

City of Portland



1290

OMF - Office of the Chief Administrative Officer

Bureau Affirmative Action Program (AAP) Plan Reports

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



Job Group Analysis

1CH

Off/Adm - Chief Executives

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003016 - Chief Administrative 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		
30003032 - Deputy Chief Administrative Officer	#	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		
3 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	66.67	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		
30003551 - Community Safety Transition Dir	#	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	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	1	2	1	0	0	0	0		
		%	25.00	50.00	25.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1FA

Off/Adm - Finance & Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst III	#	1	3	0	0	0	0	0	1		
5 Employees	%	20.00	60.00	0.00	0.00	0.00	0.00	0.00	20.00		
30003055 - Financial Analyst II	#	3	4	1	0	2	0	0	0		
8 Employees	%	37.50	50.00	12.50	0.00	25.00	0.00	0.00	0.00		
13 Employees	Totals	#	4	7	1	0	2	0	1		
		%	30.77	53.85	7.69	0.00	15.38	0.00	7.69		

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	#	4	5	1	0	3	0	0	0		
11 Employees	%	36.36	45.45	9.09	0.00	27.27	0.00	0.00	0.00		
30003096 - Public Information Manager	#	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		
12 Employees	Totals	#	4	6	1	0	3	0	0		
	%	33.33	50.00	8.33	0.00	25.00	0.00	0.00	0.00		

Job Group Analysis

1MA-2

Off/Adm - Managers - Level 2

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003701 - Real Estate Portfolio Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003082 - Manager II	#	1	4	0	0	0	0	0	1		
5 Employees	%	20.00	80.00	0.00	0.00	0.00	0.00	0.00	20.00		
6 Employees	Totals	#	1	4	0	0	0	0	1		
		%	16.67	66.67	0.00	0.00	0.00	0.00	16.67		

Job Group Analysis

1PB-CP-NR

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

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003015 - Capital Project Manager IV	#	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		
30003014 - Capital Project Manager 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		
3 Employees	Totals	#	0	3	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1PB-CP-R

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

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003013 - Capital Project Manager II	#	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	0.00		

Job Group Analysis

1SU-1

Off/Adm - Supervisors - Level 1

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003103 - Supervisor I - E	#	1	2	0	0	1	0	0	0		
7 Employees	%	14.29	28.57	0.00	0.00	14.29	0.00	0.00	0.00		
7 Employees	Totals	#	1	2	0	0	1	0	0		
		%	14.29	28.57	0.00	0.00	14.29	0.00	0.00		

Job Group Analysis

1SU-2

Off/Adm - Supervisors - Level 2

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	2	1	2	0	0	0	0	0		
3 Employees	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	2	1	2	0	0	0	0		
		%	66.67	33.33	66.67	0.00	0.00	0.00	0.00		

Job Group Analysis

2BA-1

Prof - Bus Ops & Admin - Level 1

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003006 - Analyst I	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	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

2BA-2

Prof - Bus Ops & Admin - Level 2

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003007 - Analyst II	#	2	5	0	2	0	0	0	0		
7 Employees	%	28.57	71.43	0.00	28.57	0.00	0.00	0.00	0.00		
7 Employees	Totals	#	2	5	0	2	0	0	0		
		%	28.57	71.43	0.00	28.57	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		
30003009 - Analyst IV	#	2	2	0	0	2	0	0	0		
4 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003008 - Analyst III	#	1	5	0	0	0	0	0	1		
8 Employees	%	12.50	62.50	0.00	0.00	0.00	0.00	0.00	12.50		
12 Employees	Totals	#	3	7	0	0	2	0	0	1	
		%	25.00	58.33	0.00	0.00	16.67	0.00	0.00	8.33	

Job Group Analysis

2CM

Prof - Communications

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information Officer	#	0	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

