

City of Portland



1330
Portland Children's Levy

Bureau Affirmative Action Program (AAP) Plan Reports

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



Job Group Analysis

1FA

Off/Adm - Finance & Accounting

EEO Code: 1

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

Job Group Analysis

1MA-1

Off/Adm - Managers - Level 1

EEO Code: 1

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

2BA-2

Prof - Bus Ops & Admin - Level 2

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-----------------------|---------------|----------|---------------|--------------|-------------|---------------|-------------|-------------|-------------|--|--|
| 30003007 - Analyst II | # | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 100.00 | 50.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 Employees | Totals | # | 2 | 1 | 0 | 2 | 0 | 0 | 0 | | |
| | | % | 100.00 | 50.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

2BA-3

Prof - Bus Ops & Admin - Level 3

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|------------------------|---------------|------|--------|--------|------|------|------|------|------|------|--|
| 30003008 - Analyst III | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | |

Job Group Analysis

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

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 | | |
|----------------------------|---------------|---------------|---------------|---------------|-------------|-------------|-------------|-------------|-------------|--|--|
| 30003029 - Coordinator III | # | 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 | 0.00 | | |

Incumbency vs. Estimated Availability

| 1FA | | Off/Adm - Finance & Accounting | | | | | | | |
|-----------|-------------------|--------------------------------|--------|--------|--------|--------|------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 31.77 | 53.40 | 18.75 | 1.61 | 6.12 | 0.00 | 1.87 | 3.44 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | 0.466E | 1.000E | 1.000E | 1.000E | | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |

| 1MA-1 | | Off/Adm - Managers - Level 1 | | | | | | | |
|-----------|-------------------|------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 27.61 | 49.84 | 8.05 | 7.39 | 7.27 | 0.93 | 0.88 | 3.09 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |

| 2BA-2 | | Prof - Bus Ops & Admin - Level 2 | | | | | | | |
|-----------|-------------------|----------------------------------|-------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 100.00 | 50.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 24.31 | 49.79 | 7.85 | 5.28 | 5.69 | 0.12 | 0.50 | 4.88 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 1.000E | | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |

| 2BA-3 | | Prof - Bus Ops & Admin - Level 3 | | | | | | | |
|-----------|-------------------|----------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 24.20 | 49.40 | 6.74 | 5.40 | 6.00 | 0.36 | 0.34 | 5.37 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |

| 2PM-NR-2 | | Prof - Program & Project Admin - NR - Level 2 | | | | | | | |
|-----------|-------------------|---|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 1 | Employment % | 100.00 | 100.00 | 0.00 | 100.00 | 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 | | | 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

| 2PM-NR-3 | | Prof - Program & Project Admin - NR - Level 3 | | | | | | | |
|-----------|-------------------|---|--------|--------|--------|--------|--------|--------|--------|
| 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 % | 25.26 | 59.12 | 5.82 | 6.78 | 6.03 | 0.27 | 1.24 | 5.13 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |

Total Employment: 7

S - Significant Difference Rule

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

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

Shortfall

| 1FA | | Off/Adm - Finance & Accounting | | | | | | | | | |
|-----------|------------------|--------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.3 | 0.5 | 0.2 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1MA-1 | | Off/Adm - Managers - Level 1 | | | | | | | | | |
|-----------|------------------|------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.3 | 0.5 | 0.1 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

| 2BA-3 | | Prof - Bus Ops & Admin - Level 3 | | | | | | | | | |
|-----------|------------------|----------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.5 | 0.1 | 0.1 | 0.1 | 0.0 | 0.0 | 0.1 | | |
| | 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 | | |
| 1 | # Employed | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.3 | 0.6 | 0.0 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | 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 | 1 | 1 | 1 | 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 | | |

