

City of Portland



1010

Bureau of Environmental Services

Bureau Affirmative Action Program (AAP) Plan Reports

**2021 AAP Annual Plan Reports
1/1/2020 to 12/31/2020**

**Adverse Impact for Applicants
Calculated Based on Favored Group**



Job Group Analysis

The Job Group Analysis shows the jobs in each job group, the number of employees in each job, the number and percentage of people of color and women in each job, the total number of employees in each job group, and the total number and percentage of people of color and women in each job group as of 1/1/2021.

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

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

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003039 - Director 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		
1 Employee	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003074 - Laboratory 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		
1 Employee	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003050 - Engineering Manager	#	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		
30003015 - Capital Project Manager 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		
30003014 - Capital Project Manager III	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003013 - Capital Project Manager II	#	2	3	0	0	1	0	0	1		
6 Employees	%	33.33	50.00	0.00	0.00	16.67	0.00	0.00	16.67		
30000399 - Capital Project Manager 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		
15 Employees											
Totals		#	2	5	0	0	1	0	0	1	
		%	13.33	33.33	0.00	0.00	6.67	0.00	0.00	6.67	

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst III	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30003054 - Financial Analyst I	#	2	1	0	1	1	0	0	0		
2 Employees	%	100.00	50.00	0.00	50.00	50.00	0.00	0.00	0.00		
6 Employees	Totals	#	2	1	0	1	0	0	0		
		%	33.33	16.67	0.00	16.67	16.67	0.00	0.00		

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003036 - Deputy Director 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		
30003083 - Manager III	#	2	3	0	1	0	0	0	1		
7 Employees	%	28.57	42.86	0.00	14.29	0.00	0.00	0.00	14.29		
30003082 - Manager II	#	2	7	1	0	0	0	0	1		
11 Employees	%	18.18	63.64	9.09	0.00	0.00	0.00	0.00	9.09		
30003009 - Analyst IV	#	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		
30003081 - Manager I	#	3	4	1	1	1	0	0	0		
10 Employees	%	30.00	40.00	10.00	10.00	10.00	0.00	0.00	0.00		
30003008 - Analyst III	#	3	8	1	2	0	0	0	0		
10 Employees	%	30.00	80.00	10.00	20.00	0.00	0.00	0.00	0.00		
30003007 - Analyst II	#	2	7	1	0	1	0	0	0		
13 Employees	%	15.38	53.85	7.69	0.00	7.69	0.00	0.00	0.00		
30003006 - Analyst I	#	2	2	0	1	1	0	0	0		
4 Employees	%	50.00	50.00	0.00	25.00	25.00	0.00	0.00	0.00		
57 Employees	Totals #	15	32	4	5	4	0	0	2		
	%	26.32	56.14	7.02	8.77	7.02	0.00	0.00	3.51		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

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

Totals

Job Group Analysis

1SU

Officials/Admin - Supervisors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	1	3	0	0	1	0	0	0		
9 Employees	%	11.11	33.33	0.00	0.00	11.11	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	1	2	1	0	0	0	0	0		
7 Employees	%	14.29	28.57	14.29	0.00	0.00	0.00	0.00	0.00		
16 Employees	Totals #	2	5	1	0	1	0	0	0		
	%	12.50	31.25	6.25	0.00	6.25	0.00	0.00	0.00		

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	1	1	0	0	0	0	1	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00		
30000063 - Accountant II	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	2	2	1	0	0	1	0		
		%	50.00	50.00	25.00	0.00	0.00	25.00	0.00		

Job Group Analysis

2BO

Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000320 - Botanic Spec II-Generalist	#	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		
8 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2CR

Professionals - Community Relations

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

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003052 - Environmental Supervisor	#	1	3	0	0	1	0	0	0		
7 Employees	%	14.29	42.86	0.00	0.00	14.29	0.00	0.00	0.00		
30003376 - Environmental Regulatory Coordinator	#	0	3	0	0	0	0	0	0		
9 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30003102 - Statistician	#	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		
30000340 - Hydrogeologist	#	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		
30000662 - Environmental Program Coordinator	#	0	4	0	0	0	0	0	0		
7 Employees	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		
30000339 - Environmental Specialist-Generalist	#	5	14	0	1	2	0	0	2		
30 Employees	%	16.67	46.67	0.00	3.33	6.67	0.00	0.00	6.67		
30002037 - Field Science Specialist	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
61 Employees	Totals	#	6	26	0	1	3	0	0	2	
		%	9.84	42.62	0.00	1.64	4.92	0.00	0.00	3.28	

