

City of Portland



1275

OMF- Bureau of Revenue and Financial Services

Bureau Affirmative Action Program (AAP) Plan Reports

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



Job Group Analysis

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

Job Group Analysis

1AC

Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003026 - Controller	#	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	#	1	0	0	0	0	0	0	1		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		

Job Group Analysis

1CI

Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000190 - Regulatory Program Administrator	#	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		
30000196 - Revenue & Tax Specialist V	#	3	6	0	0	2	1	0	0		
13 Employees	%	23.08	46.15	0.00	0.00	15.38	7.69	0.00	0.00		
30000194 - Revenue & Tax Specialist IV	#	9	11	4	2	2	0	0	1		
18 Employees	%	50.00	61.11	22.22	11.11	11.11	0.00	0.00	5.56		
32 Employees	Totals	#	12	18	4	2	4	1	0	1	
		%	37.50	56.25	12.50	6.25	12.50	3.13	0.00	3.13	

Job Group Analysis

1DR

Officials/Admin - Directors

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		

Job Group Analysis

1ES

Officials/Admin - Exempt

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000005 - Commissioner's Staff Rep	#	1	0	0	0	0	0	1	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00		
1 Employee	Totals	#	1	0	0	0	0	1	0		
		%	100.00	0.00	0.00	0.00	0.00	100.00	0.00		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003023 - City Treasurer	#	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		
30003073 - Investment 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		
30003031 - Debt 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		
30003056 - Financial Analyst III	#	2	3	1	1	0	0	0	0		
4 Employees	%	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00		
30003055 - Financial Analyst II	#	4	6	2	2	0	0	0	0		
13 Employees	%	30.77	46.15	15.38	15.38	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	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		
22 Employees	Totals	#	6	11	3	3	0	0	0		
		%	27.27	50.00	13.64	13.64	0.00	0.00	0.00		

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003083 - Manager III	#	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		
30003082 - Manager II	#	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		
30003081 - Manager I	#	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		
30003008 - Analyst III	#	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		
30003007 - Analyst II	#	10	13	4	3	2	0	0	1		
20 Employees	%	50.00	65.00	20.00	15.00	10.00	0.00	0.00	5.00		
30003006 - Analyst I	#	6	10	2	2	1	0	0	1		
12 Employees	%	50.00	83.33	16.67	16.67	8.33	0.00	0.00	8.33		
45 Employees	Totals #	20	29	6	8	4	0	0	2		
	%	44.44	64.44	13.33	17.78	8.89	0.00	0.00	4.44		

Job Group Analysis

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003108 - Technology Capital Project Manager	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
1 Employee	Totals	#	1	1	0	0	0	0	1		
		%	100.00	100.00	0.00	0.00	0.00	0.00	100.00		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

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

Job Group Analysis

1RM

Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003098 - Risk Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000060 - Procurement Specialist, Sr	#	4	4	2	2	0	0	0	0		
9 Employees	%	44.44	44.44	22.22	22.22	0.00	0.00	0.00	0.00		
30000059 - Procurement Specialist	#	3	5	0	2	1	0	0	0		
7 Employees	%	42.86	71.43	0.00	28.57	14.29	0.00	0.00	0.00		
16 Employees	Totals	#	7	9	2	4	1	0	0		
		%	43.75	56.25	12.50	25.00	6.25	0.00	0.00		

Job Group Analysis

1SU

Officials/Admin - Supervisors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	2	5	0	1	1	0	0	0		
11 Employees	%	18.18	45.45	0.00	9.09	9.09	0.00	0.00	0.00		
11 Employees	Totals	#	2	5	0	1	1	0	0		
	%	18.18	45.45	0.00	9.09	9.09	0.00	0.00	0.00		

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003001 - Accounting Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000405 - Revenue Auditor, Sr	#	3	3	1	1	1	0	0	0		
5 Employees	%	60.00	60.00	20.00	20.00	20.00	0.00	0.00	0.00		
30000404 - Revenue Auditor	#	3	6	2	0	0	0	0	1		
8 Employees	%	37.50	75.00	25.00	0.00	0.00	0.00	0.00	12.50		
30002283 - Accountant IV	#	1	3	0	0	0	0	1	0		
4 Employees	%	25.00	75.00	0.00	0.00	0.00	0.00	25.00	0.00		
30000064 - Accountant III	#	6	4	4	1	1	0	0	0		
8 Employees	%	75.00	50.00	50.00	12.50	12.50	0.00	0.00	0.00		
30000063 - Accountant 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		
28 Employees	Totals	#	13	18	7	2	0	1	1		
		%	46.43	64.29	25.00	7.14	7.14	0.00	3.57	3.57	

