

# City of Portland



1275

OMF - Bureau of Revenue and Financial 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**

**1BA**

**Off/Adm - Bus Ops & Admin**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000196 - Revenue & Tax Specialist V	#	4	6	1	0	2	1	0	0		
14 Employees	%	28.57	42.86	7.14	0.00	14.29	7.14	0.00	0.00		
30000194 - Revenue & Tax Specialist IV	#	9	12	4	2	2	0	0	1		
20 Employees	%	45.00	60.00	20.00	10.00	10.00	0.00	0.00	5.00		
30000193 - Revenue & Tax Specialist III	#	8	9	1	3	3	0	0	1		
20 Employees	%	40.00	45.00	5.00	15.00	15.00	0.00	0.00	5.00		
30000192 - Revenue & Tax Specialist II	#	5	6	2	1	2	0	0	0		
10 Employees	%	50.00	60.00	20.00	10.00	20.00	0.00	0.00	0.00		
<b>64 Employees</b>	<b>Totals #</b>	<b>26</b>	<b>33</b>	<b>8</b>	<b>6</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>2</b>		
	<b>%</b>	<b>40.63</b>	<b>51.56</b>	<b>12.50</b>	<b>9.38</b>	<b>14.06</b>	<b>1.56</b>	<b>0.00</b>	<b>3.13</b>		

# 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		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1EX**

**Off/Adm - Executive Managers**

**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		
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		
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		
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		
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		
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		
<b>7 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>		
		<b>%</b>	<b>42.86</b>	<b>28.57</b>	<b>0.00</b>	<b>14.29</b>	<b>0.00</b>	<b>0.00</b>	<b>28.57</b>		

# Job Group Analysis

**1FA**

**Off/Adm - Finance & Accounting**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30003056 - Financial Analyst III	#	2	3	1	1	0	0	0	0		
5 Employees	%	40.00	60.00	20.00	20.00	0.00	0.00	0.00	0.00		
30003055 - Financial Analyst II	#	6	8	3	2	1	0	0	0		
14 Employees	%	42.86	57.14	21.43	14.29	7.14	0.00	0.00	0.00		
30003054 - Financial Analyst 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		
<b>21 Employees</b>	<b>Totals</b>	<b>#</b>	<b>8</b>	<b>11</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>38.10</b>	<b>52.38</b>	<b>19.05</b>	<b>14.29</b>	<b>4.76</b>	<b>0.00</b>	<b>0.00</b>		

# 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	#	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		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>25.00</b>	<b>75.00</b>	<b>0.00</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1MA-2**

**Off/Adm - Managers - Level 2**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003082 - Manager II	#	1	1	0	0	1	0	0	0			
4 Employees	%	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00			
<b>4 Employees</b>	<b>Totals</b>	#	1	1	0	0	1	0	0	0		
		%	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00		

# Job Group Analysis

**1PR**

**Off/Adm - Procurement**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000060 - Procurement Specialist, Sr	#	6	8	2	2	2	0	0	0		
11 Employees	%	54.55	72.73	18.18	18.18	18.18	0.00	0.00	0.00		
30000059 - Procurement Specialist	#	7	6	0	4	3	0	0	0		
8 Employees	%	87.50	75.00	0.00	50.00	37.50	0.00	0.00	0.00		
<b>19 Employees</b>	<b>Totals</b>	<b>#</b>	<b>13</b>	<b>14</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>68.42</b>	<b>73.68</b>	<b>10.53</b>	<b>31.58</b>	<b>26.32</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	



# 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	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		
<b>1 Employee</b>	<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	%	0.00	0.00	0.00	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	#	1	6	0	1	0	0	0	0		
14 Employees	%	7.14	42.86	0.00	7.14	0.00	0.00	0.00	0.00		
30003001 - Accounting Supervisor	#	1	0	0	0	0	0	1	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	33.33	0.00		
<b>17 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>		
	<b>%</b>	<b>11.76</b>	<b>35.29</b>	<b>0.00</b>	<b>5.88</b>	<b>0.00</b>	<b>0.00</b>	<b>5.88</b>	<b>0.00</b>		