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	2	4	2	0	0	0	0	0		
13 Employees	%	15.38	30.77	15.38	0.00	0.00	0.00	0.00	0.00		
30003046 - Engineer II	#	1	0	0	0	1	0	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00		
30003047 - Engineer III	#	7	9	6	0	0	0	0	1		
20 Employees	%	35.00	45.00	30.00	0.00	0.00	0.00	0.00	5.00		
30000368 - Engineer-Mechanical	#	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		
30000367 - Engineer-Geotechnical	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000366 - Engineer-Electrical	#	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		
30000365 - Engineer-Civil	#	4	9	2	1	1	0	0	0		
22 Employees	%	18.18	40.91	9.09	4.55	4.55	0.00	0.00	0.00		
30003084 - Mapping & GIS Supervisor	#	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		
30000358 - Engineering Associate, Sr-Civil	#	3	6	2	0	0	0	0	1		
15 Employees	%	20.00	40.00	13.33	0.00	0.00	0.00	0.00	6.67		
30000700 - Communications Engineer	#	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		
30000313 - Landscape Architect	#	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		
30000353 - Engineering Associate-Civil	#	2	2	1	0	1	0	0	0		
6 Employees	%	33.33	33.33	16.67	0.00	16.67	0.00	0.00	0.00		
30000354 - Engineering Associate-Electrical	#	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		
92 Employees	Totals #	21	35	15	1	3	0	0	2		
	%	22.83	38.04	16.30	1.09	3.26	0.00	0.00	2.17		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	1	3	0	0	0	0	0	1		
7 Employees	%	14.29	42.86	0.00	0.00	0.00	0.00	0.00	14.29		
30003011 - Business Systems Analyst II	#	2	0	0	0	1	0	0	1		
3 Employees	%	66.67	0.00	0.00	0.00	33.33	0.00	0.00	33.33		
30000373 - Graphics Designer 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		
11 Employees	Totals	#	3	4	0	0	1	0	2		
		%	27.27	36.36	0.00	0.00	9.09	0.00	18.18		

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003090 - Planner, Supervising	#	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		
30000398 - Planner, Sr City-Water Resources	#	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		
30000390 - Planner II. City-Water Resources	#	1	3	0	0	0	0	0	1		
4 Employees	%	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00		
7 Employees	#	1	5	0	0	0	0	0	1		
Totals		14.29	71.43	0.00	0.00	0.00	0.00	0.00	14.29		

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	1	7	0	0	1	0	0	0		
10 Employees	%	10.00	70.00	0.00	0.00	10.00	0.00	0.00	0.00		
30003028 - Coordinator II	#	6	3	6	0	0	0	0	0		
13 Employees	%	46.15	23.08	46.15	0.00	0.00	0.00	0.00	0.00		
23 Employees Totals	#	7	10	6	0	1	0	0	0		
	%	30.43	43.48	26.09	0.00	4.35	0.00	0.00	0.00		

Job Group Analysis

3BO

Technicians - Botanic

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003379 - Botanic Technician II-GreenInfrastructure	#	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		
30003378 - Botanic Technician I-Green Infrastructure	#	2	2	0	0	2	0	0	0		
3 Employees	%	66.67	66.67	0.00	0.00	66.67	0.00	0.00	0.00		
4 Employees Totals	#	2	3	0	0	2	0	0	0		
	%	50.00	75.00	0.00	0.00	50.00	0.00	0.00	0.00		

Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000239 - Instrument Technician	#	1	0	0	0	0	0	0	1		
10 Employees	%	10.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00		
30000401 - Electronic Systems Technician	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
12 Employees Totals	#	1	0	0	0	0	0	0	1		
	%	8.33	0.00	0.00	0.00	0.00	0.00	0.00	8.33		

Job Group Analysis

3EN

Technicians - Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002038 - Field Science Technician	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000338 - Environmental Technician II	#	5	14	1	2	0	0	0	2		
33 Employees	%	15.15	42.42	3.03	6.06	0.00	0.00	0.00	6.06		
30000337 - Environmental Technician I	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
30002039 - Field Science Technician Trainee	#	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		
39 Employees	Totals	#	7	17	2	2	0	1	0	2	
		%	17.95	43.59	5.13	5.13	0.00	2.56	0.00	5.13	

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000330 - CAD Technician III	#	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		
30000343 - GIS Technician III	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
30000326 - Engineering Technician III	#	1	2	1	0	0	0	0	0		
13 Employees	%	7.69	15.38	7.69	0.00	0.00	0.00	0.00	0.00		
30000229 - Public Works Inspector, Sr	#	2	2	0	0	1	0	1	0		
12 Employees	%	16.67	16.67	0.00	0.00	8.33	0.00	8.33	0.00		
30000228 - Public Works Inspector	#	3	3	0	2	0	1	0	0		
16 Employees	%	18.75	18.75	0.00	12.50	0.00	6.25	0.00	0.00		
30000342 - GIS Technician II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000329 - CAD Technician II	#	3	0	0	1	1	1	0	0		
6 Employees	%	50.00	0.00	0.00	16.67	16.67	16.67	0.00	0.00		
30000325 - Engineering Technician II	#	9	4	3	0	4	0	0	2		
19 Employees	%	47.37	21.05	15.79	0.00	21.05	0.00	0.00	10.53		
30000341 - GIS Technician 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		
78 Employees	Totals	#	20	12	5	3	6	2	2	2	
		%	25.64	15.38	6.41	3.85	7.69	2.56	2.56	2.56	