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	1	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		
30003011 - Business Systems Analyst II	#	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		
30003010 - Business Systems Analyst I	#	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		
10 Employees	Totals #	1	9	0	1	0	0	0	0		
	%	10.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	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		
30003028 - Coordinator II	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	2	0	0	0	0	0	0		
		%	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003101 - Risk Specialist III	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
30003100 - Risk Specialist II	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30003099 - Risk Specialist I	#	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		
8 Employees	Totals	#	2	5	1	1	0	0	0		
		%	25.00	62.50	12.50	12.50	0.00	0.00	0.00		

Job Group Analysis

6AC

Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting 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		
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

6CI

Administrative Support - Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000193 - Revenue & Tax Specialist III	#	5	4	1	2	2	0	0	0		
9 Employees	%	55.56	44.44	11.11	22.22	22.22	0.00	0.00	0.00		
30000192 - Revenue & Tax Specialist II	#	3	6	1	0	1	0	0	1		
7 Employees	%	42.86	85.71	14.29	0.00	14.29	0.00	0.00	14.29		
30000191 - Revenue & Tax Specialist I	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
20 Employees	Totals	#	9	12	3	2	3	0	0	1	
		%	45.00	60.00	15.00	10.00	15.00	0.00	0.00	5.00	

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003003 - Administrative Specialist II	#	3	6	1	1	0	1	0	0		
6 Employees	%	50.00	100.00	16.67	16.67	0.00	16.67	0.00	0.00		
6 Employees	Totals	#	3	6	1	1	0	1	0	0	
		%	50.00	100.00	16.67	16.67	0.00	16.67	0.00	0.00	

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

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

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	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

6RM

Administrative Support - Risk Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000066 - Claims Technician	#	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		
30000065 - Claims Technician, Assistant	#	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	2	0	0	1	0	0		
		%	33.33	66.67	0.00	0.00	33.33	0.00	0.00		

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000058 - Procurement Specialist, Assistant	#	2	2	0	1	1	0	0	0		
2 Employees	%	100.00	100.00	0.00	50.00	50.00	0.00	0.00	0.00		
2 Employees	Totals	#	2	2	0	1	1	0	0		
	%	100.00	100.00	0.00	50.00	50.00	0.00	0.00	0.00		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1AC		Officials/Admin - Accounting							
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 %	13.54	61.70	3.54	0.77	5.25	2.09	0.34	1.54
	Emp Less Avail?								
	Statistical Value		0.383E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
1CI		Officials/Admin - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
32	Employment %	37.50	56.25	12.50	6.25	12.50	3.13	0.00	3.13
	Availability %	44.38	55.15	15.93	6.33	9.50	0.02	0.02	12.57
	Emp Less Avail?								
	Statistical Value	0.783		0.530	0.019			0.080	1.612
	Stat Significant?								
1DR		Officials/Admin - Directors							
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 %	29.21	50.21	6.18	9.89	9.63	0.83	0.05	2.64
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1ES		Officials/Admin - Exempt							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
	Availability %	33.98	40.64	2.52	7.37	16.85	0.04	0.01	7.21
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	27.27	50.00	13.64	13.64	0.00	0.00	0.00	0.00
	Availability %	33.65	55.01	21.56	1.76	5.00	0.00	2.00	3.35
	Emp Less Avail?								
	Statistical Value	0.654E	0.673E	0.449E		0.625E		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

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
45	Employment %	44.44	64.44	13.33	17.78	8.89	0.00	0.00	4.44
	Availability %	25.43	49.59	6.67	7.28	6.52	0.44	0.58	3.95
	Emp Less Avail?								
	Statistical Value						0.446	0.512	
	Stat Significant?								
1IT		Officials/Admin - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00
	Availability %	24.92	28.75	15.63	1.66	4.74	0.13	0.18	2.59
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	24.90	43.99	4.60	7.68	7.51	0.49	0.19	4.45
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1RM		Officials/Admin - Risk Management							
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 %	14.07	55.34	6.08	1.21	4.16	0.38	0.04	2.19
	Emp Less Avail?								
	Statistical Value	1.000E	0.447E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1SP		Officials/Admin - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	43.75	56.25	12.50	25.00	6.25	0.00	0.00	0.00
	Availability %	12.75	41.84	7.15	1.07	1.87	0.00	0.00	2.67
	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