2ER-R-2

Prof - Engineering - Represented - Level 2

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003046 - Engineer II	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	1	0	0	0	0		
		%	100.00	0.00	100.00	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		
30000063 - Accountant II	#	5	6	5	0	0	0	0	0		
7 Employees	%	71.43	85.71	71.43	0.00	0.00	0.00	0.00	0.00		
30000062 - Accountant I	#	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		
10 Employees	Totals	#	5	9	5	0	0	0	0		
	%	50.00	90.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT-BS

Prof - IT - Business Systems

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	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		
30003011 - Business Systems Analyst II	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	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		
3 Employees	Totals	#	1	1	1	0	0	0	0		
		%	33.33	33.33	33.33	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	#	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		

Job Group Analysis

2LE

Prof - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000309 - Crime Prevention Program Administrator	#	3	4	0	2	1	0	0	0		
6 Employees	%	50.00	66.67	0.00	33.33	16.67	0.00	0.00	0.00		
6 Employees	Totals	#	3	4	0	2	1	0	0		
	%	50.00	66.67	0.00	33.33	16.67	0.00	0.00	0.00		

Job Group Analysis

2LL

Prof - Legal

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003451 - Hearings Officer, Chief	#	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		
30003450 - Hearings Officer	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
3 Employees											
	Totals										
	#	1	2	0	1	0	0	0	0		
	%	33.33	66.67	0.00	33.33	0.00	0.00	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	#	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		
30003027 - Coordinator I - NE	#	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		
6 Employees	Totals	#	2	4	0	1	1	0	0		
		%	33.33	66.67	0.00	16.67	16.67	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	#	4	8	1	2	0	0	0	1		
13 Employees	%	30.77	61.54	7.69	15.38	0.00	0.00	0.00	7.69		
13 Employees	Totals	#	4	8	1	2	0	0	0	1	
	%	30.77	61.54	7.69	15.38	0.00	0.00	0.00	7.69		

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	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		
30003029 - Coordinator III	#	4	8	0	1	2	1	0	0		
10 Employees	%	40.00	80.00	0.00	10.00	20.00	10.00	0.00	0.00		
11 Employees											
	Totals										
	#	4	8	0	1	2	1	0	0		
	%	36.36	72.73	0.00	9.09	18.18	9.09	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-NR-1

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

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003002 - Administrative Specialist I	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	2	1	0	0	0	0		
	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6BA-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	6	1	1	0	0	0	0		
6 Employees	%	33.33	100.00	16.67	16.67	0.00	0.00	0.00	0.00		
6 Employees	Totals	#	2	6	1	1	0	0	0		
	%	33.33	100.00	16.67	16.67	0.00	0.00	0.00	0.00		

Job Group Analysis

6BA-NR-3

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

EEO Code: 6

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

Job Group Analysis

6BA-R-1

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

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support Specialist II	#	2	3	0	1	0	0	1	0		
4 Employees	%	50.00	75.00	0.00	25.00	0.00	0.00	25.00	0.00		
4 Employees	Totals	#	2	3	0	1	0	0	1	0	
	%	50.00	75.00	0.00	25.00	0.00	0.00	25.00	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		
30000028 - Hearings Clerk	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	2	0	1	0	0	0		
	%	50.00	100.00	0.00	50.00	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		
30003401 - 311 Customer Service Rep 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		
30003400 - 311 Customer Service Rep I	#	7	8	1	0	4	1	0	1		
14 Employees	%	50.00	57.14	7.14	0.00	28.57	7.14	0.00	7.14		
16 Employees	Totals	#	7	9	1	0	4	1	0	1	
		%	43.75	56.25	6.25	0.00	25.00	6.25	0.00	6.25	

Job Group Analysis

6LE

Admin Sup - Law Enforcement

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000024 - Police Administrative Support Specialist	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
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

6PB

Admin Sup - PI&A

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000711 - Facilities Maint Dispatch/Scheduler	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6PR

Admin Sup - Procurement

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000055 - Storekeepr/Acquisition II:Auto Part Spec	#	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		
3 Employees	Totals	#	1	1	1	0	0	0	0		
		%	33.33	33.33	33.33	0.00	0.00	0.00	0.00		