# Job Group Analysis

**2BA-1**

**Prof - Bus Ops & Admin - Level 1**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003006 - Analyst I	#	3	8	1	1	1	0	0	0		
9 Employees	%	33.33	88.89	11.11	11.11	11.11	0.00	0.00	0.00		
<b>9 Employees</b>	<b>Totals #</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>33.33</b>	<b>88.89</b>	<b>11.11</b>	<b>11.11</b>	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# 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	#	8	11	3	2	2	0	0	1			
15 Employees	%	53.33	73.33	20.00	13.33	13.33	0.00	0.00	6.67			
<b>15 Employees</b>	<b>Totals</b>	#	8	11	3	2	2	0	0	1		
		%	53.33	73.33	20.00	13.33	13.33	0.00	0.00	6.67		

# Job Group Analysis

**2BA-3**

**Prof - Bus Ops & Admin - Level 3**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003008 - Analyst III	#	2	3	0	2	0	0	0	0		
4 Employees	%	50.00	75.00	0.00	50.00	0.00	0.00	0.00	0.00		
<b>4 Employees</b>	<b>Totals</b>	#	2	3	0	2	0	0	0		
		%	50.00	75.00	0.00	50.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

**2FA**

**Prof - Finance & Accounting**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000405 - Revenue Auditor, Sr	#	5	6	2	1	1	0	1	0		
8 Employees	%	62.50	75.00	25.00	12.50	12.50	0.00	12.50	0.00		
30002283 - Accountant IV	#	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		
30000064 - Accountant III	#	6	5	4	1	1	0	0	0		
10 Employees	%	60.00	50.00	40.00	10.00	10.00	0.00	0.00	0.00		
30000404 - Revenue Auditor	#	4	6	2	0	1	0	0	1		
7 Employees	%	57.14	85.71	28.57	0.00	14.29	0.00	0.00	14.29		
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		
<b>29 Employees</b>	<b>Totals</b>	<b>#</b>	<b>16</b>	<b>20</b>	<b>8</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	
		<b>%</b>	<b>55.17</b>	<b>68.97</b>	<b>27.59</b>	<b>6.90</b>	<b>13.79</b>	<b>0.00</b>	<b>3.45</b>	<b>3.45</b>	

## 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	#	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		
30003011 - Business Systems Analyst II	#	0	6	0	0	0	0	0	0		
8 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003010 - Business Systems Analyst 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		
<b>10 Employees</b>	<b>Totals</b>	#	0	8	0	0	0	0	0		
		%	0.00	80.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

**2IT-NR**

**Prof - IT - Nonrepresented**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003951 - Systems Analyst, Senior	#	2	2	0	1	0	0	0	1		
3 Employees	%	66.67	66.67	0.00	33.33	0.00	0.00	0.00	33.33		
<b>3 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>		
		<b>%</b>	<b>66.67</b>	<b>66.67</b>	<b>0.00</b>	<b>33.33</b>	<b>0.00</b>	<b>0.00</b>	<b>33.33</b>		



# Job Group Analysis

**2PG**

**Prof - Policy & Gov Admin**

**EEO Code: 2**

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		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>		
		<b>%</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>		

# 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		
30003027 - Coordinator I - NE	#	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		
<b>1 Employee</b>	<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

**2PM-NR-2**

**Prof - Program & Project Admin - NR - Level 2**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003028 - Coordinator II	#	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		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>0.00</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# 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		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

**2RM**

**Prof - Risk Management & Liability**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003101 - Risk Specialist III	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003100 - Risk Specialist II	#	1	1	1	0	0	0	0	0		
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
<b>7 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>14.29</b>	<b>57.14</b>	<b>14.29</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# 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	#	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		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# 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	4	1	1	0	0	0	0		
4 Employees	%	50.00	100.00	25.00	25.00	0.00	0.00	0.00	0.00		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>50.00</b>	<b>100.00</b>	<b>25.00</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# 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		
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		
<b>1 Employee</b>	<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		



## Job Group Analysis

**6BA-R-2**

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

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	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		
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		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>25.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**6CS**

**Admin Sup - Customer Service**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000191 - Revenue & Tax Specialist I	#	2	3	1	1	0	0	0	0		
5 Employees	%	40.00	60.00	20.00	20.00	0.00	0.00	0.00	0.00		
<b>5 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>40.00</b>	<b>60.00</b>	<b>20.00</b>	<b>20.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

### Incumbency vs. Estimated Availability

1BA		Off/Adm - Bus Ops & Admin							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
64	Employment %	40.63	51.56	12.50	9.38	14.06	1.56	0.00	3.13
	Availability %	9.09	50.91	5.45	0.00	3.64	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value								
	Stat Significant?								