1SU		Officials/Admin - Supervisors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	18.18	45.45	0.00	9.09	9.09	0.00	0.00	0.00
	Availability %	29.21	55.36	7.31	9.27	7.53	0.98	0.40	3.72
	Emp Less Avail?								
	Statistical Value	0.527E	0.555E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
28	Employment %	46.43	64.29	25.00	7.14	7.14	0.00	3.57	3.57
	Availability %	25.43	66.50	5.81	1.53	16.25	0.29	0.42	1.13
	Emp Less Avail?								
	Statistical Value		0.842E			0.302E	1.000E		
	Stat Significant?								
2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	10.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00
	Availability %	24.86	33.94	9.08	5.46	5.81	0.30	0.63	3.58
	Emp Less Avail?								
	Statistical Value	0.468E		1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	24.95	67.44	6.34	7.66	5.82	0.73	0.63	3.79
	Emp Less Avail?								
	Statistical Value	0.578E	0.601E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	25.00	62.50	12.50	12.50	0.00	0.00	0.00	0.00
	Availability %	19.74	88.93	6.26	0.86	8.67	1.04	0.62	2.28
	Emp Less Avail?		YES						
	Statistical Value		0.050E			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

6AC		Administrative Support - Accounting							
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 %	19.74	88.93	6.26	0.86	8.67	1.04	0.62	2.28
	Emp Less Avail?								
	Statistical Value	1.000E	0.111E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

6CI		Administrative Support - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
20	Employment %	45.00	60.00	15.00	10.00	15.00	0.00	0.00	5.00
	Availability %	20.65	75.51	5.09	2.64	8.33	0.25	1.20	3.14
	Emp Less Avail?								
	Statistical Value		0.119E				1.000E	1.000E	
	Stat Significant?								

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	50.00	100.00	16.67	16.67	0.00	16.67	0.00	0.00
	Availability %	27.00	71.31	6.49	4.52	10.18	0.93	0.46	4.42
	Emp Less Avail?								
	Statistical Value					1.000E		1.000E	1.000E
	Stat Significant?								

6OS		Administrative Support - Office Support							
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 %	29.29	68.52	6.80	6.07	9.40	0.58	0.79	5.65
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

6PM		Administrative Support - Program Management							
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 %	27.58	70.96	7.22	5.12	8.54	0.94	0.53	5.25
	Emp Less Avail?								
	Statistical Value	1.000E	0.496E	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

6RM		Administrative Support - Risk Management							
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 %	25.99	80.70	4.90	4.24	11.38	0.14	1.10	4.24
	Emp Less Avail?								
	Statistical Value		0.474E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	100.00	100.00	0.00	50.00	50.00	0.00	0.00	0.00
	Availability %	28.03	54.21	3.94	6.33	12.49	1.19	0.66	3.41
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 218

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 Report

While the Incumbency vs. Estimated Availability Report compares the employment and the estimated availability in percentages, the Shortfall Report shows the number of persons required to meet the Placement Goal.

Shortfall

1AC		Officials/Admin - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	0	0	0	1		
	# Available	0.1	0.6	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1CI		Officials/Admin - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
32	# Employed	12	18	4	2	4	1	0	1		
	# Available	14.2	17.6	5.1	2.0	3.0	0.0	0.0	4.0		
	Persons Required	0	0	0	0	0	0	0	0		
1DR		Officials/Admin - Directors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	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		
1ES		Officials/Admin - Exempt									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	0	0	1	0		
	# Available	0.3	0.4	0.0	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	6	11	3	3	0	0	0	0		
	# Available	7.4	12.1	4.7	0.4	1.1	0.0	0.4	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
45	# Employed	20	29	6	8	4	0	0	2		
	# Available	11.4	22.3	3.0	3.3	2.9	0.2	0.3	1.8		
	Persons Required	0	0	0	0	0	0	0	0		
1IT		Officials/Admin - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.2	0.3	0.2	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.4	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1RM		Officials/Admin - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.6	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1SP		Officials/Admin - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	7	9	2	4	1	0	0	0		
	# Available	2.0	6.7	1.1	0.2	0.3	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
1SU		Officials/Admin - Supervisors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	2	5	0	1	1	0	0	0		
	# Available	3.2	6.1	0.8	1.0	0.8	0.1	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
28	# Employed	13	18	7	2	2	0	1	1		
	# Available	7.1	18.6	1.6	0.4	4.6	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	1	9	0	1	0	0	0	0		
	# Available	2.5	3.4	0.9	0.5	0.6	0.0	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.0	2.7	0.3	0.3	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	5	1	1	0	0	0	0		
	# Available	1.6	7.1	0.5	0.1	0.7	0.1	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

