

# City of Portland



1120

Portland Bureau of Transportation

## **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

1CI

Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000190 - Regulatory Program Administrator	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00		

## 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	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

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

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003048 - Engineer, Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003050 - Engineering Manager	#	1	1	0	0	1	0	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00		
30003049 - Engineer, City Traffic	#	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		
30003105 - Surveying Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003015 - Capital Project Manager IV	#	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		
30003014 - Capital Project Manager III	#	0	4	0	0	0	0	0	0		
6 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30003013 - Capital Project Manager II	#	2	2	2	0	0	0	0	0		
6 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000399 - Capital Project Manager I	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
27 Employees	Totals #	4	10	3	0	1	0	0	0		
	%	14.81	37.04	11.11	0.00	3.70	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		
30003056 - Financial 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		
30003055 - Financial Analyst II	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst 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		
5 Employees	Totals	#	1	1	1	0	0	0	0		
		%	20.00	20.00	20.00	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		
30003036 - Deputy Director III	#	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		
30003083 - Manager III	#	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		
30003082 - Manager II	#	1	6	0	1	0	0	0	0		
9 Employees	%	11.11	66.67	0.00	11.11	0.00	0.00	0.00	0.00		
30003009 - Analyst IV	#	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		
30003081 - Manager I	#	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		
30003008 - Analyst III	#	1	5	0	1	0	0	0	0		
11 Employees	%	9.09	45.45	0.00	9.09	0.00	0.00	0.00	0.00		
30003007 - Analyst II	#	1	4	0	0	1	0	0	0		
7 Employees	%	14.29	57.14	0.00	0.00	14.29	0.00	0.00	0.00		
30003006 - Analyst I	#	2	2	1	0	1	0	0	0		
3 Employees	%	66.67	66.67	33.33	0.00	33.33	0.00	0.00	0.00		
30003325 - Community Service Aide 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		
43 Employees	#	6	24	1	3	2	0	0	0		
Totals	%	13.95	55.81	2.33	6.98	4.65	0.00	0.00	0.00		



## 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	#	2	4	0	0	0	0	0	2		
7 Employees	%	28.57	57.14	0.00	0.00	0.00	0.00	0.00	28.57		
7 Employees	#	2	4	0	0	0	0	0	2		
	%	28.57	57.14	0.00	0.00	0.00	0.00	0.00	28.57		

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	#	3	7	2	0	1	0	0	0		
14 Employees	%	21.43	50.00	14.29	0.00	7.14	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	1	3	0	1	0	0	0	0		
10 Employees	%	10.00	30.00	0.00	10.00	0.00	0.00	0.00	0.00		
24 Employees	Totals #	4	10	2	1	1	0	0	0		
	%	16.67	41.67	8.33	4.17	4.17	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	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
3 Employees	#	1	3	1	0	0	0	0	0		
	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		

Totals

## 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	#	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		
1 Employee	Totals	#	1	0	0	0	1	0	0	0	
		%	100.00	0.00	0.00	0.00	100.00	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		
30001810 - Env Policy & Hazardous Materials Coord	#	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

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	3	2	3	0	0	0	0	0		
12 Employees	%	25.00	16.67	25.00	0.00	0.00	0.00	0.00	0.00		
30003106 - Surveying Supervisor	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
30003047 - Engineer III	#	1	2	0	1	0	0	0	0		
6 Employees	%	16.67	33.33	0.00	16.67	0.00	0.00	0.00	0.00		
30001734 - Engineer-Bridge	#	3	2	3	0	0	0	0	0		
4 Employees	%	75.00	50.00	75.00	0.00	0.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	2	5	0	0	1	0	1	0		
11 Employees	%	18.18	45.45	0.00	0.00	9.09	0.00	9.09	0.00		
30000365 - Engineer-Civil	#	2	3	1	0	1	0	0	0		
9 Employees	%	22.22	33.33	11.11	0.00	11.11	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		
30000363 - Engineering Associate, Sr-Traffic	#	4	6	2	0	1	0	0	1		
12 Employees	%	33.33	50.00	16.67	0.00	8.33	0.00	0.00	8.33		
30000358 - Engineering Associate, Sr-Civil	#	1	1	1	0	0	0	0	0		
8 Employees	%	12.50	12.50	12.50	0.00	0.00	0.00	0.00	0.00		
30000362 - Engineering Associate, Sr-Structural	#	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		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00		
30000331 - CAD Analyst	#	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		
30000225 - Surveyor I	#	1	1	1	0	0	0	0	0		
5 Employees	%	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	5	4	3	1	1	0	0	0		
14 Employees	%	35.71	28.57	21.43	7.14	7.14	0.00	0.00	0.00		
90 Employees	#	24	26	14	2	4	1	1	2		
Totals	%	26.67	28.89	15.56	2.22	4.44	1.11	1.11	2.22		

