

# City of Portland



1020  
Portland Fire & Rescue

## **Bureau Affirmative Action Program (AAP) Plan Reports**

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

Adverse Impact for Applicants  
Calculated with White or Men as the  
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	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	1	0	0	0		
		%	100.00	0.00	0.00	100.00	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		
30003057 - Fire Chief	#	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	#	1	1	0	1	0	0	0	0		
	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		

Totals

## Job Group Analysis

1FI

Officials/Admin - Fire

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003059 - Fire Division Chief	#	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		
30003060 - Fire Marshal	#	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		
30003058 - Fire Chief, Deputy	#	5	1	2	0	3	0	0	0		
8 Employees	%	62.50	12.50	25.00	0.00	37.50	0.00	0.00	0.00		
11 Employees	#	5	2	2	0	3	0	0	0		
Totals	%	45.45	18.18	18.18	0.00	27.27	0.00	0.00	0.00		

## Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003054 - Financial Analyst I	#	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	#	1	0	1	0	0	0	0	0		
Totals	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003083 - Manager III	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30003326 - Community Service Aide 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		
30003081 - Manager I	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003008 - Analyst 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		
30003007 - Analyst II	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003006 - 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		
9 Employees	Totals	#	2	4	1	0	1	0	0		
		%	22.22	44.44	11.11	0.00	11.11	0.00	0.00		

## Job Group Analysis

1SU

Officials/Admin - Supervisors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	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		
30003103 - Supervisor I - E	#	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		
4 Employees	Totals #	1	1	0	0	0	0	1	0		
	%	25.00	25.00	0.00	0.00	0.00	0.00	25.00	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	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000063 - Accountant II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000062 - Accountant I	#	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		
3 Employees	Totals	#	2	2	1	0	0	0	1		
		%	66.67	66.67	33.33	0.00	0.00	0.00	33.33		

## Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003047 - Engineer 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		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

2FI

Professionals - Fire

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training 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		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

2GA

Professionals - General Administrative

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003085 - Multimedia Specialist	#	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

2IT

Professionals - Information Technology

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		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003045 - Emergency Medical Services Administrator	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003028 - Coordinator II	#	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		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000336 - Fire Land Use Review Technician	#	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		
30000333 - Development Services Technician II	#	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	#	2	3	0	1	1	0	0		
		%	66.67	100.00	0.00	33.33	33.33	0.00	0.00		

## Job Group Analysis

4FI-1

Protective Service-Sworn-Fire-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	1	3	0	0	0	1	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	0.00	20.00	0.00	0.00		
30000793 - Fire Fighter	#	83	22	21	14	28	12	1	7		
415 Employees	%	20.00	5.30	5.06	3.37	6.75	2.89	0.24	1.69		
420 Employees Totals	#	84	25	21	14	28	13	1	7		
	%	20.00	5.95	5.00	3.33	6.67	3.10	0.24	1.67		



## Job Group Analysis

4FI-2

Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist	#	1	1	0	0	0	0	0	1		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000812 - Fire Inspector/Specialist	#	4	4	0	1	2	1	0	0		
16 Employees	%	25.00	25.00	0.00	6.25	12.50	6.25	0.00	0.00		
30000801 - Fire Lieutenant, Staff	#	5	1	4	0	0	1	0	0		
9 Employees	%	55.56	11.11	44.44	0.00	0.00	11.11	0.00	0.00		
30000815 - Fire Investigator	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000808 - Fire Inspector	#	7	5	0	4	1	1	0	1		
23 Employees	%	30.43	21.74	0.00	17.39	4.35	4.35	0.00	4.35		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
10 Employees	%	30.00	0.00	20.00	0.00	0.00	10.00	0.00	0.00		
30000798 - Fire Lieutenant	#	22	4	7	6	6	2	0	1		
108 Employees	%	20.37	3.70	6.48	5.56	5.56	1.85	0.00	0.93		
176 Employees	#	42	17	13	11	9	6	0	3		
Totals	%	23.86	9.66	7.39	6.25	5.11	3.41	0.00	1.70		