Job Group Analysis

7PB-CM

Skilled Craft - PI&A - Constr & Maint

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	0	0	0	0	0	0	0	0		
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

7PB-FE

Skilled Craft - PI&A - Facil & Equip

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000071 - Facilities Maintenance Technician	#	1	2	1	0	0	0	0	0		
14 Employees	%	7.14	14.29	7.14	0.00	0.00	0.00	0.00	0.00		
30003500 - Facilities Maint Spec	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30003377 - Facilities Worker	#	3	0	0	0	2	0	1	0		
5 Employees	%	60.00	0.00	0.00	0.00	40.00	0.00	20.00	0.00		
20 Employees	Totals	#	5	2	1	0	3	0	1	0	
		%	25.00	10.00	5.00	0.00	15.00	0.00	5.00	0.00	

Job Group Analysis

7PB-FE-V

Skilled Craft - PI&A - Facil & Equip - Vehicles

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000132 - Vehicle & Equipment Mechanic, 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		
30000131 - Vehicle & Equipment Mechanic	#	13	0	5	3	3	0	2	0		
40 Employees	%	32.50	0.00	12.50	7.50	7.50	0.00	5.00	0.00		
41 Employees											
	Totals										
	#	13	0	5	3	3	0	2	0		
	%	31.71	0.00	12.20	7.32	7.32	0.00	4.88	0.00		

Incumbency vs. Estimated Availability

1CH		Off/Adm - Chief Executives							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	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
4	Employment %	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.54	42.67	6.23	4.57	5.61	0.21	0.08	3.83
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1FA		Off/Adm - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	30.77	53.85	7.69	0.00	15.38	0.00	0.00	7.69
	Availability %	31.77	53.40	18.75	1.61	6.12	0.00	1.87	3.44
	Emp Less Avail?								
	Statistical Value	1.000E		0.484E	1.000E			1.000E	
	Stat Significant?								

1MA-1		Off/Adm - Managers - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	33.33	50.00	8.33	0.00	25.00	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
	Stat Significant?								

1MA-2		Off/Adm - Managers - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	66.67	0.00	0.00	0.00	0.00	0.00	16.67
	Availability %	24.24	43.55	8.50	5.57	6.45	0.76	0.40	2.56
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	
	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

1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.58	39.15	5.78	5.48	11.77	0.01	0.09	0.44
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	19.62	27.53	4.44	4.76	5.78	0.01	1.44	3.20
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1SU-1		Off/Adm - Supervisors - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	28.57	0.00	0.00	14.29	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	0.707E	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
3	Employment %	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00
	Availability %	32.10	54.04	9.69	7.23	10.18	0.39	1.04	3.56
	Emp Less Avail?								
	Statistical Value		0.597E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

2BA-1		Prof - Bus Ops & Admin - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	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	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
7	Employment %	28.57	71.43	0.00	28.57	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
12	Employment %	25.00	58.33	0.00	0.00	16.67	0.00	0.00	8.33
	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	
	Stat Significant?								
2CM		Prof - Communications							
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 %	33.33	63.61	13.55	2.51	14.52	0.03	0.08	2.66
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2ER-R-2		Prof - Engineering - Represented - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.49	26.97	10.23	2.01	7.24	0.08	0.28	1.67
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2FA		Prof - Finance & Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	50.00	90.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	29.16	59.64	11.19	5.72	8.37	0.99	0.40	2.49
	Emp Less Avail?								
	Statistical Value				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

2IT-BS		Prof - IT - Business Systems							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	33.33	33.33	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		1.000E		1.000E	1.000E			1.000E
	Stat Significant?								
2IT-NR		Prof - IT - Nonrepresented							
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 %	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			1.000E
	Stat Significant?								
2LE		Prof - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	50.00	66.67	0.00	33.33	16.67	0.00	0.00	0.00
	Availability %	24.69	50.41	8.72	2.19	7.59	0.14	0.21	5.82
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
2LL		Prof - Legal							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00
	Availability %	12.12	39.78	2.99	1.55	3.90	0.27	0.00	3.42
	Emp Less Avail?								
	Statistical Value			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
6	Employment %	33.33	66.67	0.00	16.67	16.67	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
	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