Job Group Analysis

3LB

Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002507 - Laboratory Coordinator-CL	#	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		
30002506 - Laboratory Analytical Specialist-CL	#	1	2	0	0	1	0	0	0		
5 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
30002505 - Laboratory Analyst II-CL	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
13 Employees	Totals	#	1	6	0	0	1	0	0		
		%	7.69	46.15	0.00	0.00	7.69	0.00	0.00		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003100 - Risk Specialist II	#	2	1	0	0	0	0	0	2		
2 Employees	%	100.00	50.00	0.00	0.00	0.00	0.00	0.00	100.00		
30003099 - Risk Specialist I	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
3 Employees	Totals #	3	2	0	0	1	0	0	2		
	%	100.00	66.67	0.00	0.00	33.33	0.00	0.00	66.67		

Job Group Analysis

6CR

Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000590 - Community Service Aide II	#	5	7	2	0	1	0	0	2		
17 Employees	%	29.41	41.18	11.76	0.00	5.88	0.00	0.00	11.76		
17 Employees	Totals	#	5	7	2	0	1	0	2		
		%	29.41	41.18	11.76	0.00	5.88	0.00	11.76		

Job Group Analysis

6EN

Administrative Support - Environmental

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000163 - Wastewater Operations Specialist	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6ER

Administrative Support - Engineering Related

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000221 - Engineering Trainee	#	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	0	
		%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00	

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	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		
30003003 - Administrative Specialist II	#	2	6	0	0	0	1	0	1		
6 Employees	%	33.33	100.00	0.00	0.00	0.00	16.67	0.00	16.67		
8 Employees Totals	#	3	8	0	1	0	1	0	1		
	%	37.50	100.00	0.00	12.50	0.00	12.50	0.00	12.50		

Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000828 - Records Specialist	#	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		
30000013 - Office Support Specialist III	#	1	4	0	1	0	0	0	0		
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	3	3	0	2	0	0	0	1		
4 Employees	%	75.00	75.00	0.00	50.00	0.00	0.00	0.00	25.00		
30003350 - Office Support Specialist Assistant	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees	Totals	#	5	8	0	4	0	0	1		
		%	50.00	80.00	0.00	40.00	0.00	0.00	10.00		

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	2	2	1	0	0	1	0	0		
2 Employees	%	100.00	100.00	50.00	0.00	0.00	50.00	0.00	0.00		
30003235 - Coordinator I - E	#	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		
4 Employees	Totals #	2	4	1	0	0	1	0	0		
	%	50.00	100.00	25.00	0.00	0.00	25.00	0.00	0.00		

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002485 - Storekeepr/Acquisition Specialist III-CL	#	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		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	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		
4 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7EN

Skilled Craft - Environmental

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000157 - Industrial Maintenance Millwright	#	3	1	0	1	0	1	0	1		
27 Employees	%	11.11	3.70	0.00	3.70	0.00	3.70	0.00	3.70		
30000161 - Wastewater Operator II	#	8	7	2	2	0	0	2	2		
40 Employees	%	20.00	17.50	5.00	5.00	0.00	0.00	5.00	5.00		
67 Employees Totals	#	11	8	2	3	0	1	2	3		
	%	16.42	11.94	2.99	4.48	0.00	1.49	2.99	4.48		

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003079 - Maintenance Supervisor I - E	#	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		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	2	1	0	1	0	0	0	1		
10 Employees	%	20.00	10.00	0.00	10.00	0.00	0.00	0.00	10.00		
30000114 - Industrial Painter	#	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		
30000126 - Industrial Machinist	#	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		
17 Employees	Totals	#	4	1	0	1	2	0	0	1	
		%	23.53	5.88	0.00	5.88	11.76	0.00	0.00	5.88	

Job Group Analysis

8ER

Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000346 - Materials Testing Technician 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		
30000345 - Materials Testing Technician II	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002494 - Auto Equip Oper II: Tractr-Trailr-CL	#	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	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Incumbency vs. Estimated Availability Report

The Incumbency vs. Estimated Availability Report shows potential areas of underutilization of people of color and women by job group. It compares the percentage of people of color and women employed on 1/1/2021 to the estimated percentage of people of color and women available for each job group. If Employment is less than Availability, the Availability percentage becomes the Placement Goal for next year.

Incumbency vs. Estimated Availability

1CR		Officials/Admin - Community Relations							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	7.50	61.25	0.00	7.50	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E				
	Stat Significant?								

1DR		Officials/Admin - Directors							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	6.52	10.19	1.44	2.13	2.33	0.16	0.04	0.43
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1EN		Officials/Admin - Environmental							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	10.06	13.56	2.69	0.00	6.10	0.00	0.00	1.26
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E		1.000E			1.000E
	Stat Significant?								