## Job Group Analysis

4FI-3

Protective Service-Sworn-Fire-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist	#	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		
30000811 - Fire Inspector, Sr	#	2	1	0	1	1	0	0	0		
5 Employees	%	40.00	20.00	0.00	20.00	20.00	0.00	0.00	0.00		
30000803 - Fire Captain	#	5	2	4	0	0	0	0	1		
31 Employees	%	16.13	6.45	12.90	0.00	0.00	0.00	0.00	3.23		
44 Employees	#	7	5	4	1	1	0	0	1		
Totals	%	15.91	11.36	9.09	2.27	2.27	0.00	0.00	2.27		

## Job Group Analysis

4FI-4

Portective Service-Sworn-Fire-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000807 - Fire Battalion Chief, Staff	#	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		
30000806 - Fire Battalion Chief	#	2	1	1	0	0	0	0	1		
14 Employees	%	14.29	7.14	7.14	0.00	0.00	0.00	0.00	7.14		
16 Employees Totals	#	2	1	1	0	0	0	0	1		
	%	12.50	6.25	6.25	0.00	0.00	0.00	0.00	6.25		

## Job Group Analysis

6AC

Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting Technician	#	0	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

6CR

Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000590 - Community Service Aide 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		

## 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	#	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		
30003003 - Administrative Specialist II	#	0	5	0	0	0	0	0	0		
6 Employees	%	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00		
8 Employees	Totals #	0	7	0	0	0	0	0	0		
	%	0.00	87.50	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001558 - Timekeeping Specialist	#	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		
30000012 - Office Support Specialist II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003235 - Coordinator I - E	#	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

7AM

Skilled Craft - Auto Maintenance

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	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 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

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000072 - Facilities Maintenance Technician, 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		
30000071 - Facilities Maintenance Technician	#	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		
2 Employees	Totals #	1	0	0	0	1	0	0	0		
	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		

## Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000116 - Electrician	#	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		
30002500 - Carpenter, Lead-CL	#	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		
30000112 - Painter	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	1	0	0	0	1	0	0	0		
	%	33.33	0.00	0.00	0.00	33.33	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		
30002490 - Utility Worker II-CL	#	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	#	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 %	100.00	0.00	0.00	100.00	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		0.387E						
	Stat Significant?								
1DR		Officials/Admin - Directors							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	100.00	0.00	100.00	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
	Stat Significant?								
1FI		Officials/Admin - Fire							
Total Emp 11		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	45.45	18.18	18.18	0.00	27.27	0.00	0.00	0.00
	Availability %	12.50	6.25	6.25	0.00	0.00	0.00	0.00	6.25
	Emp Less Avail?								
	Statistical Value								1.000E
	Stat Significant?								
1FL		Officials/Admin - Financial							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	0.00	100.00	0.00	0.00	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?								
	Statistical Value		0.398E		1.000E	1.000E			1.000E
	Stat Significant?								
1GA		Officials/Admin - General Administrative							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.22	44.44	11.11	0.00	11.11	0.00	0.00	0.00
	Availability %	22.49	57.92	5.16	7.52	5.94	1.02	0.04	2.81
	Emp Less Avail?								
	Statistical Value	1.000E	0.506E		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

1SU		Officials/Admin - Supervisors							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	25.00	0.00	0.00	0.00	0.00	25.00	0.00
	Availability %	24.94	46.53	6.95	8.01	4.88	1.15	0.67	3.29
	Emp Less Avail?								
	Statistical Value		0.629E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
2AC		Professionals - Accounting							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33
	Availability %	23.69	65.84	4.62	0.30	17.40	0.14	0.07	1.15
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
2ER		Professionals - Engineering & Related							
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 %	13.02	28.92	5.46	2.96	3.49	0.23	0.00	0.87
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
2FI		Professionals - Fire							
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 %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E	0.217E	1.000E	1.000E	1.000E			
	Stat Significant?								
2GA		Professionals - General Administrative							
Total Emp 2		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 %	18.49	44.67	8.38	1.06	6.66	0.94	0.15	1.28
	Emp Less Avail?								
	Statistical Value	1.000E	0.506E	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