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

| 2PM-NR-2 | | Prof - Program & Project Admin - NR - 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 | 0.00 | |
| Statistical Value | 0.800F | | 0.667F | | | 0.889F | 0.308F | |
| Significant? | NO | | NO | -- | -- | NO | NO | |
| Shortfall | 0 | | 0 | | | 0 | 0 | |

| 2PM-NR-3 | | Prof - Program & Project Admin - NR - Level 3 | | | | | | Favored Group: Asi |
|-------------------|-----|---|-------|--------|-------|--------|--------|--------------------|
| | 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 | | | | 0.500F | | 0.333F | 0.045F | |
| Significant? | | -- | -- | NO | -- | NO | NO | |
| Shortfall | | | | 0 | | 0 | 0 | |

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2PM-NR-2

Prof - Program & Project Admin -
NR - Level 2

Favored Group: Min

| | Min | Wht |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.00 |
| Statistical Value | | 1.112 |
| Significant? | | NO |
| Shortfall | | 0 |

2PM-NR-3

Prof - Program & Project Admin -
NR - Level 3

Favored Group: Min

| | Min | Wht |
|-------------------|-----|--------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.00 |
| Statistical Value | | 0.160F |
| Significant? | | NO |
| Shortfall | | 0 |

Adverse Impact for Applicants

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

by Gender

| | | |
|----------|--|--------------------|
| 2PM-NR-2 | Prof - Program & Project Admin - NR - Level 2 | Favored Group: Fem |
|----------|--|--------------------|

| | Fem | Mal |
|-------------------|-----|-------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.00 |
| Statistical Value | | 0.574 |
| Significant? | | NO |
| Shortfall | | 0 |

| | | |
|----------|--|--------------------|
| 2PM-NR-3 | Prof - Program & Project Admin - NR - Level 3 | Favored Group: Fem |
|----------|--|--------------------|

| | Fem | Mal |
|-------------------|-----|--------|
| Adverse IRA? | | YES |
| Selection Ratio | | 0.00 |
| Statistical Value | | 0.542F |
| 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 | 0 | 0 | N/A | | | | | | | | | | | | |
| Promotion | 0 | 0 | N/A | | | | | | | | | | | | |
| Total Opps | 0 | 0 | N/A | | | | | | | | | | | | |
| Achieved? * | | NO OPPS | | | | | | | | | | | | | |

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

Goal Attainment

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

| 2PL | | Prof - Planning & Development | | | | | | | | | | | | | |
|-----------------|-------|-------------------------------|-----|---------|-----|-----|-----|-----|-----|--|--|--|--|--|--|
| | Total | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | | | | |
| Prior Year Goal | | | | 6.47 | | | | | | | | | | | |
| New Hire | 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 | 1 | | | 1 100.00 | | | | | | | | | | | |
| Promotion | 0 | | | 0 N/A | | | | | | | | | | | |
| Total Opps | 1 | | | 1 100.00 | | | | | | | | | | | |
| Achieved? * | | | | YES | | | | | | | | | | | |

Goal Attainment

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

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

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

Goal Attainment

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

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

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

Goal Attainment

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

| 5PS-EC | | PS - Non-Sworn - Public Safety - Emergency Comm | | | | | | | | | | | | | |
|-----------------|-------|---|-----|-----|------|---------|-----|-----|-----|--|--|--|--|--|--|
| | Total | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | | | | |
| Prior Year Goal | | 27.35 | | | 5.24 | | | | | | | | | | |
| New Hire | 0 | 0 | N/A | | 0 | N/A | | | | | | | | | |
| Promotion | 0 | 0 | N/A | | 0 | N/A | | | | | | | | | |
| Total Opps | 0 | 0 | N/A | | 0 | N/A | | | | | | | | | |
| Achieved? * | | NO OPPS | | | | NO OPPS | | | | | | | | | |

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

Goal Attainment

| 6BA-C-2 | | Admin Sup - Bus Ops & Admin - Casual - Level 2 | | | | | | | | | | | | | |
|-----------------|-------|--|---------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|
| | Total | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | | | | | |
| Prior Year Goal | | | 76.12 | | | | | | | | | | | | |
| New Hire | 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 | 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.