1ER		Officials/Admin - Engineering & Related							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	13.33	33.33	0.00	0.00	6.67	0.00	0.00	6.67
	Availability %	21.97	32.73	10.94	4.72	2.88	0.10	0.03	3.32
	Emp Less Avail?								
	Statistical Value	0.547E		0.397E	1.000E		1.000E	1.000E	
	Stat Significant?								

1FL		Officials/Admin - Financial							
Total Emp 6		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	16.67	0.00	16.67	16.67	0.00	0.00	0.00
	Availability %	32.62	60.19	23.95	1.93	3.75	0.00	0.00	2.99
	Emp Less Avail?		YES						
	Statistical Value		0.040E	0.347E					1.000E
	Stat Significant?		YES						

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

Incumbency vs. Estimated Availability

1GA		Officials/Admin - General Administrative							
Total Emp 57		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	26.32	56.14	7.02	8.77	7.02	0.00	0.00	3.51
	Availability %	22.49	57.92	5.16	7.52	5.94	1.02	0.04	2.81
	Emp Less Avail?								
	Statistical Value		0.272				0.766	0.151	
	Stat Significant?								
1PM		Officials/Admin - Program Management							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.43	42.10	5.40	3.72	3.33	0.46	0.13	3.40
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1SU		Officials/Admin - Supervisors							
Total Emp 16		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	12.50	31.25	6.25	0.00	6.25	0.00	0.00	0.00
	Availability %	24.94	46.53	6.95	8.01	4.88	1.15	0.67	3.29
	Emp Less Avail?								
	Statistical Value	0.387E	0.317E	1.000E	0.634E		1.000E	1.000E	1.000E
	Stat Significant?								
2AC		Professionals - Accounting							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	50.00	25.00	0.00	0.00	0.00	25.00	0.00
	Availability %	23.69	65.84	4.62	0.30	17.40	0.14	0.07	1.15
	Emp Less Avail?								
	Statistical Value		0.610E		1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
2BO		Professionals - Botanic							
Total Emp 8		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
	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

2CR		Professionals - Community Relations							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.40	48.66	4.51	0.09	3.26	2.00	0.00	2.55
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
2EN		Professionals - Environmental							
Total Emp 61		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	9.84	42.62	0.00	1.64	4.92	0.00	0.00	3.28
	Availability %	19.26	51.85	3.74	4.98	4.09	1.24	0.24	4.98
	Emp Less Avail?								
	Statistical Value	1.866	1.442	1.539	1.199		0.875	0.383	0.611
	Stat Significant?								
2ER		Professionals - Engineering & Related							
Total Emp 92		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.83	38.04	16.30	1.09	3.26	0.00	0.00	2.17
	Availability %	13.02	28.92	5.46	2.96	3.49	0.23	0.00	0.87
	Emp Less Avail?								
	Statistical Value				1.060	0.120	0.461		
	Stat Significant?								
2IT		Professionals - Information Technology							
Total Emp 11		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	27.27	36.36	0.00	0.00	9.09	0.00	0.00	18.18
	Availability %	13.07	42.37	7.66	1.20	2.35	0.17	0.00	1.68
	Emp Less Avail?								
	Statistical Value		0.769E	1.000E	1.000E		1.000E		
	Stat Significant?								
2PL		Professionals - Planning							
Total Emp 7		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	14.29	71.43	0.00	0.00	0.00	0.00	0.00	14.29
	Availability %	10.88	49.23	3.88	3.50	0.00	1.16	0.00	2.34
	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

2PM		Professionals - Program Management							
Total Emp 23		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	30.43	43.48	26.09	0.00	4.35	0.00	0.00	0.00
	Availability %	26.91	67.23	4.59	7.97	11.04	0.96	0.09	2.27
	Emp Less Avail?		YES						
	Statistical Value		0.024E		0.254E	0.506E	1.000E	1.000E	1.000E
	Stat Significant?		YES						
3BO		Technicians - Botanic							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	75.00	0.00	0.00	50.00	0.00	0.00	0.00
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E		1.000E
	Stat Significant?								
3EL		Technicians - Electronics							
Total Emp 12		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	8.33	0.00	0.00	0.00	0.00	0.00	0.00	8.33
	Availability %	24.76	21.15	11.74	2.38	7.49	1.29	0.00	1.85
	Emp Less Avail?								
	Statistical Value	0.316E	0.083E	0.382E	1.000E	1.000E	1.000E		
	Stat Significant?								
3EN		Technicians - Environmental							
Total Emp 39		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	17.95	43.59	5.13	5.13	0.00	2.56	0.00	5.13
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?		YES						
	Statistical Value	0.141	2.012	0.296		0.814			0.568
	Stat Significant?		YES						
3ER		Technicians - Engineering & Related							
Total Emp 78		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.64	15.38	6.41	3.85	7.69	2.56	2.56	2.56
	Availability %	21.94	23.56	5.60	4.38	7.14	0.86	0.51	3.47
	Emp Less Avail?								
	Statistical Value		1.701		0.230				0.437
	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