## Job Group Analysis

2GM

Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000089 - Sign Maker	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
1 Employee	Totals	#	1	1	0	0	1	0	0		
		%	100.00	100.00	0.00	0.00	100.00	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		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003011 - Business Systems Analyst 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		
30003010 - Business Systems Analyst I	#	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		
30000372 - Graphics Designer 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		
7 Employees	Totals	#	1	2	0	0	1	0	0		
		%	14.29	28.57	0.00	0.00	14.29	0.00	0.00		



## Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003089 - Planner, Principal	#	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		
30003090 - Planner, Supervising	#	2	0	1	0	1	0	0	0		
3 Employees	%	66.67	0.00	33.33	0.00	33.33	0.00	0.00	0.00		
30000393 - Planner, Sr City-Land Use	#	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		
30000395 - Planner, Sr City-Transportation Modeling	#	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		
30000396 - Planner, Sr City-Transportation	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000385 - Planner II. City-Land Use	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000388 - Planner II. City-Transportation	#	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		
30000380 - Planner I, City-Transportation	#	1	4	0	0	1	0	0	0		
6 Employees	%	16.67	66.67	0.00	0.00	16.67	0.00	0.00	0.00		
25 Employees											
Totals		#	6	10	2	0	4	0	0		
		%	24.00	40.00	8.00	0.00	16.00	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		
30003029 - Coordinator III	#	1	8	0	0	1	0	0	0		
10 Employees	%	10.00	80.00	0.00	0.00	10.00	0.00	0.00	0.00		
30003028 - Coordinator II	#	4	11	0	2	0	1	0	1		
14 Employees	%	28.57	78.57	0.00	14.29	0.00	7.14	0.00	7.14		
24 Employees Totals	#	5	19	0	2	1	1	0	1		
	%	20.83	79.17	0.00	8.33	4.17	4.17	0.00	4.17		

## Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000237 - Electronics Technician II:Traffic Signal	#	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		
2 Employees Totals	#	1	1	1	0	0	0	0	0		
	%	50.00	50.00	50.00	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		
30000229 - Public Works Inspector, Sr	#	2	3	0	0	1	1	0	0		
11 Employees	%	18.18	27.27	0.00	0.00	9.09	9.09	0.00	0.00		
30000330 - CAD 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		
30000978 - Mapping Data Technician II	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000343 - GIS Technician 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		
30000334 - Development Services Technician 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		
30000326 - Engineering Technician III	#	2	5	1	1	0	0	0	0		
15 Employees	%	13.33	33.33	6.67	6.67	0.00	0.00	0.00	0.00		
30000402 - Signals & Street Lighting Technician	#	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		
30000228 - Public Works Inspector	#	1	0	0	0	0	0	0	1		
14 Employees	%	7.14	0.00	0.00	0.00	0.00	0.00	0.00	7.14		
30000342 - GIS Technician II	#	1	3	1	0	0	0	0	0		
6 Employees	%	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00		
30000329 - CAD Technician II	#	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		
30000325 - Engineering Technician II	#	11	16	2	5	1	0	2	1		
40 Employees	%	27.50	40.00	5.00	12.50	2.50	0.00	5.00	2.50		
30001079 - Survey Project Support Tech	#	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		
30000224 - Surveying Aide II	#	1	1	0	0	0	0	0	1		
8 Employees	%	12.50	12.50	0.00	0.00	0.00	0.00	0.00	12.50		
30001037 - Utility Locator	#	1	2	0	1	0	0	0	0		
5 Employees	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000324 - Engineering Technician I	#	7	3	3	3	0	0	0	1		
11 Employees	%	63.64	27.27	27.27	27.27	0.00	0.00	0.00	9.09		

## Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
122 Employees	Totals	#	27	35	8	10	2	1	2	4	
		%	22.13	28.69	6.56	8.20	1.64	0.82	1.64	3.28	

