.33	50.00	8.33	16.67	8.33	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	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

2BA-3

Prof - Bus Ops & Admin - Level 3

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003008 - Analyst III	#	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

2ER-NR

Prof - Engineering - Nonrepresented

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003025 - Communications System Administrator	#	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		
30003024 - Communications Engineer 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		
3 Employees											
	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

2IT-AD

Prof - IT - Applications Development

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000206 - Applications Analyst IV-GIS,Enterprise	#	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		
30000207 - Applications Analyst IV-Generalist	#	6	2	5	0	0	0	0	1		
12 Employees	%	50.00	16.67	41.67	0.00	0.00	0.00	0.00	8.33		
30000204 - Applications Analyst III-Generalist	#	4	4	4	0	0	0	0	0		
8 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30001234 - Applications Analyst IV-Web Developer	#	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		
30000203 - Applications Analyst II-Generalist	#	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		
26 Employees	Totals	#	13	7	10	1	1	0	1		
		%	50.00	26.92	38.46	3.85	3.85	0.00	3.85		

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	#	2	3	1	0	0	0	0	1		
9 Employees	%	22.22	33.33	11.11	0.00	0.00	0.00	0.00	11.11		
30003011 - Business Systems Analyst II	#	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		
11 Employees	Totals	#	3	4	2	0	0	0	0	1	
		%	27.27	36.36	18.18	0.00	0.00	0.00	0.00	9.09	

Job Group Analysis

2IT-IS

Prof - IT - Infrastructure & Systems Admin

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000215 - Inf Syst Tech Analyst VI-Generalist	#	6	5	3	0	2	0	1	0		
12 Employees	%	50.00	41.67	25.00	0.00	16.67	0.00	8.33	0.00		
30000213 - Inf Syst Tech Analyst V-Generalist	#	8	6	4	2	2	0	0	0		
19 Employees	%	42.11	31.58	21.05	10.53	10.53	0.00	0.00	0.00		
30000214 - Inf Syst Tech Analyst V-Vertical GIS	#	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		
30002608 - Inf Syst Tech Analyst V-Telecomm	#	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		
30000211 - Inf Syst Tech Analyst IV-Telecomm	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000210 - Inf Syst Tech Analyst IV-Generalist	#	9	3	3	1	3	0	0	2		
16 Employees	%	56.25	18.75	18.75	6.25	18.75	0.00	0.00	12.50		
53 Employees											
	Totals										
	#	24	18	10	4	7	0	1	2		
	%	45.28	33.96	18.87	7.55	13.21	0.00	1.89	3.77		

Job Group Analysis

2IT-NR

Prof - IT - Nonrepresented

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003107 - Technology Business Representative	#	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		
30003951 - Systems Analyst, Senior	#	2	6	1	0	0	0	0	1		
7 Employees	%	28.57	85.71	14.29	0.00	0.00	0.00	0.00	14.29		
13 Employees	Totals	#	3	7	2	0	0	0	0	1	
		%	23.08	53.85	15.38	0.00	0.00	0.00	0.00	7.69	

Job Group Analysis

2IT-OP

Prof - IT - Operational Planning & Strategy

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000218 - Inf Syst Analyst, Principal-Gen	#	7	4	6	0	1	0	0	0		
29 Employees	%	24.14	13.79	20.69	0.00	3.45	0.00	0.00	0.00		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	1	3	0	1	0	0	0	0		
4 Employees	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000217 - Inf Syst Analyst, Principal-GIS Enterprs	#	2	1	2	0	0	0	0	0		
5 Employees	%	40.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00		
30000880 - Inf Syst Analyst, Principal-GIS,Vertical	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30002108 - Information Security Architect	#	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		
43 Employees	Totals	#	11	9	9	1	1	0	0		
		%	25.58	20.93	20.93	2.33	2.33	0.00	0.00		