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
7	Employment %	42.86	28.57	0.00	14.29	0.00	0.00	0.00	28.57
	Availability %	20.54	42.67	6.23	4.57	5.61	0.21	0.08	3.83
	Emp Less Avail?								
	Statistical Value		0.706E	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
21	Employment %	38.10	52.38	19.05	14.29	4.76	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
	Stat Significant?								

1MA-1		Off/Adm - Managers - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	75.00	0.00	25.00	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
	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

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	0.00	25.00	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?								

1PR		Off/Adm - Procurement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	68.42	73.68	10.53	31.58	26.32	0.00	0.00	0.00
	Availability %	15.82	36.67	5.54	2.23	1.98	2.20	0.00	3.88
	Emp Less Avail?								
	Statistical Value						1.000E		1.000E
	Stat Significant?								

1SU-1		Off/Adm - Supervisors - 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 %	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	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	35.29	0.00	5.88	0.00	0.00	5.88	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	0.146E	0.401E	1.000E	0.408E	1.000E		1.000E
	Stat Significant?								

2BA-1		Prof - Bus Ops & Admin - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	88.89	11.11	11.11	11.11	0.00	0.00	0.00
	Availability %	16.92	39.64	7.79	1.46	2.69	0.23	0.53	4.22
	Emp Less Avail?								
	Statistical Value						1.000E	1.000E	1.000E
	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
15	Employment %	53.33	73.33	20.00	13.33	13.33	0.00	0.00	6.67
	Availability %	24.31	49.79	7.85	5.28	5.69	0.12	0.50	4.88
	Emp Less Avail?								
	Statistical Value						1.000E	1.000E	
	Stat Significant?								
2BA-3		Prof - Bus Ops & Admin - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	75.00	0.00	50.00	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
	Stat Significant?								
2FA		Prof - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
29	Employment %	55.17	68.97	27.59	6.90	13.79	0.00	3.45	3.45
	Availability %	29.16	59.64	11.19	5.72	8.37	0.99	0.40	2.49
	Emp Less Avail?								
	Statistical Value						1.000E		
	Stat Significant?								
2IT-BS		Prof - IT - Business Systems							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	26.18	35.08	15.49	2.40	4.10	0.00	0.00	4.19
	Emp Less Avail?								
	Statistical Value	0.073E		0.378E	1.000E	1.000E			1.000E
	Stat Significant?								
2IT-NR		Prof - IT - Nonrepresented							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	66.67	0.00	33.33	0.00	0.00	0.00	33.33
	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

2PG		Prof - Policy & Gov Admin							
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 %	26.68	58.56	7.35	5.78	7.55	0.00	0.00	5.98
	Emp Less Avail?								
	Statistical Value		0.414E	1.000E	1.000E	1.000E			1.000E
	Stat Significant?								
2PM-NR-1		Prof - Program & Project Admin - NR - 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 %	19.58	60.30	5.75	2.41	6.30	0.26	0.94	3.93
	Emp Less Avail?								
	Statistical Value	1.000E	0.397E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2PM-NR-2		Prof - Program & Project Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.89	62.91	4.68	7.63	7.99	0.73	2.00	2.86
	Emp Less Avail?								
	Statistical Value	0.578E	0.631E	1.000E	1.000E	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
1	Employment %	0.00	100.00	0.00	0.00	0.00	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	1.000E	1.000E
	Stat Significant?								
2RM		Prof - Risk Management & Liability							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	57.14	14.29	0.00	0.00	0.00	0.00	0.00
	Availability %	27.42	43.55	4.84	11.29	11.29	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	0.682E			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

6BA-C-2		Admin Sup - Bus Ops & Admin - Casual - 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 %	23.59	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
	Stat Significant?								

6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	100.00	25.00	25.00	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
	Stat Significant?								

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 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 %	23.29	76.56	6.81	2.31	8.38	0.92	0.44	4.42
	Emp Less Avail?								
	Statistical Value	1.000E	0.234E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	100.00	0.00	0.00	25.00	0.00	0.00	0.00
	Availability %	26.74	75.27	4.86	4.18	10.72	1.23	0.94	4.81
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

6CS		Admin Sup - Customer Service							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	60.00	20.00	20.00	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
	Stat Significant?								