2IT		Professionals - Information Technology							
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 %	13.07	42.37	7.66	1.20	2.35	0.17	0.00	1.68
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
2PM		Professionals - Program Management							
Total Emp 3		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 %	26.91	67.23	4.59	7.97	11.04	0.96	0.09	2.27
	Emp Less Avail?								
	Statistical Value	0.569E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
3ER		Technicians - Engineering & Related							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00
	Availability %	21.94	23.56	5.60	4.38	7.14	0.86	0.51	3.47
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
4FI-1		Protective Service-Sworn-Fire-Entry							
Total Emp 420		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	5.95	5.00	3.33	6.67	3.10	0.24	1.67
	Availability %	20.70	4.09	1.13	8.16	8.46	1.30	0.12	1.54
	Emp Less Avail?				YES				
	Statistical Value	0.354			3.613	1.321			
	Stat Significant?				YES				
4FI-2		Protective Service-Sworn-Fire-Mid Level							
Total Emp 176		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	23.86	9.66	7.39	6.25	5.11	3.41	0.00	1.70
	Availability %	20.00	5.30	5.06	3.37	6.75	2.89	0.24	1.69
	Emp Less Avail?								
	Statistical Value					0.865		0.651	
	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

4FI-3		Protective Service-Sworn-Fire-Senior Level							
Total Emp 44		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	15.91	11.36	9.09	2.27	2.27	0.00	0.00	2.27
	Availability %	23.31	6.77	8.27	5.26	6.02	3.01	0.00	0.75
	Emp Less Avail?								
	Statistical Value	1.161			0.888	1.045	1.169		
	Stat Significant?								
4FI-4		Protective Service-Sworn-Fire-Executive							
Total Emp 16		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	12.50	6.25	6.25	0.00	0.00	0.00	0.00	6.25
	Availability %	16.13	6.45	12.90	0.00	0.00	0.00	0.00	3.23
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	0.711E					
	Stat Significant?								
6AC		Administrative Support - Accounting							
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 %	12.44	90.50	5.55	0.53	3.21	0.41	0.14	2.60
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6CR		Administrative Support - Community Relations							
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 %	18.14	82.04	5.28	2.38	6.20	0.58	0.70	3.00
	Emp Less Avail?								
	Statistical Value	1.000E	0.180E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6GA		Administrative Support - General Administrative							
Total Emp 8		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	87.50	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	33.20	84.97	5.96	9.93	12.64	0.25	0.22	4.23
	Emp Less Avail?								
	Statistical Value	0.059E		1.000E	1.000E	0.607E	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

6OS		Administrative Support - Office Support							
Total Emp 2		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 %	28.58	66.66	9.48	3.79	8.84	0.47	0.22	5.75
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6PM		Administrative Support - Program Management							
Total Emp 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 %	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	1.000E	1.000E	1.000E
	Stat Significant?								
7AM		Skilled Craft - Auto Maintenance							
Total Emp 6		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 %	23.05	2.44	6.40	1.32	11.57	0.81	0.51	2.44
	Emp Less Avail?								
	Statistical Value	0.347E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
7BT		Skilled Craft - Building Trades							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
	Availability %	23.44	5.43	6.09	0.66	12.98	2.12	0.00	1.59
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E		1.000E
	Stat Significant?								
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00
	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	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

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp 2		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	0.521E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 723

### 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	0.6	0.0	0.1	0.0	0.0	0.0	0.0		
	Persons Required	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	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1FI		Officials/Admin - Fire									
Total Emp 11	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1.4	0.7	0.7	0.0	0.0	0.0	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		
1FL		Officials/Admin - Financial									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0.3	0.6	0.2	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1GA		Officials/Admin - General Administrative									
Total Emp 9	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	2.0	5.2	0.5	0.7	0.5	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
1SU		Officials/Admin - Supervisors									
Total Emp 4	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1.0	1.9	0.3	0.3	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2AC		Professionals - Accounting									
Total Emp 3	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0.7	2.0	0.1	0.0	0.5	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.3	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2FI		Professionals - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.8	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2GA		Professionals - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.9	0.2	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.8	2.0	0.1	0.2	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	0	1	1	0	0	0		
	# Available	0.7	0.7	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-1		Protective Service-Sworn-Fire-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
420	# Employed	84	25	21	14	28	13	1	7		
	# Available	86.9	17.2	4.7	34.3	35.5	5.5	0.5	6.5		
	Persons Required	0	0	0	10	0	0	0	0		
4FI-2		Protective Service-Sworn-Fire-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
176	# Employed	42	17	13	11	9	6	0	3		
	# Available	35.2	9.3	8.9	5.9	11.9	5.1	0.4	3.0		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

