

# City of Portland



1040  
Portland Housing Bureau

## **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	#	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		
30003037 - Director I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	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		
30003013 - Capital Project Manager 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		
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

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst III	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
30001588 - Housing Financial Analyst, Assistant	#	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		
30001587 - Housing Financial Analyst	#	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		
5 Employees	Totals	#	2	2	0	0	1	0	0	1	
		%	40.00	40.00	0.00	0.00	20.00	0.00	0.00	20.00	

## Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003082 - Manager II	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30003034 - Deputy Director 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		
30003081 - 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		
30003008 - Analyst III	#	2	1	0	0	0	0	0	2		
3 Employees	%	66.67	33.33	0.00	0.00	0.00	0.00	0.00	66.67		
30003007 - Analyst II	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30003006 - Analyst I	#	2	3	1	0	1	0	0	0		
3 Employees	%	66.67	100.00	33.33	0.00	33.33	0.00	0.00	0.00		
30001596 - Housing Management Assistant	#	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		
11 Employees	Totals #	7	7	3	1	1	0	0	2		
	%	63.64	63.64	27.27	9.09	9.09	0.00	0.00	18.18		

## 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	#	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		
30001363 - Housing Portfolio Finance Coordinator	#	2	3	1	1	0	0	0	0		
4 Employees	%	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00		
30001367 - Housing Lead Grant Program Coordinator	#	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		
30001362 - Housing Construction Coordinator, Sr	#	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		
30001595 - Housing Program Coordinator	#	5	12	2	0	1	1	0	1		
14 Employees	%	35.71	85.71	14.29	0.00	7.14	7.14	0.00	7.14		
30001365 - Housing Loan Coordinator, Sr	#	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		
30001361 - Housing Construction Coordinator	#	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		
28 Employees	Totals #	10	22	4	2	1	1	0	2		
	%	35.71	78.57	14.29	7.14	3.57	3.57	0.00	7.14		

## 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	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		
30003103 - Supervisor I - E	#	2	2	0	1	1	0	0	0		
2 Employees	%	100.00	100.00	0.00	50.00	50.00	0.00	0.00	0.00		
3 Employees	Totals	#	3	3	1	1	1	0	0	0	
		%	100.00	100.00	33.33	33.33	33.33	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		
30000063 - Accountant II	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	1	1	0	0	0	0		
		%	100.00	100.00	100.00	0.00	0.00	0.00	0.00		

## Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001590 - Housing Business Systems Analyst	#	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

6AC

Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting 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		
1 Employee	Totals	#	1	1	0	0	1	0	0	0	
		%	100.00	100.00	0.00	0.00	100.00	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		
30003003 - Administrative 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		
30001592 - Housing Administrative Specialist, Sr	#	2	2	0	1	1	0	0	0		
2 Employees	%	100.00	100.00	0.00	50.00	50.00	0.00	0.00	0.00		
3 Employees Totals	#	2	3	0	1	1	0	0	0		
	%	66.67	100.00	0.00	33.33	33.33	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		
30000012 - Office Support Specialist II	#	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		
1 Employee	#	1	1	0	0	1	0	0	0		
Totals	%	100.00	100.00	0.00	0.00	100.00	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		
30001364 - Housing Loan Coordinator	#	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		
30001594 - Housing Program Specialist, Assistant	#	4	6	1	2	1	0	0	0		
6 Employees	%	66.67	100.00	16.67	33.33	16.67	0.00	0.00	0.00		
30001593 - Housing Program Specialist	#	2	4	1	0	1	0	0	0		
5 Employees	%	40.00	80.00	20.00	0.00	20.00	0.00	0.00	0.00		
30001369 - Housing Loan Compliance Analyst	#	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		
13 Employees	Totals	#	6	12	2	2	2	0	0	0	
		%	46.15	92.31	15.38	15.38	15.38	0.00	0.00	0.00	

# **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	100.00	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
	Stat Significant?								
1ER		Officials/Admin - Engineering & Related							
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 %	21.97	32.73	10.94	4.72	2.88	0.10	0.03	3.32
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1FL		Officials/Admin - Financial							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	40.00	40.00	0.00	0.00	20.00	0.00	0.00	20.00
	Availability %	32.62	60.19	23.95	1.93	3.75	0.00	0.00	2.99
	Emp Less Avail?								
	Statistical Value		0.393E	0.599E	1.000E				
	Stat Significant?								
1GA		Officials/Admin - General Administrative							
Total Emp 11		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	63.64	63.64	27.27	9.09	9.09	0.00	0.00	18.18
	Availability %	22.49	57.92	5.16	7.52	5.94	1.02	0.04	2.81
	Emp Less Avail?								
	Statistical Value						1.000E	1.000E	
	Stat Significant?								