3LB		Technicians - Laboratory							
Total Emp 13		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	7.69	46.15	0.00	0.00	7.69	0.00	0.00	0.00
	Availability %	29.91	22.90	8.88	0.00	4.67	0.00	0.00	16.36
	Emp Less Avail?								
	Statistical Value	0.126E		0.622E					0.146E
		Stat Significant?							
3RM		Technicians - Risk Management							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	66.67	0.00	0.00	33.33	0.00	0.00	66.67
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value			1.000E					
		Stat Significant?							
6CR		Administrative Support - Community Relations							
Total Emp 17		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	29.41	41.18	11.76	0.00	5.88	0.00	0.00	11.76
	Availability %	18.14	82.04	5.28	2.38	6.20	0.58	0.70	3.00
	Emp Less Avail?		YES						
	Statistical Value		0.000E		1.000E	1.000E	1.000E	1.000E	
		Stat Significant?	YES						
6EN		Administrative Support - Environmental							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	15.88	28.47	3.25	4.81	1.17	0.15	3.25	3.25
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
		Stat Significant?							
6ER		Administrative Support - Engineering Related							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00
	Availability %	11.57	66.94	2.90	3.19	2.47	0.51	0.00	2.51
	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

6GA		Administrative Support - General Administrative							
Total Emp 8		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	37.50	100.00	0.00	12.50	0.00	12.50	0.00	12.50
	Availability %	33.20	84.97	5.96	9.93	12.64	0.25	0.22	4.23
	Emp Less Avail?								
	Statistical Value			1.000E		0.607E		1.000E	
	Stat Significant?								
6OS		Administrative Support - Office Support							
Total Emp 10		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	80.00	0.00	40.00	0.00	0.00	0.00	10.00
	Availability %	28.58	66.66	9.48	3.79	8.84	0.47	0.22	5.75
	Emp Less Avail?								
	Statistical Value			0.613E		1.000E	1.000E	1.000E	
	Stat Significant?								
6PM		Administrative Support - Program Management							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	100.00	25.00	0.00	0.00	25.00	0.00	0.00
	Availability %	23.40	66.38	6.06	5.32	7.99	0.71	0.20	3.09
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
6SP		Administrative Support - Store & Purchases							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.13	61.37	5.38	1.67	8.94	0.37	0.47	3.29
	Emp Less Avail?								
	Statistical Value	0.590E	0.643E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
7EN		Skilled Craft - Environmental							
Total Emp 67		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.42	11.94	2.99	4.48	0.00	1.49	2.99	4.48
	Availability %	8.09	9.81	6.74	1.34	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value			1.226					
	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

7GM		Skilled Craft - General Maintenance/Trades							
Total Emp 17		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	23.53	5.88	0.00	5.88	11.76	0.00	0.00	5.88
	Availability %	25.25	7.52	3.61	5.66	11.30	0.66	1.40	2.59
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E			1.000E	1.000E	
	Stat Significant?								
8ER		Service Maintenance - Engineering and Related							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.89	37.01	11.30	1.17	11.15	1.64	0.47	2.17
	Emp Less Avail?								
	Statistical Value	0.582E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
8GM		Service Maintenance - General Maintenance/Trades							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	39.73	4.98	2.24	3.52	30.43	0.41	0.53	2.59
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 592

S - Significant Difference Rule

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

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

Shortfall Report

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

Shortfall

1CR		Officials/Admin - Community Relations									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	1	0	0	0	0	0	0		
	Persons Required	0.1	0.6	0.0	0.1	0.0	0.0	0.0	0.0		
1DR		Officials/Admin - Directors									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	0	0	0	0	0	0	0		
	Persons Required	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0		
1EN		Officials/Admin - Environmental									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	1	0	0	0	0	0	0		
	Persons Required	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0		
1ER		Officials/Admin - Engineering & Related									
Total Emp 15	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	2	5	0	0	1	0	0	1		
	Persons Required	3.3	4.9	1.6	0.7	0.4	0.0	0.0	0.5		
1FL		Officials/Admin - Financial									
Total Emp 6	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	2	1	0	1	1	0	0	0		
	Persons Required	2.0	3.6	1.4	0.1	0.2	0.0	0.0	0.2		
1GA		Officials/Admin - General Administrative									
Total Emp 57	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	15	32	4	5	4	0	0	2		
	Persons Required	12.8	33.0	2.9	4.3	3.4	0.6	0.0	1.6		
1PM		Officials/Admin - Program Management									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	0	0	0	0	0	0	0		
	Persons Required	0.2	0.4	0.1	0.0	0.0	0.0	0.0	0.0		