## 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	#	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

## Job Group Analysis

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002563 - Parking Code Enforcement Officer, Lead	#	1	0	1	0	0	0	0	0		
4 Employees	%	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000185 - Parking Code Enforcement Officer	#	13	23	1	5	4	1	0	2		
54 Employees	%	24.07	42.59	1.85	9.26	7.41	1.85	0.00	3.70		
58 Employees Totals	#	14	23	2	5	4	1	0	2		
	%	24.14	39.66	3.45	8.62	6.90	1.72	0.00	3.45		

## Job Group Analysis

6CI

### Administrative Support - Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000189 - Regulatory Program Specialist	#	6	6	2	1	0	0	0	3		
13 Employees	%	46.15	46.15	15.38	7.69	0.00	0.00	0.00	23.08		
13 Employees	Totals	#	6	6	2	1	0	0	3		
		%	46.15	46.15	15.38	7.69	0.00	0.00	23.08		



## 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	#	2	5	1	0	1	0	0	0		
10 Employees	%	20.00	50.00	10.00	0.00	10.00	0.00	0.00	0.00		
10 Employees	#	2	5	1	0	1	0	0	0		
	%	20.00	50.00	10.00	0.00	10.00	0.00	0.00	0.00		

Totals

## Job Group Analysis

6ER

Administrative Support - Engineering Related

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent 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		
30000349 - Right of Way Agent II	#	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		
6 Employees	Totals #	1	3	0	0	1	0	0	0		
	%	16.67	50.00	0.00	0.00	16.67	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	#	2	3	1	0	1	0	0	0		
4 Employees	%	50.00	75.00	25.00	0.00	25.00	0.00	0.00	0.00		
30003003 - Administrative Specialist II	#	4	10	1	3	0	0	0	0		
10 Employees	%	40.00	100.00	10.00	30.00	0.00	0.00	0.00	0.00		
30003002 - Administrative Specialist 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		
15 Employees	Totals	#	7	14	3	3	1	0	0	0	
		%	46.67	93.33	20.00	20.00	6.67	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		
30000013 - Office Support Specialist III	#	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		
30001558 - Timekeeping Specialist	#	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		
30000030 - Service Dispatcher, 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		
30000029 - Service Dispatcher	#	2	4	1	0	0	0	0	1		
6 Employees	%	33.33	66.67	16.67	0.00	0.00	0.00	0.00	16.67		
30000012 - Office Support Specialist II	#	4	9	1	0	2	0	0	1		
9 Employees	%	44.44	100.00	11.11	0.00	22.22	0.00	0.00	11.11		
22 Employees	Totals	#	8	18	3	0	2	0	3		
		%	36.36	81.82	13.64	0.00	9.09	0.00	13.64		

## 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	#	7	14	0	4	1	0	0	2		
21 Employees	%	33.33	66.67	0.00	19.05	4.76	0.00	0.00	9.52		
30003235 - Coordinator I - E	#	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		
25 Employees Totals	#	9	16	0	5	2	0	0	2		
	%	36.00	64.00	0.00	20.00	8.00	0.00	0.00	8.00		

## 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	#	1	1	0	0	0	1	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	1	2	0	0	0	0	0	1		
5 Employees	%	20.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00		
30002483 - Storekeeper/Acquisition Specialist I-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		
9 Employees	Totals	#	2	3	0	0	1	0	1		
		%	22.22	33.33	0.00	0.00	11.11	0.00	11.11		

## Job Group Analysis

7ER

Skilled Craft-Engineering Related

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000347 - Materials Quality Compliance Specialist	#	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

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003080 - Maintenance Supervisor 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		
30003079 - Maintenance Supervisor I - E	#	1	0	0	0	1	0	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00		
30003275 - Supervisor I - NE	#	1	3	0	1	0	0	0	0		
6 Employees	%	16.67	50.00	0.00	16.67	0.00	0.00	0.00	0.00		
30003234 - Maintenance Supervisor I - NE	#	4	4	2	1	0	1	0	0		
20 Employees	%	20.00	20.00	10.00	5.00	0.00	5.00	0.00	0.00		
30000117 - Electrician, Lead	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	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		
30000116 - Electrician	#	3	2	0	1	2	0	0	0		
17 Employees	%	17.65	11.76	0.00	5.88	11.76	0.00	0.00	0.00		
30000100 - Parking Pay Station Technician, Lead	#	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		
30000127 - General Mechanic	#	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		
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		
30002499 - Carpenter-CL	#	1	1	0	0	0	1	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00		
30002497 - Concrete Finisher-CL	#	1	0	0	0	0	1	0	0		
15 Employees	%	6.67	0.00	0.00	0.00	0.00	6.67	0.00	0.00		
30000092 - Sign and Marking Technician	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000095 - Environmental Systems Crew Leader	#	0	0	0	0	0	0	0	0		
9 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002133 - Site Operations Crew Leader	#	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		
30000091 - Street Maintenance Crew Leader	#	0	0	0	0	0	0	0	0		
9 Employees	%	0.00	0.00	0.00	0.00	0.00	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		
30002495 - Construction Equipment Operator-CL	#	3	1	0	1	0	2	0	0		
21 Employees	%	14.29	4.76	0.00	4.76	0.00	9.52	0.00	0.00		
30000094 - Environmental Systems Maintenance Tech	#	0	1	0	0	0	0	0	0		
9 Employees	%	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00		
30000099 - Parking Pay Station Technician	#	2	1	1	1	0	0	0	0		
5 Employees	%	40.00	20.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000090 - Asphalt Raker	#	3	0	1	0	0	1	0	1		
7 Employees	%	42.86	0.00	14.29	0.00	0.00	14.29	0.00	14.29		
149 Employees	Totals #	20	17	4	5	4	6	0	1		
	%	13.42	11.41	2.68	3.36	2.68	4.03	0.00	0.67		