4FI-3 Protective Service-Sworn-Fire-Senior Level											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
44	# Employed	7	5	4	1	1	0	0	1		
	# Available	10.3	3.0	3.6	2.3	2.6	1.3	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-4 Protective Service-Sworn-Fire-Executive											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	2	1	1	0	0	0	0	1		
	# Available	2.6	1.0	2.1	0.0	0.0	0.0	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
6AC Administrative Support - Accounting											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.9	0.1	0.0	0.0	0.0	0.0	0.0		
	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.8	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6GA Administrative Support - General Administrative											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	7	0	0	0	0	0	0		
	# 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		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	1.3	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6PM Administrative Support - Program Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.7	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
7AM Skilled Craft - Auto Maintenance											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.4	0.1	0.4	0.1	0.7	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.5	0.1	0.1	0.0	0.3	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		
3	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.8	0.2	0.1	0.2	0.3	0.0	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		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.8	0.1	0.0	0.1	0.6	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

S - Significant Difference Rule

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

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



# **Adverse Impact Report for Applicants**

The Adverse Impact Report for Applicants helps to identify potential problem areas in the selection rates of applicants. Using the four-fifths rule (also called the 80% rule), the selection rate of applicants who are people of color or women is compared with the selection rate for applicants who are white or men). A selection rate for applicants of any group that is less than four-fifths (or 80%) of the selection rate for applicants who are white or men 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

4FI-1		Protective Service-Sworn-Fire-Entry						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	*	YES	NO	*	*	*		
Selection Ratio	1.36	0.68	0.90	1.36	1.36	1.13		
Statistical Value		1.029						
Significant?	NO	NO	NO	NO	NO	NO		
Shortfall		0						

6PM		Administrative Support - Program Management						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?	--	--	--	--	--	--		
Shortfall								

## Adverse Impact for Applicants

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

by Total Minorities vs. Whites

4FI-1			Protective Service-Sworn-Fire-Entry	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	1.00			
Statistical Value				
Significant?	NO			
Shortfall				

6PM			Administrative Support - Program Management	Favored Group: Wht
	Min	Wht		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

## Adverse Impact for Applicants

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

by Gender

4FI-1		Protective Service-Sworn-Fire-Entry		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.48			
Statistical Value	2.456			
Significant?	YES			
Shortfall	2			

6PM		Administrative Support - Program Management		Favored Group: N/A***
	Fem	Mal		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				

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	0			0	N/A															
Total Opps	0			0	N/A															
Achieved? *				NO OPPS																

## Goal Attainment

2AC		Professionals - Accounting																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal										13.40									
New Hire	0									0	N/A								
Promotion	0									0	N/A								
Total Opps	0									0	N/A								
Achieved? *										NO OPPS									

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	0		0	N/A															
Total Opps	0		0	N/A															
Achieved? *			NO OPPS																

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	0			0	N/A														
Promotion	0			0	N/A														
Total Opps	0			0	N/A														
Achieved? *				NO OPPS															

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

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

## Goal Attainment

3ER		Technicians - Engineering & Related																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal						6.91													
New Hire	0					0	N/A												
Promotion	0					0	N/A												
Total Opps	0					0	N/A												
Achieved? *						NO OPPS													

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

4FI-1		Protective Service-Sworn-Fire-Entry																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal					8.16														
New Hire	12				2	16.67													
Promotion	0				0	N/A													
Total Opps	12				2	16.67													
Achieved? *					YES														

## 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	0		0 N/A																	
Promotion	0		0 N/A																	
Total Opps	0		0 N/A																	
Achieved? *			NO OPPS																	

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	0	0 N/A				0 N/A													
Total Opps	0	0 N/A				0 N/A													
Achieved? *		NO OPPS				NO OPPS													

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