2PM-NR-2		Prof - Program & Project Admin - NR - Level 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	30.77	61.54	7.69	15.38	0.00	0.00	0.00	7.69
	Availability %	25.89	62.91	4.68	7.63	7.99	0.73	2.00	2.86
	Emp Less Avail?								
	Statistical Value		1.000E			0.618E	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
11	Employment %	36.36	72.73	0.00	9.09	18.18	9.09	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
	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-NR-1		Admin Sup - Bus Ops & Admin - NR - Level 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	15.60	91.99	3.82	1.22	6.61	0.94	0.41	2.62
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	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
6	Employment %	33.33	100.00	16.67	16.67	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?								

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Incumbency vs. Estimated Availability

6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00
	Availability %	25.64	89.81	6.21	8.53	5.83	1.09	0.21	3.78
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	75.00	0.00	25.00	0.00	0.00	25.00	0.00
	Availability %	23.29	76.56	6.81	2.31	8.38	0.92	0.44	4.42
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	0.00	50.00	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		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
16	Employment %	43.75	56.25	6.25	0.00	25.00	6.25	0.00	6.25
	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	
	Stat Significant?								
6LE		Admin Sup - Law Enforcement							
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 %	25.01	78.84	5.73	3.47	10.16	0.47	0.81	4.38
	Emp Less Avail?								
	Statistical Value				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

6PB		Admin Sup - PI&A							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	33.07	31.69	2.79	3.70	16.54	0.45	0.86	8.74
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

6PR		Admin Sup - Procurement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00
	Availability %	20.65	75.51	5.09	2.64	8.33	0.25	1.20	3.14
	Emp Less Avail?								
	Statistical Value		0.151E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

7PB-CM		Skilled Craft - PI&A - Constr & Maint							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	29.46	5.91	2.07	3.12	18.87	0.49	1.06	3.86
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

7PB-FE		Skilled Craft - PI&A - Facil & Equip							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
20	Employment %	25.00	10.00	5.00	0.00	15.00	0.00	5.00	0.00
	Availability %	20.35	5.21	4.39	1.44	10.00	0.70	0.24	3.59
	Emp Less Avail?								
	Statistical Value				1.000E		1.000E		1.000E
	Stat Significant?								

7PB-FE-V		Skilled Craft - PI&A - Facil & Equip - Vehicles							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
41	Employment %	31.71	0.00	12.20	7.32	7.32	0.00	4.88	0.00
	Availability %	22.05	1.39	5.97	1.66	11.29	1.00	0.17	1.96
	Emp Less Avail?								
	Statistical Value		0.760			0.804	0.644		0.905
	Stat Significant?								