6AC		Administrative Support - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.9	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6CI		Administrative Support - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	9	12	3	2	3	0	0	1		
	# Available	4.1	15.1	1.0	0.5	1.7	0.1	0.2	0.6		
	Persons Required	0	0	0	0	0	0	0	0		

6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	3	6	1	1	0	1	0	0		
	# Available	1.6	4.3	0.4	0.3	0.6	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	1.4	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.6	1.4	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6RM		Administrative Support - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.8	2.4	0.1	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	2	2	0	1	1	0	0	0		
	# Available	0.6	1.1	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

S - Significant Difference Rule

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

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

Adverse Impact Report for Applicants

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

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

1CI		Officials/Admin - Code Inspections						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	NO	YES		NO	--	NO	YES	
Selection Ratio	1.00	0.50		1.00	Infin	1.00	0.59	
Statistical Value		0.500F					0.386F	
Significant?	NO	NO		NO	--	NO	NO	
Shortfall		0					1	

1GA		Officials/Admin - General Administrative						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	--	YES	YES	
Selection Ratio	0.67		0.00	Infin	Infin	0.00	0.29	
Statistical Value	0.615F		0.233F			0.359F	1.511	
Significant?	NO		NO	--	--	NO	NO	
Shortfall	0		0			0	0	

1SP		Officials/Admin - Store & Purchases						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	--	YES	YES	
Selection Ratio	0.00		0.36	Infin	Infin	0.00	0.11	
Statistical Value	0.128F		0.364F			0.667F	0.073F	
Significant?	NO		NO	--	--	NO	NO	
Shortfall	0		0			0	1	

1SU		Officials/Admin - Supervisors						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	--	--	--	--		
Selection Ratio	Infin	0.00	Infin	Infin	Infin	Infin		
Statistical Value		0.714F						
Significant?	--	NO	--	--	--	--		
Shortfall		0						

2AC		Professionals - Accounting						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		NO	--	--	YES	YES	
Selection Ratio	0.64		0.80	Infin	Infin	0.50	0.48	
Statistical Value	0.518					0.600F	0.809	
Significant?	NO		NO	--	--	NO	NO	
Shortfall	0					0	1	

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2IT	Professionals - Information Technology	Favored Group: Wht
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	--	--	--	--	--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value							
Significant?	--	--	--	--	--	--	
Shortfall							

6CI	Administrative Support - Code Inspections	Favored Group: His
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	NO	YES		YES	YES	YES	YES
Selection Ratio	0.84	0.43		0.00	0.00	0.57	0.44
Statistical Value		1.461		0.316F	0.455F	0.972	2.036
Significant?	NO	NO		NO	NO	NO	YES
Shortfall		0		0	0	0	3

6GA	Administrative Support - General Administrative	Favored Group: Blk
-----	---	---------------------------

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES		YES	YES	YES	YES	YES
Selection Ratio	0.00		0.00	0.00	0.00	0.00	0.00
Statistical Value	0.294F		0.278F	0.714F	0.714F	0.500F	3.846
Significant?	NO		NO	NO	NO	NO	YES
Shortfall	0		0	0	0	0	0

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1CI		Officials/Admin - Code Inspections		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.67		
Statistical Value		0.166F		
Significant?		NO		
Shortfall		1		

1GA		Officials/Admin - General Administrative		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.66		
Statistical Value		0.540		
Significant?		NO		
Shortfall		0		

1SP		Officials/Admin - Store & Purchases		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.30		
Statistical Value		1.145		
Significant?		NO		
Shortfall		1		

1SU		Officials/Admin - Supervisors		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.714F			
Significant?	NO			
Shortfall	0			

2AC		Professionals - Accounting		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.73		
Statistical Value		0.846		
Significant?		NO		
Shortfall		1		

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2IT	Professionals - Information Technology	Favored Group: Wht
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	Min	Wht
Adverse IRA?	--	
Selection Ratio	Infin	
Statistical Value		
Significant?	--	
Shortfall		