Total Employment: 237

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

1BA		Off/Adm - Bus Ops & Admin									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
64	# Employed	26	33	8	6	9	1	0	2		
	# Available	5.8	32.6	3.5	0.0	2.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
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		
7	# Employed	3	2	0	1	0	0	0	2		
	# 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		
1FA		Off/Adm - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	8	11	4	3	1	0	0	0		
	# Available	6.7	11.2	3.9	0.3	1.3	0.0	0.4	0.7		
	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		
4	# Employed	1	3	0	1	0	0	0	0		
	# Available	1.1	2.0	0.3	0.3	0.3	0.0	0.0	0.1		
	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	0	1	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		
1PR		Off/Adm - Procurement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	13	14	2	6	5	0	0	0		
	# Available	3.0	7.0	1.1	0.4	0.4	0.4	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

1SU-1		Off/Adm - Supervisors - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.4	0.1	0.1	0.1	0.0	0.0	0.0		
	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		
17	# Employed	2	6	0	1	0	0	1	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		
2BA-1		Prof - Bus Ops & Admin - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	8	1	1	1	0	0	0		
	# Available	1.5	3.6	0.7	0.1	0.2	0.0	0.0	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		
15	# Employed	8	11	3	2	2	0	0	1		
	# Available	3.6	7.5	1.2	0.8	0.9	0.0	0.1	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
2BA-3		Prof - Bus Ops & Admin - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	2	0	0	0	0		
	# Available	1.0	2.0	0.3	0.2	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2FA		Prof - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
29	# Employed	16	20	8	2	4	0	1	1		
	# Available	8.5	17.3	3.2	1.7	2.4	0.3	0.1	0.7		
	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		
10	# Employed	0	8	0	0	0	0	0	0		
	# Available	2.6	3.5	1.5	0.2	0.4	0.0	0.0	0.4		
	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		
3	# Employed	2	2	0	1	0	0	0	1		
	# Available	0.8	1.1	0.5	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

2PG		Prof - Policy & Gov Admin									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	0	0	1	0		
	# Available	0.3	0.6	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2PM-NR-1		Prof - Program & Project Admin - NR - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	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		
2PM-NR-2		Prof - Program & Project Admin - NR - 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	2.5	0.2	0.3	0.3	0.0	0.1	0.1		
	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.6	0.1	0.1	0.1	0.0	0.0	0.1		
	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		
7	# Employed	1	4	1	0	0	0	0	0		
	# Available	1.9	3.0	0.3	0.8	0.8	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		
1	# Employed	1	1	1	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-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	4	1	1	0	0	0	0		
	# Available	0.9	3.2	0.2	0.2	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	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		

# Shortfall

6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	4	0	0	1	0	0	0		
	# Available	1.1	3.0	0.2	0.2	0.4	0.0	0.0	0.2		
	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		
5	# Employed	2	3	1	1	0	0	0	0		
	# Available	1.2	2.9	0.2	0.2	0.5	0.0	0.0	0.2		
	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

1BA		Off/Adm - Bus Ops & Admin						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	NO		--	YES	YES	NO	
Selection Ratio	0.65	0.87		Infin	0.00	0.74	0.87	
Statistical Value	0.822				0.643F	0.526F		
Significant?	NO	NO		--	NO	NO	NO	
Shortfall	1				0	0		

1FA		Off/Adm - Finance & Accounting						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	YES	--	--	YES		
Selection Ratio	0.00	Infin	0.00	Infin	Infin	0.00		
Statistical Value	0.667F		0.667F			0.667F		
Significant?	NO	--	NO	--	--	NO		
Shortfall	0		0			0		

1PR		Off/Adm - Procurement						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		YES	--	--	YES	YES	
Selection Ratio	Infin		0.00	Infin	Infin	0.00	0.31	
Statistical Value			0.286F			0.600F	0.219F	
Significant?	--		NO	--	--	NO	NO	
Shortfall			0			0	0	

1SU-2		Off/Adm - Supervisors - Level 2						Favored Group: Pac
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	--	--		YES	YES	
Selection Ratio	0.00	Infin	Infin	Infin		0.00	0.31	
Statistical Value	0.400F					0.667F	0.371F	
Significant?	NO	--	--	--		NO	NO	
Shortfall	0					0	0	

2BA-1		Prof - Bus Ops & Admin - Level 1						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	YES		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	0.00		
Statistical Value						0.600F		
Significant?	--	--	--	--	--	NO		
Shortfall						0		

# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2BA-2		Prof - Bus Ops & Admin - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	YES	--	--	--		
Selection Ratio	Infin	0.00	0.00	Infin	Infin	Infin		
Statistical Value		0.750F	0.600F					
Significant?	--	NO	NO	--	--	--		
Shortfall		0	0					