Total Employment: 233

S - Significant Difference Rule

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

Incumbency vs. Estimated Availability

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

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

Shortfall

1CH		Off/Adm - Chief Executives									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.7	1.3	0.1	0.2	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1EX		Off/Adm - Executive Managers									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.8	1.7	0.2	0.2	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1FA		Off/Adm - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	4	7	1	0	2	0	0	1		
	# Available	4.1	6.9	2.4	0.2	0.8	0.0	0.2	0.4		
	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		
12	# Employed	4	6	1	0	3	0	0	0		
	# Available	3.3	6.0	1.0	0.9	0.9	0.1	0.1	0.4		
	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		
6	# Employed	1	4	0	0	0	0	0	1		
	# Available	1.5	2.6	0.5	0.3	0.4	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1PB-CP-NR		Off/Adm - PI&A - Constr Planning - NR									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.7	1.2	0.2	0.2	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	0.6	0.1	0.1	0.1	0.0	0.0	0.1		
	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		
7	# Employed	1	2	0	0	1	0	0	0		
	# Available	1.5	2.9	0.4	0.4	0.4	0.0	0.0	0.2		
	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		
3	# Employed	2	1	2	0	0	0	0	0		
	# Available	1.0	1.6	0.3	0.2	0.3	0.0	0.0	0.1		
	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		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	1.2	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2BA-2		Prof - Bus Ops & Admin - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	5	0	2	0	0	0	0		
	# Available	1.7	3.5	0.5	0.4	0.4	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2BA-3		Prof - Bus Ops & Admin - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	3	7	0	0	2	0	0	1		
	# Available	2.9	5.9	0.8	0.6	0.7	0.0	0.0	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
2CM		Prof - Communications									
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	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2ER-R-2		Prof - Engineering - Represented - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.2	0.3	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2FA		Prof - Finance & Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	5	9	5	0	0	0	0	0		
	# Available	2.9	6.0	1.1	0.6	0.8	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2IT-BS		Prof - IT - Business Systems									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	1	1	0	0	0	0	0		
	# 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		
2IT-NR		Prof - IT - Nonrepresented									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	0.7	0.3	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2LE		Prof - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	3	4	0	2	1	0	0	0		
	# Available	1.5	3.0	0.5	0.1	0.5	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2LL		Prof - Legal									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	2	0	1	0	0	0	0		
	# Available	0.4	1.2	0.1	0.0	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		
6	# Employed	2	4	0	1	1	0	0	0		
	# Available	1.2	3.6	0.3	0.1	0.4	0.0	0.1	0.2		
	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		
13	# Employed	4	8	1	2	0	0	0	1		
	# Available	3.4	8.2	0.6	1.0	1.0	0.1	0.3	0.4		
	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		
11	# Employed	4	8	0	1	2	1	0	0		
	# Available	2.8	6.5	0.6	0.7	0.7	0.0	0.1	0.6		
	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		

Shortfall

6BA-NR-1		Admin Sup - Bus Ops & Admin - NR - Level 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.3	1.8	0.1	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-NR-2		Admin Sup - Bus Ops & Admin - NR - Level 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	6	1	1	0	0	0	0		
	# Available	1.3	4.8	0.2	0.3	0.5	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-NR-3		Admin Sup - Bus Ops & Admin - NR - Level 3									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.5	1.8	0.1	0.2	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	1	0	0	1	0		
	# Available	0.9	3.1	0.3	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
6BA-R-2		Admin Sup - Bus Ops & Admin - Represented - Lvl 2									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	1	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		
16	# Employed	7	9	1	0	4	1	0	1		
	# Available	3.7	9.4	0.7	0.5	1.7	0.1	0.1	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
6LE		Admin Sup - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.3	0.8	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6PB		Admin Sup - PI&A									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.7	0.6	0.1	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6PR		Admin Sup - Procurement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.6	2.3	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-CM		Skilled Craft - PI&A - Constr & Maint									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	0.1	0.0	0.1	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-FE		Skilled Craft - PI&A - Facil & Equip									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	5	2	1	0	3	0	1	0		
	# Available	4.1	1.0	0.9	0.3	2.0	0.1	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
7PB-FE-V		Skilled Craft - PI&A - Facil & Equip - Vehicles									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
41	# Employed	13	0	5	3	3	0	2	0		
	# Available	9.0	0.6	2.4	0.7	4.6	0.4	0.1	0.8		
	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

1FA		Off/Adm - Finance & Accounting						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--		YES	--	YES	YES	
Selection Ratio	0.00	Infin		0.00	Infin	0.00	0.20	
Statistical Value	0.250F			0.500F		0.333F	0.273F	
Significant?	NO	--		NO	--	NO	NO	
Shortfall	0			0		0	0	