6CI	Administrative Support - Code Inspections	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.66
Statistical Value		1.322
Significant?		NO
Shortfall		3

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

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.374
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

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

by Gender

1CI		Officials/Admin - Code Inspections		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.74		
Statistical Value		0.287F		
Significant?		NO		
Shortfall		1		

1GA		Officials/Admin - General Administrative		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.79			
Statistical Value	0.288			
Significant?	NO			
Shortfall	0			

1SP		Officials/Admin - Store & Purchases		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.57		
Statistical Value		0.595		
Significant?		NO		
Shortfall		0		

1SU		Officials/Admin - Supervisors		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.75		
Statistical Value		0.714F		
Significant?		NO		
Shortfall		0		

2AC		Professionals - Accounting		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.88		
Statistical Value				
Significant?		NO		
Shortfall				

Adverse Impact for Applicants

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

by Gender

2IT	Professionals - Information Technology	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		--
Selection Ratio		Infin
Statistical Value		
Significant?		--
Shortfall		

6CI	Administrative Support - Code Inspections	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.70
Statistical Value		1.086
Significant?		NO
Shortfall		2

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

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.590
Significant?		NO
Shortfall		0

Infin - indicates that the denominator was zero
 "--" indicates that the result could not be calculated

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

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

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

Goal Attainment

Goal Attainment is progress made through hiring and promotion in meeting placement goals from the prior year.

Goal Attainment

1CI		Officials/Admin - Code Inspections													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				36.03											
New Hire	1			0	0.00										
Promotion	23			3	13.04										
Total Opps	24			3	12.50										
Achieved? *				NO											

1EC		Officials/Admin - Emergency Communication													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			65.17												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

1ER		Officials/Admin - Engineering & Related													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal					4.72										
New Hire	0				0	N/A									
Promotion	0				0	N/A									
Total Opps	0				0	N/A									
Achieved? *					NO OPPS										

Goal Attainment

1FL		Officials/Admin - Financial													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			60.19												
New Hire	0		0	N/A											
Promotion	1		0	0.00											
Total Opps	1		0	0.00											
Achieved? *			LIMITED												

2AC		Professionals - Accounting													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						17.40									
New Hire	9					1	11.11								
Promotion	4					1	25.00								
Total Opps	13					2	15.38								
Achieved? *						YES									

2HR		Professionals - Human Resources													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			86.25												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

Goal Attainment

2PM		Professionals - Program Management													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			67.23												
New Hire	0		0 N/A												
Promotion	1		1 100.00												
Total Opps	1		1 100.00												
Achieved? *			YES												

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

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

Goal Attainment

3EL		Technicians - Electronics													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			21.15												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

3ER		Technicians - Engineering & Related													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						7.14									
New Hire	0					0	N/A								
Promotion	0					0	N/A								
Total Opps	0					0	N/A								
Achieved? *						NO OPPS									

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

Goal Attainment

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

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

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

Goal Attainment

5CI		Protective Service - Non-Sworn - Code Inspections													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			62.68												
New Hire	0		0 N/A												
Promotion	0		0 N/A												
Total Opps	0		0 N/A												
Achieved? *			NO OPPS												

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

6CR		Administrative Support - Community Relations													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			82.04												
New Hire	0		0 N/A												
Promotion	0		0 N/A												
Total Opps	0		0 N/A												
Achieved? *			NO OPPS												

Goal Attainment

6GA		Administrative Support - General Administrative													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						12.64									
New Hire	1					0	0.00								
Promotion	0					0	N/A								
Total Opps	1					0	0.00								
Achieved? *						LIMITED									

6OS		Administrative Support - Office Support													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				9.48											
New Hire	0			0	N/A										
Promotion	0			0	N/A										
Total Opps	0			0	N/A										
Achieved? *				NO OPPS											

6SP		Administrative Support - Store & Purchases													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			61.37												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

Goal Attainment

7GM		Skilled Craft - General Maintenance/Trades													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		25.25				11.30									
New Hire	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									

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

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

Goal Attainment

8GM		Service Maintenance - General Maintenance/Trades															
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two								
Prior Year Goal		39.73															
New Hire	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											

8PR		Service Maintenance - Parks/Recreation															
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two								
Prior Year Goal			72.20														
New Hire	0		0	N/A													
Promotion	0		0	N/A													
Total Opps	0		0	N/A													
Achieved? *			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.