Job Group Analysis

2IT-US

Prof - IT - User Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000200 - Inf Syst Tech Analyst III-Generalist	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000199 - Inf Syst Tech Analyst II-Generalist	#	5	4	2	1	1	1	0	0		
13 Employees	%	38.46	30.77	15.38	7.69	7.69	7.69	0.00	0.00		
30000198 - Inf Syst Tech Analyst I-Generalist	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
21 Employees	Totals	#	7	5	4	1	1	1	0	0	
		%	33.33	23.81	19.05	4.76	4.76	4.76	0.00	0.00	

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

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	#	3	1	1	1	1	0	0	0		
8 Employees	%	37.50	12.50	12.50	12.50	12.50	0.00	0.00	0.00		
8 Employees	Totals	#	3	1	1	1	0	0	0		
	%	37.50	12.50	12.50	12.50	12.50	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	#	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

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		
30000042 - Distribution Technician, Lead	#	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		
30000041 - Distribution Technician	#	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		
30000047 - Reprographic Operator I	#	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		
6 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	16.67	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		
30000049 - Reprographic Operator III	#	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		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6CS

Admin Sup - Customer Service

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000044 - Printing & Distrib Custmr Svc Rep, 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		
30000043 - Printing & Distrib Customer Svc Rep	#	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		
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

6PR

Admin Sup - Procurement

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000056 - Storekeeper/Acquisition 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		
30000054 - Storekeeper/Acquisition Specialist 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		
30000053 - Storekeeper/Acquisition Specialist I	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
5 Employees	Totals	#	1	0	0	0	0	0	1		
		%	20.00	0.00	0.00	0.00	0.00	0.00	20.00		

Job Group Analysis

7IT

Skilled Craft - IT

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000236 - Electronics Technician II: Commun	#	2	0	0	1	1	0	0	0		
6 Employees	%	33.33	0.00	0.00	16.67	16.67	0.00	0.00	0.00		
30000238 - Communications Switch 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		
30000234 - Electronics Technician I: Communications	#	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		
9 Employees	Totals	#	2	0	0	1	1	0	0	0	
		%	22.22	0.00	0.00	11.11	11.11	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
1	Employment %	0.00	0.00	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	1.000E
	Stat Significant?								

1EX		Off/Adm - Executive Managers							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	57.14	0.00	0.00	14.29	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
	Stat Significant?								

1MA-1		Off/Adm - Managers - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	18.18	9.09	9.09	0.00	0.00	0.00	0.00	9.09
	Availability %	27.61	49.84	8.05	7.39	7.27	0.93	0.88	3.09
	Emp Less Avail?		YES						
	Statistical Value	0.738E	0.012E		1.000E	1.000E	1.000E	1.000E	
	Stat Significant?		YES						

1MA-2		Off/Adm - Managers - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	50.00	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	0.578E		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
12	Employment %	33.33	50.00	8.33	16.67	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		0.781E	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

2BA-2		Prof - Bus Ops & Admin - Level 2							
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 %	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	1.000E
	Stat Significant?								

2BA-3		Prof - Bus Ops & Admin - Level 3							
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 %	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	1.000E
	Stat Significant?								

2ER-NR		Prof - Engineering - Nonrepresented							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.30	31.50	13.67	0.78	4.49	0.04	0.92	3.42
	Emp Less Avail?								
	Statistical Value	1.000E	0.557E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

2IT-AD		Prof - IT - Applications Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	50.00	26.92	38.46	3.85	3.85	0.00	0.00	3.85
	Availability %	28.57	19.14	19.88	0.97	4.34	0.08	0.00	3.31
	Emp Less Avail?								
	Statistical Value					1.000E	1.000E		
	Stat Significant?								