Shortfall

1SU											
Officials/Admin - Supervisors											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	2	5	1	0	1	0	0	0		
	# Available	4.0	7.4	1.1	1.3	0.8	0.2	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2AC											
Professionals - Accounting											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	2	1	0	0	0	1	0		
	# Available	0.9	2.6	0.2	0.0	0.7	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2BO											
Professionals - Botanic											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.6	2.1	0.0	0.0	0.4	0.0	0.2	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2CR											
Professionals - Community Relations											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2EN											
Professionals - Environmental											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
61	# Employed	6	26	0	1	3	0	0	2		
	# Available	11.7	31.6	2.3	3.0	2.5	0.8	0.1	3.0		
	Persons Required	0	0	0	0	0	0	0	0		
2ER											
Professionals - Engineering & Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
92	# Employed	21	35	15	1	3	0	0	2		
	# Available	12.0	26.6	5.0	2.7	3.2	0.2	0.0	0.8		
	Persons Required	0	0	0	0	0	0	0	0		
2IT											
Professionals - Information Technology											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	4	0	0	1	0	0	2		
	# Available	1.4	4.7	0.8	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2PL											
Professionals - Planning											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	5	0	0	0	0	0	1		
	# Available	0.8	3.4	0.3	0.2	0.0	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	7	10	6	0	1	0	0	0		
	# Available	6.2	15.5	1.1	1.8	2.5	0.2	0.0	0.5		
	Persons Required	0	1	0	0	0	0	0	0		
3BO		Technicians - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	0	2	0	0	0		
	# Available	0.8	2.4	0.3	0.1	0.1	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	1	0	0	0	0	0	0	1		
	# Available	3.0	2.5	1.4	0.3	0.9	0.2	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
3EN		Technicians - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
39	# Employed	7	17	2	2	0	1	0	2		
	# Available	7.3	23.2	2.4	0.7	0.7	0.7	0.0	2.9		
	Persons Required	0	1	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
78	# Employed	20	12	5	3	6	2	2	2		
	# Available	17.1	18.4	4.4	3.4	5.6	0.7	0.4	2.7		
	Persons Required	0	0	0	0	0	0	0	0		
3LB		Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	1	6	0	0	1	0	0	0		
	# Available	3.9	3.0	1.2	0.0	0.6	0.0	0.0	2.1		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	3	2	0	0	1	0	0	2		
	# Available	0.5	0.9	0.1	0.0	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
6CR		Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	5	7	2	0	1	0	0	2		
	# Available	3.1	13.9	0.9	0.4	1.1	0.1	0.1	0.5		
	Persons Required	0	4	0	0	0	0	0	0		

Shortfall

6EN											
Administrative Support - Environmental											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.6	1.1	0.1	0.2	0.0	0.0	0.1	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6ER											
Administrative Support - Engineering Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.2	1.3	0.1	0.1	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6GA											
Administrative Support - General Administrative											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	3	8	0	1	0	1	0	1		
	# Available	2.7	6.8	0.5	0.8	1.0	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
6OS											
Administrative Support - Office Support											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	5	8	0	4	0	0	0	1		
	# Available	2.9	6.7	0.9	0.4	0.9	0.0	0.0	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
6PM											
Administrative Support - Program Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	4	1	0	0	1	0	0		
	# Available	0.9	2.7	0.2	0.2	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6SP											
Administrative Support - Store & Purchases											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.8	2.5	0.2	0.1	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7EN											
Skilled Craft - Environmental											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
67	# Employed	11	8	2	3	0	1	2	3		
	# Available	5.4	6.6	4.5	0.9	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
7GM											
Skilled Craft - General Maintenance/Trades											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	4	1	0	1	2	0	0	1		
	# Available	4.3	1.3	0.6	1.0	1.9	0.1	0.2	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

8ER		Service Maintenance - Engineering and Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.1	1.5	0.5	0.0	0.4	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.0	0.0	0.0	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

S - Significant Difference Rule

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

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

Adverse Impact Report for Applicants

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

Adverse Impact for Applicants

For Period: 1/1/2020 to 12/31/2020

by Individual Race/Ethnicity

1GA		Officials/Admin - General Administrative						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--		--	--	YES	YES	
Selection Ratio	0.00	Infin		Infin	Infin	0.50	0.00	
Statistical Value	0.500F					0.667F	0.067F	
Significant?	NO	--		--	--	NO	NO	
Shortfall	0					0	1	
2AC		Professionals - Accounting						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	--	--	--	YES		
Selection Ratio	0.00	0.00	Infin	Infin	Infin	0.00		
Statistical Value	0.391F	0.900F				0.818F		
Significant?	NO	NO	--	--	--	NO		
Shortfall	0	0				0		
2ER		Professionals - Engineering & Related						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--	--	YES		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00		
Statistical Value	0.760	0.408	0.760			0.499		
Significant?	NO	NO	NO	--	--	NO		
Shortfall	0	0	0			0		
3BO		Technicians - Botanic						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--		--	--	YES	YES	
Selection Ratio	0.00	Infin		Infin	Infin	0.00	0.10	
Statistical Value	0.750F					0.382F	2.849	
Significant?	NO	--		--	--	NO	YES	
Shortfall	0					0	1	
3EL		Technicians - Electronics						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	--	YES	--	--	--		
Selection Ratio	0.00	Infin	0.00	Infin	Infin	Infin		
Statistical Value	0.875F		0.875F					
Significant?	NO	--	NO	--	--	--		
Shortfall	0		0					