## Job Group Analysis

8CR

Service Maintenance - Community Relations

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000352 - Transportation Demand Mgmt Spec II	#	2	4	1	0	0	0	0	1		
4 Employees	%	50.00	100.00	25.00	0.00	0.00	0.00	0.00	25.00		
30000351 - Transportation Demand Mgmt Spec I	#	5	7	2	0	2	0	0	1		
11 Employees	%	45.45	63.64	18.18	0.00	18.18	0.00	0.00	9.09		
15 Employees	Totals #	7	11	3	0	2	0	0	2		
	%	46.67	73.33	20.00	0.00	13.33	0.00	0.00	13.33		

## Job Group Analysis

8ER

Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000166 - Signals and Street Lighting Inspector	#	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		
1 Employee	#	1	0	0	0	1	0	0	0		
	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		

Totals

## Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	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		
30000103 - Automotive Equip Oper II: Street Sweeper	#	1	2	0	1	0	0	0	0		
10 Employees	%	10.00	20.00	0.00	10.00	0.00	0.00	0.00	0.00		
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		
30002583 - Automotive Equip Oper II:Sewer Vacuum-CL	#	1	0	1	0	0	0	0	0		
8 Employees	%	12.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00		
30002493 - Automotive Equipment Oper I-CL	#	5	2	0	3	2	0	0	0		
44 Employees	%	11.36	4.55	0.00	6.82	4.55	0.00	0.00	0.00		
30002490 - Utility Worker II-CL	#	45	13	6	14	16	1	4	4		
135 Employees	%	33.33	9.63	4.44	10.37	11.85	0.74	2.96	2.96		
30002489 - Utility Worker I-CL	#	5	5	0	2	3	0	0	0		
15 Employees	%	33.33	33.33	0.00	13.33	20.00	0.00	0.00	0.00		
215 Employees	#	57	23	7	20	21	1	4	4		
Totals	%	26.51	10.70	3.26	9.30	9.77	0.47	1.86	1.86		

# **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

1CI		Officials/Admin - Code Inspections							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	37.20	60.57	36.03	0.33	0.02	0.00	0.82	0.01
	Statistical Value								
	Stat Significant?	0.533E	1.000E	0.539E	1.000E	1.000E		1.000E	1.000E
1CR		Officials/Admin - Community Relations							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	7.50	61.25	0.00	7.50	0.00	0.00	0.00	0.00
	Statistical Value								
	Stat Significant?	1.000E	0.387E		1.000E				
1DR		Officials/Admin - Directors							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	6.52	10.19	1.44	2.13	2.33	0.16	0.04	0.43
	Statistical Value								
	Stat Significant?	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
1ER		Officials/Admin - Engineering & Related							
Total Emp 27	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	14.81	37.04	11.11	0.00	3.70	0.00	0.00	0.00
	Emp Less Avail?	21.97	32.73	10.94	4.72	2.88	0.10	0.03	3.32
	Statistical Value								
	Stat Significant?	0.488E			0.637E		1.000E	1.000E	1.000E
1FL		Officials/Admin - Financial							
Total Emp 5	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	32.62	60.19	23.95	1.93	3.75	0.00	0.00	2.99
	Statistical Value								
	Stat Significant?	1.000E	0.086E	1.000E	1.000E	1.000E			1.000E