2FA		Prof - Finance & Accounting						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	NO		--	--	YES	YES	
Selection Ratio	0.58	0.87		Infin	Infin	0.00	0.33	
Statistical Value	0.563F					0.750F	0.253F	
Significant?	NO	NO		--	--	NO	NO	
Shortfall	0					0	1	

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	Infin	0.00	Infin	Infin	0.00		
Statistical Value	0.214F		0.545F			0.420F		
Significant?	NO	--	NO	--	--	NO		
Shortfall	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	--	--	--		
Selection Ratio	Infin	Infin	0.00	Infin	Infin	Infin		
Statistical Value			0.833F					
Significant?	--	--	NO	--	--	--		
Shortfall			0					

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

# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

6BA-R-2	Admin Sup - Bus Ops & Admin - Represented - Lvl 2	Favored Group: <b>Wht</b>
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	--	--	--	--	YES	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	0.00	
Statistical Value						0.800F	
Significant?	--	--	--	--	--	NO	
Shortfall						0	

6CS	Admin Sup - Customer Service	Favored Group: <b>Blk</b>
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES		YES	--	YES	YES	YES
Selection Ratio	0.00		0.00	Infin	0.00	0.00	0.00
Statistical Value	0.111F		0.250F		0.500F	0.250F	0.143F
Significant?	NO		NO	--	NO	NO	NO
Shortfall	0		0		0	0	0

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1BA		Off/Adm - Bus Ops & Admin		Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.89			
Statistical Value				
Significant?	NO			
Shortfall				

1FA		Off/Adm - Finance & Accounting		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.400F			
Significant?	NO			
Shortfall	0			

1PR		Off/Adm - Procurement		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.62		
Statistical Value		0.498F		
Significant?		NO		
Shortfall		0		

1SU-2		Off/Adm - Supervisors - Level 2		Favored Group: Min
	Min	Wht		
Adverse IRA?		NO		
Selection Ratio		0.92		
Statistical Value				
Significant?		NO		
Shortfall				

2BA-1		Prof - Bus Ops & Admin - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.600F			
Significant?	NO			
Shortfall	0			



# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.500F			
Significant?	NO			
Shortfall	0			

2FA		Prof - Finance & Accounting		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.43		
Statistical Value		1.096		
Significant?		NO		
Shortfall		1		

2IT-BS		Prof - IT - Business Systems		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.090F			
Significant?	NO			
Shortfall	1			

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.833F			
Significant?	NO			
Shortfall	0			

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

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

6BA-R-2	Admin Sup - Bus Ops & Admin - Represented - Lvl 2	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.800F	
Significant?	NO	
Shortfall	0	

6CS	Admin Sup - Customer Service	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.727F
Significant?		NO
Shortfall		0

# Adverse Impact for Applicants

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

by Gender

1BA		Off/Adm - Bus Ops & Admin		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.85			
Statistical Value				
Significant?	NO			
Shortfall				

1FA		Off/Adm - Finance & Accounting		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

1PR		Off/Adm - Procurement		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.37		
Statistical Value		0.331F		
Significant?		NO		
Shortfall		0		

1SU-2		Off/Adm - Supervisors - Level 2		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.058F			
Significant?	NO			
Shortfall	1			

2BA-1		Prof - Bus Ops & Admin - Level 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.600F		
Significant?		NO		
Shortfall		0		

# Adverse Impact for Applicants

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

by Gender

2BA-2		Prof - Bus Ops & Admin - Level 2	Favored Group: Fem
	Fem	Mal	
Adverse IRA?		YES	
Selection Ratio		0.00	
Statistical Value		0.833F	
Significant?		NO	
Shortfall		0	

2FA		Prof - Finance & Accounting	Favored Group: Mal
	Fem	Mal	
Adverse IRA?	YES		
Selection Ratio	0.62		
Statistical Value	0.632		
Significant?	NO		
Shortfall	0		

2IT-BS		Prof - IT - Business Systems	Favored Group: Fem
	Fem	Mal	
Adverse IRA?		YES	
Selection Ratio		0.41	
Statistical Value		0.421F	
Significant?		NO	
Shortfall		0	

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

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

# Adverse Impact for Applicants

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

by Gender

6BA-R-2	Admin Sup - Bus Ops & Admin - Represented - Lvl 2	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.600F
Significant?		NO
Shortfall		0

6CS	Admin Sup - Customer Service	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.591F
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

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	2	1	50.00												
Promotion	3	0	0.00												
Total Opps	5	1	20.00												
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													
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								

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

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			91.46												
New Hire	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	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.