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

1MA-2		Off/Adm - Managers - Level 2						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	--	--	--	YES		
Selection Ratio	0.00	Infin	Infin	Infin	Infin	0.00		
Statistical Value	0.889F					0.800F		
Significant?	NO	--	--	--	--	NO		
Shortfall	0					0		

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	YES		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	0.00		
Statistical Value						0.889F		
Significant?	--	--	--	--	--	NO		
Shortfall						0		

1SU-1		Off/Adm - Supervisors - Level 1						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	YES	YES	--	YES		
Selection Ratio	Infin	0.00	0.00	0.00	Infin	0.00		
Statistical Value		0.852F	0.852F	0.958F		0.852F		
Significant?	--	NO	NO	NO	--	NO		
Shortfall		0	0	0		0		

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

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

2BA-2		Prof - Bus Ops & Admin - Level 2						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		YES	--	--	YES	YES	
Selection Ratio	0.00		0.00	Infin	Infin	0.00	0.42	
Statistical Value	0.455F		0.625F			0.833F	0.446F	
Significant?	NO		NO	--	--	NO	NO	
Shortfall	0		0			0	0	

2BA-3		Prof - Bus Ops & Admin - Level 3						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		YES	--	YES	YES	
Selection Ratio	0.00	0.00		0.00	Infin	0.00	0.43	
Statistical Value	0.643F	0.429F		0.900F		0.643F	0.639	
Significant?	NO	NO		NO	--	NO	NO	
Shortfall	0	0		0		0	0	

2CM		Prof - Communications						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?	--	--	--	--	--	--		
Shortfall								

2IT-BS		Prof - IT - Business Systems						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		--	YES	--	YES	--	YES	
Selection Ratio		Infin	0.00	Infin	0.00	Infin	0.00	
Statistical Value			0.500F		0.500F		0.200F	
Significant?		--	NO	--	NO	--	NO	
Shortfall			0		0		0	

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2PM-NR-1	Prof - Program & Project Admin - NR - Level 1						Favored Group: Blk	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--		YES	--	--	--	YES
Selection Ratio	Infin		0.00	Infin	Infin	Infin	0.18
Statistical Value			0.333F				0.295F
Significant?	--		NO	--	--	--	NO
Shortfall			0				0

2PM-NR-2	Prof - Program & Project Admin - NR - Level 2						Favored Group: Blk	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES		YES	--	--	YES	YES
Selection Ratio	0.00		0.00	Infin	Infin	0.00	0.39
Statistical Value	0.714F		0.357F			0.833F	0.876
Significant?	NO		NO	--	--	NO	NO
Shortfall	0		0			0	0

2PM-NR-3	Prof - Program & Project Admin - NR - Level 3						Favored Group: Wht	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	YES	--	--	*	
Selection Ratio	Infin	0.00	0.00	Infin	Infin	3.00	
Statistical Value		0.750F	0.750F				
Significant?	--	NO	NO	--	--	NO	
Shortfall		0	0				

6BA-C-1	Admin Sup - Bus Ops & Admin - Casual - Level 1						Favored Group: Wht	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	--	--	--	--	YES	
Selection Ratio	0.00	Infin	Infin	Infin	Infin	0.00	
Statistical Value	0.900F					0.900F	
Significant?	NO	--	--	--	--	NO	
Shortfall	0					0	

6BA-NR-2	Admin Sup - Bus Ops & Admin - NR - Level 2						Favored Group: Wht	
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	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	YES	YES	YES	
Selection Ratio	0.00	0.00	0.00	0.00	0.00	0.00	
Statistical Value	0.889F	0.857F	0.923F	0.960F	0.960F	0.923F	
Significant?	NO	NO	NO	NO	NO	NO	
Shortfall	0	0	0	0	0	0	

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

6BA-R-1		Admin Sup - Bus Ops & Admin - Represented - Lvl 1						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--	YES	YES		
Selection Ratio	0.00	0.00	0.00	Infin	0.00	0.00		
Statistical Value	0.499	0.446	0.704		0.223	0.446		
Significant?	NO	NO	NO	--	NO	NO		
Shortfall	0	0	0		0	0		