2IT-BS		Prof - IT - Business Systems							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	27.27	36.36	18.18	0.00	0.00	0.00	0.00	9.09
	Availability %	26.18	35.08	15.49	2.40	4.10	0.00	0.00	4.19
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E			
	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

2IT-IS		Prof - IT - Infrastructure & Systems Admin							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
53	Employment %	45.28	33.96	18.87	7.55	13.21	0.00	1.89	3.77
	Availability %	16.37	24.82	6.67	0.52	5.32	0.42	0.00	3.44
	Emp Less Avail?								
	Statistical Value						0.473		
	Stat Significant?								
2IT-NR		Prof - IT - Nonrepresented							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	23.08	53.85	15.38	0.00	0.00	0.00	0.00	7.69
	Availability %	26.18	35.08	15.49	2.40	4.10	0.00	0.00	4.19
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E			
	Stat Significant?								
2IT-OP		Prof - IT - Operational Planning & Strategy							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
43	Employment %	25.58	20.93	20.93	2.33	2.33	0.00	0.00	0.00
	Availability %	36.34	29.81	18.59	5.12	8.17	0.12	0.83	3.51
	Emp Less Avail?								
	Statistical Value	1.467	1.273		0.831	1.399	0.227	0.600	1.251
	Stat Significant?								
2IT-US		Prof - IT - User Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
21	Employment %	33.33	23.81	19.05	4.76	4.76	4.76	0.00	0.00
	Availability %	27.40	51.91	9.82	3.52	9.97	0.09	0.10	3.91
	Emp Less Avail?		YES						
	Statistical Value		0.014E			0.716E		1.000E	1.000E
	Stat Significant?		YES						
2PM-NR-1		Prof - Program & Project Admin - NR - 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 %	19.58	60.30	5.75	2.41	6.30	0.26	0.94	3.93
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	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

3ER-2		Technicians - Engineering - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	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
	Stat Significant?								
6BA-C-1		Admin Sup - Bus Ops & Admin - Casual - 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 %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	37.50	12.50	12.50	12.50	12.50	0.00	0.00	0.00
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?		YES						
	Statistical Value		0.000E				1.000E	1.000E	1.000E
	Stat Significant?		YES						
6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - 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 %	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	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
6	Employment %	0.00	16.67	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?		YES						
	Statistical Value	0.347E	0.003E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?		YES						

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

Incumbency vs. Estimated Availability

6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	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	0.061E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?									
6CS		Admin Sup - Customer Service							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.35	58.64	4.36	3.10	10.72	0.56	0.50	4.12
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?									
6PR		Admin Sup - Procurement							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00
	Availability %	20.65	75.51	5.09	2.64	8.33	0.25	1.20	3.14
	Emp Less Avail?		YES						
	Statistical Value	1.000E	0.001E	1.000E	1.000E	1.000E	1.000E	1.000E	
Stat Significant?		YES							
7IT		Skilled Craft - IT							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.22	0.00	0.00	11.11	11.11	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		0.371E	1.000E			1.000E	1.000E	1.000E
Stat Significant?									

Total Employment: 246

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		
1	# Employed	0	0	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		
7	# Employed	1	4	0	0	1	0	0	0		
	# Available	1.4	3.0	0.4	0.3	0.4	0.0	0.0	0.3		
	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		
11	# Employed	2	1	1	0	0	0	0	1		
	# Available	3.0	5.5	0.9	0.8	0.8	0.1	0.1	0.3		
	Persons Required	0	1	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	0	2	0	0	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		

1SU-2		Off/Adm - Supervisors - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	4	6	1	2	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		