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 43		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	13.95	55.81	2.33	6.98	4.65	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	1.341	0.280	0.840	0.135	0.358	0.666	0.131	1.115
	Stat Significant?								
1PM		Officials/Admin - Program Management							
Total Emp 7		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	28.57	57.14	0.00	0.00	0.00	0.00	0.00	28.57
	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	
	Stat Significant?								
1SU		Officials/Admin - Supervisors							
Total Emp 24		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.67	41.67	8.33	4.17	4.17	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	0.480E	0.687E		0.718E	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 %	33.33	100.00	33.33	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?								
2CR		Professionals - Community Relations							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	0.00	0.00	0.00	100.00	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
	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

2EN		Professionals - Environmental							
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 %	19.26	51.85	3.74	4.98	4.09	1.24	0.24	4.98
	Emp Less Avail?								
	Statistical Value	1.000E	0.482E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2ER		Professionals - Engineering & Related							
Total Emp 90		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	26.67	28.89	15.56	2.22	4.44	1.11	1.11	2.22
	Availability %	13.02	28.92	5.46	2.96	3.49	0.23	0.00	0.87
	Emp Less Avail?								
	Statistical Value		0.007		0.413				
	Stat Significant?								
2GM		Professionals - General Maintenance/Trades							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00
	Availability %	13.05	48.72	6.40	0.80	3.36	0.32	0.00	2.18
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E			1.000E
	Stat Significant?								
2IT		Professionals - Information Technology							
Total Emp 7		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	14.29	28.57	0.00	0.00	14.29	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		0.706E	1.000E	1.000E		1.000E		1.000E
	Stat Significant?								
2PL		Professionals - Planning							
Total Emp 25		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	24.00	40.00	8.00	0.00	16.00	0.00	0.00	0.00
	Availability %	10.88	49.23	3.88	3.50	0.00	1.16	0.00	2.34
	Emp Less Avail?								
	Statistical Value		0.426E		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 24		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.83	79.17	0.00	8.33	4.17	4.17	0.00	4.17
	Availability %	26.91	67.23	4.59	7.97	11.04	0.96	0.09	2.27
	Emp Less Avail?								
	Statistical Value	0.647E		0.626E		0.510E		1.000E	
	Stat Significant?								
3EL		Technicians - Electronics							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	24.76	21.15	11.74	2.38	7.49	1.29	0.00	1.85
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
3ER		Technicians - Engineering & Related							
Total Emp 122		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.13	28.69	6.56	8.20	1.64	0.82	1.64	3.28
	Availability %	21.94	23.56	5.60	4.38	7.14	0.86	0.51	3.47
	Emp Less Avail?					YES			
	Statistical Value					2.360	0.048		0.115
	Stat Significant?					YES			
3RM		Technicians - Risk Management							
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 %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E		1.000E			1.000E
	Stat Significant?								
5CI		Protective Service - Non-Sworn - Code Inspections							
Total Emp 58		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	24.14	39.66	3.45	8.62	6.90	1.72	0.00	3.45
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?		YES						
	Statistical Value		3.626						0.257
	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

6CI		Administrative Support - Code Inspections							
Total Emp 13		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	46.15	46.15	15.38	7.69	0.00	0.00	0.00	23.08
	Availability %	18.07	69.15	5.15	3.39	6.99	0.62	0.50	1.41
	Emp Less Avail?								
	Statistical Value		0.128E			1.000E	1.000E	1.000E	
	Stat Significant?								
6CR		Administrative Support - Community Relations							
Total Emp 10		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	50.00	10.00	0.00	10.00	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?		YES						
	Statistical Value		0.021E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?		YES						
6ER		Administrative Support - Engineering Related							
Total Emp 6		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.67	50.00	0.00	0.00	16.67	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		0.404E	1.000E	1.000E		1.000E		1.000E
	Stat Significant?								
6GA		Administrative Support - General Administrative							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	46.67	93.33	20.00	20.00	6.67	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					0.710E	1.000E	1.000E	1.000E
	Stat Significant?								
6OS		Administrative Support - Office Support							
Total Emp 22		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	36.36	81.82	13.64	0.00	9.09	0.00	0.00	13.64
	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	
	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