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

## Incumbency vs. Estimated Availability

1PM		Officials/Admin - Program Management							
Total Emp 28		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	35.71	78.57	14.29	7.14	3.57	3.57	0.00	7.14
	Availability %	16.43	42.10	5.40	3.72	3.33	0.46	0.13	3.40
	Emp Less Avail?								
	Statistical Value							1.000E	
	Stat Significant?								
1SU		Officials/Admin - Supervisors							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	100.00	33.33	33.33	33.33	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						1.000E	1.000E	1.000E
	Stat Significant?								
2AC		Professionals - Accounting							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.69	65.84	4.62	0.30	17.40	0.14	0.07	1.15
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2IT		Professionals - Information Technology							
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 %	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
	Stat Significant?								
6AC		Administrative Support - Accounting							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	100.00	0.00	0.00	100.00	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
	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 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 %	33.20	84.97	5.96	9.93	12.64	0.25	0.22	4.23
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
6OS		Administrative Support - Office Support							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	100.00	0.00	0.00	100.00	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
	Stat Significant?								
6PM		Administrative Support - Program Management							
Total Emp 13		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	46.15	92.31	15.38	15.38	15.38	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
	Stat Significant?								

Total Employment: 70

### 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	1	0	0	0	0	0	0		
	Persons Required	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0		
1ER		Officials/Admin - Engineering & Related									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	1	0	0	0	0	0	0		
	Persons Required	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.0		
1FL		Officials/Admin - Financial									
Total Emp 5	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	2	2	0	0	1	0	0	1		
	Persons Required	1.6	3.0	1.2	0.1	0.2	0.0	0.0	0.1		
1GA		Officials/Admin - General Administrative									
Total Emp 11	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	7	7	3	1	1	0	0	2		
	Persons Required	2.5	6.4	0.6	0.8	0.7	0.1	0.0	0.3		
1PM		Officials/Admin - Program Management									
Total Emp 28	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	10	22	4	2	1	1	0	2		
	Persons Required	4.6	11.8	1.5	1.0	0.9	0.1	0.0	1.0		
1SU		Officials/Admin - Supervisors									
Total Emp 3	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	3	3	1	1	1	0	0	0		
	Persons Required	0.7	1.4	0.2	0.2	0.1	0.0	0.0	0.1		

## Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.2	0.7	0.0	0.0	0.2	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	1	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		
6AC		Administrative Support - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	1	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		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	0	1	1	0	0	0		
	# Available	1.0	2.5	0.2	0.3	0.4	0.0	0.0	0.1		
	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		
1	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.3	0.7	0.1	0.0	0.1	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		
13	# Employed	6	12	2	2	2	0	0	0		
	# Available	3.0	8.6	0.8	0.7	1.0	0.1	0.0	0.4		
	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

1ER		Officials/Admin - Engineering & Related						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	*	*	--	--	*		
Selection Ratio	Infin	0.00	0.00	Infin	Infin	0.00		
Statistical Value								
Significant?	--	NO	NO	--	--	NO		
Shortfall								
1GA		Officials/Admin - General Administrative						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	*	YES	--	YES		
Selection Ratio	0.00	0.00	5.22	0.00	Infin	0.00		
Statistical Value	0.295	0.147		0.147		0.361		
Significant?	NO	NO	NO	NO	--	NO		
Shortfall	0	0		0		0		
1PM		Officials/Admin - Program Management						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	*	*	*	--	--	*		
Selection Ratio	4.67	0.00	0.00	Infin	Infin	0.00		
Statistical Value								
Significant?	NO	NO	NO	--	--	NO		
Shortfall								
2AC		Professionals - Accounting						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								

## Adverse Impact for Applicants

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

by Individual Race/Ethnicity

6PM

Administrative Support - Program  
Management

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							

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1ER			Officials/Admin - Engineering & Related	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.500F			
Significant?	NO			
Shortfall	0			
1GA			Officials/Admin - General Administrative	Favored Group: Wht
	Min	Wht		
Adverse IRA?	*			
Selection Ratio	2.24			
Statistical Value				
Significant?	NO			
Shortfall				
1PM			Officials/Admin - Program Management	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.86			
Statistical Value				
Significant?	NO			
Shortfall				
2AC			Professionals - Accounting	Favored Group: N/A***
	Min	Wht		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				
6PM			Administrative Support - Program Management	Favored Group: N/A***
	Min	Wht		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				

## Adverse Impact for Applicants

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

# Adverse Impact for Applicants

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

by Gender

1ER			Officials/Admin - Engineering & Related	Favored Group: N/A***
	Fem	Mal		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				
1GA			Officials/Admin - General Administrative	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.84			
Statistical Value				
Significant?	NO			
Shortfall				
1PM			Officials/Admin - Program Management	Favored Group: N/A***
	Fem	Mal		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				
2AC			Professionals - Accounting	Favored Group: N/A***
	Fem	Mal		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				
6PM			Administrative Support - Program Management	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.427			
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	1			0	0.00															
Promotion	0			0	N/A															
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	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	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	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.