Adverse Impact for Applicants

For Period: 1/1/2020 to 12/31/2020

by Individual Race/Ethnicity

3EN		Technicians - Environmental						Favored Group: N/A ***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--	--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value								
Significant?	--	--	--	--	--	--	--	
Shortfall								

3ER		Technicians - Engineering & Related						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		YES	--	--	YES	YES	
Selection Ratio	Infin		0.00	Infin	Infin	0.00	0.17	
Statistical Value			0.571F			0.800F	0.279F	
Significant?	--		NO	--	--	NO	NO	
Shortfall			0			0	0	

6CR		Administrative Support - Community Relations						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		--	YES	YES	YES	
Selection Ratio	0.58	0.00		Infin	0.00	0.00	0.17	
Statistical Value	0.399	0.793			0.301	0.865	1.435	
Significant?	NO	NO		--	NO	NO	NO	
Shortfall	0	0			0	0	0	

6ER		Administrative Support - Engineering Related						Favored Group: His
	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	0.17	
Statistical Value	0.400F	0.667F			0.667F	0.500F	0.275F	
Significant?	NO	NO		--	NO	NO	NO	
Shortfall	0	0			0	0	0	

7EN		Skilled Craft - Environmental						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	YES	--	--	--		
Selection Ratio	Infin	Infin	0.00	Infin	Infin	Infin		
Statistical Value			0.882F					
Significant?	--	--	NO	--	--	--		
Shortfall			0					

Adverse Impact for Applicants

For Period: 1/1/2020 to 12/31/2020

by Total Minorities vs. Whites

1GA		Officials/Admin - General Administrative	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.00	
Statistical Value		0.039F	
Significant?		NO	
Shortfall		1	
2AC		Professionals - Accounting	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.346F		
Significant?	NO		
Shortfall	0		
2ER		Professionals - Engineering & Related	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	1.245		
Significant?	NO		
Shortfall	1		
3BO		Technicians - Botanic	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.18	
Statistical Value		1.991	
Significant?		YES	
Shortfall		1	
3EL		Technicians - Electronics	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.778F		
Significant?	NO		
Shortfall	0		

Adverse Impact for Applicants

For Period: 1/1/2020 to 12/31/2020

by Total Minorities vs. Whites

3EN			Technicians - Environmental	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.807		
Significant?		NO		
Shortfall		0		
3ER			Technicians - Engineering & Related	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.35		
Statistical Value		0.808		
Significant?		NO		
Shortfall		0		
6CR			Administrative Support - Community Relations	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.35		
Statistical Value		0.892		
Significant?		NO		
Shortfall		0		
6ER			Administrative Support - Engineering Related	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.75		
Statistical Value		0.686F		
Significant?		NO		
Shortfall		0		
7EN			Skilled Craft - Environmental	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.882F			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 1/1/2020 to 12/31/2020

by Gender

1GA			Officials/Admin - General Administrative	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.595F			
Significant?	NO			
Shortfall	0			
2AC			Professionals - Accounting	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.462F			
Significant?	NO			
Shortfall	0			
2ER			Professionals - Engineering & Related	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.45		
Statistical Value		0.847		
Significant?		NO		
Shortfall		0		
3BO			Technicians - Botanic	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.20		
Statistical Value		1.589		
Significant?		NO		
Shortfall		1		
3EL			Technicians - Electronics	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.889F			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 1/1/2020 to 12/31/2020

by Gender

3EN			Technicians - Environmental	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.826			
Significant?	NO			
Shortfall	0			
3ER			Technicians - Engineering & Related	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.03		
Statistical Value		3.871		
Significant?		YES		
Shortfall		0		
6CR			Administrative Support - Community Relations	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.42			
Statistical Value	0.730			
Significant?	NO			
Shortfall	0			
6ER			Administrative Support - Engineering Related	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.100F		
Significant?		NO		
Shortfall		1		
7EN			Skilled Craft - Environmental	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.25		
Statistical Value		0.314F		
Significant?		NO		
Shortfall		0		

Adverse Impact for Applicants

For Period: 1/1/2020 to 12/31/2020

Infin - indicates that the denominator was zero

--" indicates that the result could not be calculated

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

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

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

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

Goal Attainment

Goal Attainment is progress made through hiring and promotion in meeting placement goals from the prior year. Since there was not a 2020 Annual AAP, Goal Attainment was calculated using a start point analysis. Starting with the 1/1/21 roster, the new hires that took place in 2020 were removed and employees who separated in 2020 were added back in to obtain a projection of what the roster would have looked like as of 1/1/2020. Goals for 2020 were calculated accordingly.