6CS		Admin Sup - Customer Service						Favored Group: Ind
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES		YES	YES	YES	
Selection Ratio	0.47	0.09	0.14		0.00	0.27	0.13	
Statistical Value	0.545F	2.174	1.928		0.500F	1.180	2.250	
Significant?	NO	YES	NO		NO	NO	YES	
Shortfall	0	0	0		0	0	1	

6PB		Admin Sup - PI&A						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	YES	--	YES	YES		
Selection Ratio	Infin	Infin	0.00	Infin	0.00	0.00		
Statistical Value			0.814F		0.900F	0.814F		
Significant?	--	--	NO	--	NO	NO		
Shortfall			0		0	0		

7PB-FE		Skilled Craft - PI&A - Facil & Equip						Favored Group: Wht
	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	0.364	0.364	1.022	0.258	0.364	0.364		
Significant?	NO	NO	NO	NO	NO	NO		
Shortfall	0	0	0	0	0	0		

7PB-FE-V		Skilled Craft - PI&A - Facil & Equip - Vehicles						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		--	YES	--	--	--	YES	
Selection Ratio		Infin	0.25	Infin	Infin	Infin	0.75	
Statistical Value			0.200F				0.595F	
Significant?		--	NO	--	--	--	NO	
Shortfall			1				0	

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1FA		Off/Adm - Finance & Accounting		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.71			
Statistical Value	0.640F			
Significant?	NO			
Shortfall	0			

1MA-1		Off/Adm - Managers - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.727F			
Significant?	NO			
Shortfall	0			

1MA-2		Off/Adm - Managers - Level 2		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.727F			
Significant?	NO			
Shortfall	0			

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.889F			
Significant?	NO			
Shortfall	0			

1SU-1		Off/Adm - Supervisors - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.762			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2BA-1		Prof - Bus Ops & Admin - Level 1		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.500F			
Significant?	NO			
Shortfall	0			

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

2BA-3		Prof - Bus Ops & Admin - Level 3		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.66			
Statistical Value	0.306			
Significant?	NO			
Shortfall	0			

2CM		Prof - Communications		Favored Group: Wht
	Min	Wht		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

2IT-BS		Prof - IT - Business Systems		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.429F		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2PM-NR-1	Prof - Program & Project Admin - NR - Level 1	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.55
Statistical Value		0.596F
Significant?		NO
Shortfall		0

2PM-NR-2	Prof - Program & Project Admin - NR - Level 2	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.75	
Statistical Value	0.266	
Significant?	NO	
Shortfall	0	

2PM-NR-3	Prof - Program & Project Admin - NR - Level 3	Favored Group: Min
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	Min	Wht
Adverse IRA?		NO
Selection Ratio		1.00
Statistical Value		
Significant?		NO
Shortfall		

6BA-C-1	Admin Sup - Bus Ops & Admin - Casual - Level 1	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.818F	
Significant?	NO	
Shortfall	0	

6BA-NR-2	Admin Sup - Bus Ops & Admin - NR - Level 2	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.746	
Significant?	NO	
Shortfall	0	

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

6BA-R-1	Admin Sup - Bus Ops & Admin - Represented - Lvl 1	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	1.086	
Significant?	NO	
Shortfall	0	

6CS	Admin Sup - Customer Service	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.71
Statistical Value		0.658
Significant?		NO
Shortfall		1

6PB	Admin Sup - PI&A	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.620F	
Significant?	NO	
Shortfall	0	

7PB-FE	Skilled Craft - PI&A - Facil & Equip	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	1.273	
Significant?	NO	
Shortfall	0	

7PB-FE-V	Skilled Craft - PI&A - Facil & Equip - Vehicles	Favored Group: Wht
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	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.67	
Statistical Value	0.267F	
Significant?	NO	
Shortfall	1	