2BA-2		Prof - Bus Ops & Admin - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	2	1	0	2	0	0	0	0		
	# Available	0.5	1.0	0.2	0.1	0.1	0.0	0.0	0.1		
	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		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.5	1.0	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2ER-NR		Prof - Engineering - Nonrepresented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.7	0.9	0.4	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-AD		Prof - IT - Applications Development									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
26	# Employed	13	7	10	1	1	0	0	1		
	# Available	7.4	5.0	5.2	0.3	1.1	0.0	0.0	0.9		
	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		
11	# Employed	3	4	2	0	0	0	0	1		
	# Available	2.9	3.9	1.7	0.3	0.5	0.0	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-IS		Prof - IT - Infrastructure & Systems Admin									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
53	# Employed	24	18	10	4	7	0	1	2		
	# Available	8.7	13.2	3.5	0.3	2.8	0.2	0.0	1.8		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-NR		Prof - IT - Nonrepresented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	3	7	2	0	0	0	0	1		
	# Available	3.4	4.6	2.0	0.3	0.5	0.0	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-OP		Prof - IT - Operational Planning & Strategy									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
43	# Employed	11	9	9	1	1	0	0	0		
	# Available	15.6	12.8	8.0	2.2	3.5	0.1	0.4	1.5		
	Persons Required	0	0	0	0	0	0	0	0		
2IT-US		Prof - IT - User Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	7	5	4	1	1	1	0	0		
	# Available	5.8	10.9	2.1	0.7	2.1	0.0	0.0	0.8		
	Persons Required	0	2	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.6	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

3ER-2		Technicians - Engineering - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.2	0.1	0.1	0.0	0.1	0.0	0.0	0.0		
	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.8	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	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		
8	# Employed	3	1	1	1	1	0	0	0		
	# Available	1.9	6.1	0.6	0.2	0.7	0.1	0.0	0.4		
	Persons Required	0	3	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.8	0.0	0.0	0.1	0.0	0.0	0.0		
	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		
6	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.4	4.6	0.4	0.1	0.5	0.1	0.0	0.3		
	Persons Required	0	2	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		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.5	1.5	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6CS		Admin Sup - Customer Service									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.7	1.8	0.1	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6PR		Admin Sup - Procurement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	0	0	0	0	0	0	1		
	# Available	1.0	3.8	0.3	0.1	0.4	0.0	0.1	0.2		
	Persons Required	0	2	0	0	0	0	0	0		

Shortfall

7IT		Skilled Craft - IT									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	2	0	0	1	1	0	0	0		
	# Available	1.9	1.4	0.7	0.1	0.5	0.1	0.0	0.5		
	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: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--	--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value								
Significant?	--	--	--	--	--	--	--	
Shortfall								

2IT-BS		Prof - IT - Business Systems						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	--	--	--	*		
Selection Ratio	0.00	0.00	Infin	Infin	Infin	4.00		
Statistical Value	0.800F	0.667F						
Significant?	NO	NO	--	--	--	NO		
Shortfall	0	0						

2IT-IS		Prof - IT - Infrastructure & Systems Admin						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		YES	--	NO	YES	
Selection Ratio	0.18	0.67		0.00	Infin	0.95	0.42	
Statistical Value	0.105F	0.593F		0.727F			1.350	
Significant?	NO	NO		NO	--	NO	NO	
Shortfall	1	0		0			0	

2IT-NR		Prof - IT - Nonrepresented						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	--	--	--	--		
Selection Ratio	0.00	0.00	Infin	Infin	Infin	Infin		
Statistical Value	0.500F	0.500F						
Significant?	NO	NO	--	--	--	--		
Shortfall	0	0						

2IT-OP		Prof - IT - Operational Planning & Strategy						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		--	--	--	--	YES	
Selection Ratio	0.67		Infin	Infin	Infin	Infin	0.57	
Statistical Value	0.667F						0.618F	
Significant?	NO		--	--	--	--	NO	
Shortfall	0						0	

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2IT-US		Prof - IT - User Support						Favored Group: His	
	Asi	Blk	His	Ind	Pac	Two	Wht		
Adverse IRA?	--	--		--	--	YES	YES		
Selection Ratio	Infin	Infin		Infin	Infin	0.00	0.21		
Statistical Value						0.250F	0.250F		
Significant?	--	--		--	--	NO	NO		
Shortfall						0	0		

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1						Favored Group: Wht	
	Asi	Blk	His	Ind	Pac	Two	Wht		
Adverse IRA?	YES	YES	--	--	--	YES			
Selection Ratio	0.00	0.00	Infin	Infin	Infin	0.00			
Statistical Value	0.889F	0.889F				0.800F			
Significant?	NO	NO	--	--	--	NO			
Shortfall	0	0				0			