Goal Attainment

1CI		Officials/Admin - Code Inspections																		
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two											
Prior Year Goal					45.32															
New Hire	0				0	N/A														
Promotion	0				0	N/A														
Total Opps	0				0	N/A														
Achieved? *					NO OPPS															

1EC		Officials/Admin - Emergency Communication																		
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two											
Prior Year Goal			65.42																	
New Hire	0		0	N/A																
Promotion	0		0	N/A																
Total Opps	0		0	N/A																
Achieved? *			NO OPPS																	

1ER		Officials/Admin - Engineering & Related																		
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two											
Prior Year Goal				11.96																
New Hire	0			0	N/A															
Promotion	1			0	0.00															
Total Opps	1			0	0.00															
Achieved? *				LIMITED																

Goal Attainment

2AC		Professionals - Accounting																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal										13.40									
New Hire	1									0	0.00								
Promotion	0									0	N/A								
Total Opps	1									0	0.00								
Achieved? *										LIMITED									

2FI		Professionals - Fire																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				78.26															
New Hire	0			0	N/A														
Promotion	0			0	N/A														
Total Opps	0			0	N/A														
Achieved? *				NO OPPS															

2HR		Professionals - Human Resources																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				85.57															
New Hire	0			0	N/A														
Promotion	0			0	N/A														
Total Opps	0			0	N/A														
Achieved? *				NO OPPS															

Goal Attainment

2PL		Professionals - Planning																	
	Total	Min		Fem		Asi		Blk		His	Ind	Pac	Two						
Prior Year Goal								4.57											
New Hire	0							0	N/A										
Promotion	0							0	N/A										
Total Opps	0							0	N/A										
Achieved? *								NO OPPS											

2PM		Professionals - Program Management																	
	Total	Min		Fem		Asi		Blk		His	Ind	Pac	Two						
Prior Year Goal				66.18															
New Hire	0			0	N/A														
Promotion	1			0	0.00														
Total Opps	1			0	0.00														
Achieved? *				LIMITED															

3BI		Technicians - Building Inspections																	
	Total	Min		Fem		Asi		Blk		His	Ind	Pac	Two						
Prior Year Goal				59.41									7.53						
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

3BO		Technicians - Botanic																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				59.41															
New Hire	3			2	66.67														
Promotion	1			1	100.00														
Total Opps	4			3	75.00														
Achieved? *				YES															

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

3EL		Technicians - Electronics																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				21.15															
New Hire	1			0	0.00														
Promotion	0			0	N/A														
Total Opps	1			0	0.00														
Achieved? *				LIMITED															

Goal Attainment

3ER		Technicians - Engineering & Related																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal										6.91									
New Hire	2									0	0.00								
Promotion	0									0	N/A								
Total Opps	2									0	0.00								
Achieved? *										LIMITED									

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

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

Goal Attainment

4LE-1		Protective Service-Sworn-Law Enfr-Entry																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal		29.57						12.25		13.24									
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		Protective Service-Sworn-Law Enfr-Mid Level																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal		20.29														3.33			
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			

4LE-4		Protective Service-Sworn-Law Enfr-Executive																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal										40.00									
New Hire	0									0	N/A								
Promotion	0									0	N/A								
Total Opps	0									0	N/A								
Achieved? *										NO OPPS									

Goal Attainment

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

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

6CI		Administrative Support - Code Inspections																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				70.10															
New Hire	0			0	N/A														
Promotion	0			0	N/A														
Total Opps	0			0	N/A														
Achieved? *				NO OPPS															

Goal Attainment

6CR		Administrative Support - Community Relations																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				82.04															
New Hire	3			1	33.33														
Promotion	0			0	N/A														
Total Opps	3			1	33.33														
Achieved? *				NO															

6GA		Administrative Support - General Administrative																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal										12.43									
New Hire	0									0	N/A								
Promotion	0									0	N/A								
Total Opps	0									0	N/A								
Achieved? *										NO OPPS									

6SP		Administrative Support - Store & Purchases																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				64.54															
New Hire	0			0	N/A														
Promotion	0			0	N/A														
Total Opps	0			0	N/A														
Achieved? *				NO OPPS															

Goal Attainment

7GM		Skilled Craft - General Maintenance/Trades																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal		24.54				10.81													
New Hire	0	0 N/A				0 N/A													
Promotion	1	1 100.00				1 100.00													
Total Opps	1	1 100.00				1 100.00													
Achieved? *		YES				YES													

7WA		Skilled Craft - Water																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal		36.60			15.90														
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														

8GM		Service Maintenance - General Maintenance/Trades																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal		39.60				30.29													
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

8PR		Service Maintenance - Parks/Recreation																		
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two				
Prior Year Goal				72.20																
New Hire	0			0	N/A															
Promotion	0			0	N/A															
Total Opps	0			0	N/A															
Achieved? *				NO OPPS																

Note - there was no prior year goal required for categories not listed above.

* YES = within one person of exceeding prior year goal
 LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.