Adverse Impact for Applicants

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

by Gender

1FA		Off/Adm - Finance & Accounting		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.421F			
Significant?	NO			
Shortfall	0			

1MA-1		Off/Adm - Managers - Level 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.182F		
Significant?		NO		
Shortfall		0		

1MA-2		Off/Adm - Managers - Level 2		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.909F			
Significant?	NO			
Shortfall	0			

1PB-CP-R		Off/Adm - PI&A - Constr Planning - Represented		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.111F		
Significant?		NO		
Shortfall		0		

1SU-1		Off/Adm - Supervisors - Level 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.907		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

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

by Gender

2BA-1		Prof - Bus Ops & Admin - Level 1		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.750F		
Significant?		NO		
Shortfall		0		

2BA-2		Prof - Bus Ops & Admin - Level 2		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.61		
Statistical Value		0.422		
Significant?		NO		
Shortfall		0		

2BA-3		Prof - Bus Ops & Admin - Level 3		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.58			
Statistical Value	0.403			
Significant?	NO			
Shortfall	0			

2CM		Prof - Communications		Favored Group: Fem
	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	0.857F			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

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

by Gender

2PM-NR-1	Prof - Program & Project Admin - NR - Level 1	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.386F
Significant?		NO
Shortfall		0

2PM-NR-2	Prof - Program & Project Admin - NR - Level 2	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		2.040
Significant?		YES
Shortfall		1

2PM-NR-3	Prof - Program & Project Admin - NR - Level 3	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	NO	
Selection Ratio	1.00	
Statistical Value		
Significant?	NO	
Shortfall		

6BA-C-1	Admin Sup - Bus Ops & Admin - Casual - Level 1	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.636F
Significant?		NO
Shortfall		0

6BA-NR-2	Admin Sup - Bus Ops & Admin - NR - Level 2	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.575
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

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

by Gender

6BA-R-1	Admin Sup - Bus Ops & Admin - Represented - Lvl 1	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.129
Significant?		NO
Shortfall		0

6CS	Admin Sup - Customer Service	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.78
Statistical Value		0.448
Significant?		NO
Shortfall		0

6PB	Admin Sup - PI&A	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.50
Statistical Value		0.565F
Significant?		NO
Shortfall		0

7PB-FE	Skilled Craft - PI&A - Facil & Equip	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.04
Statistical Value		3.638
Significant?		YES
Shortfall		0

7PB-FE-V	Skilled Craft - PI&A - Facil & Equip - Vehicles	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	--	
Selection Ratio	Infin	
Statistical Value		
Significant?	--	
Shortfall		

Adverse Impact for Applicants

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

Infin - indicates that the denominator was zero

--" indicates that the result could not be calculated

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

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

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

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

Goal Attainment

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

1SU-2		Off/Adm - Supervisors - Level 2													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		30.90													
New Hire	0	0	N/A												
Promotion	0	0	N/A												
Total Opps	0	0	N/A												
Achieved? *		NO OPPS													

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

Goal Attainment

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

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

2PM-NR-3		Prof - Program & Project Admin - NR - Level 3													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				6.58											
New Hire	2			0	0.00										
Promotion	5			0	0.00										
Total Opps	7			0	0.00										
Achieved? *				LIMITED											

Goal Attainment

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

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

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

Goal Attainment

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

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

4LE-2		PS - Sworn - Law Enforcement - Mid Level											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal		21.58				7.12			4.15				
New Hire	0	0	N/A			0	N/A		0	N/A			
Promotion	0	0	N/A			0	N/A		0	N/A			
Total Opps	0	0	N/A			0	N/A		0	N/A			
Achieved? *		NO OPPS				NO OPPS			NO OPPS				

Goal Attainment

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

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

6BA-C-1		Admin Sup - Bus Ops & Admin - Casual - Level 1													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			76.12												
New Hire	1		1	100.00											
Promotion	0		0	N/A											
Total Opps	1		1	100.00											
Achieved? *			YES												

Goal Attainment

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

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

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.