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2						Favored Group: Blk	
	Asi	Blk	His	Ind	Pac	Two	Wht		
Adverse IRA?	YES		NO	--	--	--	YES		
Selection Ratio	0.11		1.00	Infin	Infin	Infin	0.22		
Statistical Value	0.200F						0.250F		
Significant?	NO		NO	--	--	--	NO		
Shortfall	1						0		

6PR		Admin Sup - Procurement						Favored Group: Wht	
	Asi	Blk	His	Ind	Pac	Two	Wht		
Adverse IRA?	--	--	--	--	--	YES			
Selection Ratio	Infin	Infin	Infin	Infin	Infin	0.00			
Statistical Value						0.714F			
Significant?	--	--	--	--	--	NO			
Shortfall						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: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.00	
Statistical Value		0.600F	
Significant?		NO	
Shortfall		0	

2IT-BS		Prof - IT - Business Systems	Favored Group: Min
	Min	Wht	
Adverse IRA?		NO	
Selection Ratio		1.00	
Statistical Value			
Significant?		NO	
Shortfall			

2IT-IS		Prof - IT - Infrastructure & Systems Admin	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.75	
Statistical Value		0.534	
Significant?		NO	
Shortfall		0	

2IT-NR		Prof - IT - Nonrepresented	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.333F		
Significant?	NO		
Shortfall	0		

2IT-OP		Prof - IT - Operational Planning & Strategy	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.71	
Statistical Value		0.640F	
Significant?		NO	
Shortfall		0	

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2IT-US		Prof - IT - User Support		Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.84		
Statistical Value				
Significant?		NO		
Shortfall				

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.667F			
Significant?	NO			
Shortfall	0			

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2		Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.80		
Statistical Value				
Significant?		NO		
Shortfall				

6PR		Admin Sup - Procurement		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.714F			
Significant?	NO			
Shortfall	0			

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				

2IT-BS		Prof - IT - Business Systems		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.583F			
Significant?	NO			
Shortfall	0			

2IT-IS		Prof - IT - Infrastructure & Systems Admin		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.68		
Statistical Value		0.531		
Significant?		NO		
Shortfall		0		

2IT-NR		Prof - IT - Nonrepresented		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

2IT-OP		Prof - IT - Operational Planning & Strategy		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.29		
Statistical Value		0.350F		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

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

by Gender

2IT-US		Prof - IT - User Support		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.84		
Statistical Value				
Significant?		NO		
Shortfall				

2PM-NR-1		Prof - Program & Project Admin - NR - Level 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.333F		
Significant?		NO		
Shortfall		0		

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - Level 2		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.26			
Statistical Value	1.543			
Significant?	NO			
Shortfall	1			

6PR		Admin Sup - Procurement		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.714F			
Significant?	NO			
Shortfall	0			

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	3	1	33.33												
Total Opps	3	1	33.33												
Achieved? *		YES													

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

Goal Attainment

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

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

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

Goal Attainment

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

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

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

Goal Attainment

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

4LE-1		PS - Sworn - Law Enforcement - Entry Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal		31.59			11.98	14.33							
New Hire	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				53.85									
New Hire	0	0	N/A			0	N/A								
Promotion	0	0	N/A			0	N/A								
Total Opps	0	0	N/A			0	N/A								
Achieved? *		NO 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			5.24										
New Hire	0	0	N/A		0	N/A									
Promotion	0	0	N/A		0	N/A									
Total Opps	0	0	N/A		0	N/A									
Achieved? *		NO 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	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

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	7		1 14.29												
Promotion	0		0 N/A												
Total Opps	7		1 14.29												
Achieved? *			NO												

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 OPPS												

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	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	1		0	0.00											
Promotion	0		0	N/A											
Total Opps	1		0	0.00											
Achieved? *			LIMITED												

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.