6PM		Administrative Support - Program Management							
Total Emp 25		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	36.00	64.00	0.00	20.00	8.00	0.00	0.00	8.00
	Availability %	23.40	66.38	6.06	5.32	7.99	0.71	0.20	3.09
	Emp Less Avail?								
	Statistical Value		0.833E	0.400E			1.000E	1.000E	
	Stat Significant?								
6SP		Administrative Support - Store & Purchases							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.22	33.33	0.00	0.00	0.00	11.11	0.00	11.11
	Availability %	20.13	61.37	5.38	1.67	8.94	0.37	0.47	3.29
	Emp Less Avail?								
	Statistical Value		0.097E	1.000E	1.000E	1.000E		1.000E	
	Stat Significant?								
7ER		Skilled Craft-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 %	21.13	2.82	2.82	0.00	5.63	2.82	0.00	9.86
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp 149		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	13.42	11.41	2.68	3.36	2.68	4.03	0.00	0.67
	Availability %	25.25	7.52	3.61	5.66	11.30	0.66	1.40	2.59
	Emp Less Avail?	YES				YES			
	Statistical Value	3.323		0.606	1.217	3.322		1.455	1.475
	Stat Significant?	YES				YES			
8CR		Service Maintenance - Community Relations							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	46.67	73.33	20.00	0.00	13.33	0.00	0.00	13.33
	Availability %	23.53	17.65	0.00	23.53	0.00	0.00	0.00	0.00
	Emp Less Avail?				YES				
	Statistical Value				0.030E				
	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

8ER		Service Maintenance - Engineering and Related							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	0.00	0.00	0.00	100.00	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		1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

  

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp 215		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	26.51	10.70	3.26	9.30	9.77	0.47	1.86	1.86
	Availability %	39.73	4.98	2.24	3.52	30.43	0.41	0.53	2.59
	Emp Less Avail?	YES				YES			
	Statistical Value	3.961				6.585			0.673
	Stat Significant?	YES				YES			

Total Employment: 927

### 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

1CI		Officials/Admin - Code Inspections									
Total Emp 2	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	1	0	0	0	0	0	0		
	Persons Required	0.7	1.2	0.7	0.0	0.0	0.0	0.0	0.0		
1CR		Officials/Admin - Community Relations									
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	0.6	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		
1ER		Officials/Admin - Engineering & Related									
Total Emp 27	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	4	10	3	0	1	0	0	0		
	Persons Required	5.9	8.8	3.0	1.3	0.8	0.0	0.0	0.9		
1FL		Officials/Admin - Financial									
Total Emp 5	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1	1	1	0	0	0	0	0		
	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 43	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	6	24	1	3	2	0	0	0		
	Persons Required	9.7	24.9	2.2	3.2	2.6	0.4	0.0	1.2		
1PM		Officials/Admin - Program Management									
Total Emp 7	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	2	4	0	0	0	0	0	2		
	Persons Required	1.2	2.9	0.4	0.3	0.2	0.0	0.0	0.2		

## Shortfall

1SU											
Officials/Admin - Supervisors											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	4	10	2	1	1	0	0	0		
	# Available	6.0	11.2	1.7	1.9	1.2	0.3	0.2	0.8		
	Persons Required	0	0	0	0	0	0	0	0		
2AC											
Professionals - Accounting											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	1	0	0	0	0	0		
	# 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		
2CR											
Professionals - Community Relations											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	1	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2ER											
Professionals - Engineering & Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
90	# Employed	24	26	14	2	4	1	1	2		
	# Available	11.7	26.0	4.9	2.7	3.1	0.2	0.0	0.8		
	Persons Required	0	0	0	0	0	0	0	0		
2GM											
Professionals - General Maintenance/Trades											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	0	1	0	0		
	# Available	0.1	0.5	0.1	0.0	0.0	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		
7	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.9	3.0	0.5	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2PL											
Professionals - Planning											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25	# Employed	6	10	2	0	4	0	0	0		
	# Available	2.7	12.3	1.0	0.9	0.0	0.3	0.0	0.6		
	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		
24	# Employed	5	19	0	2	1	1	0	1		
	# Available	6.5	16.1	1.1	1.9	2.6	0.2	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.5	0.4	0.2	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
122	# Employed	27	35	8	10	2	1	2	4		
	# Available	26.8	28.7	6.8	5.3	8.7	1.0	0.6	4.2		
	Persons Required	0	0	0	0	2	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.6	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
5CI		Protective Service - Non-Sworn - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
58	# Employed	14	23	2	5	4	1	0	2		
	# Available	4.3	36.4	1.4	0.5	0.0	0.0	0.0	2.4		
	Persons Required	0	7	0	0	0	0	0	0		
6CI		Administrative Support - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	6	6	2	1	0	0	0	3		
	# Available	2.3	9.0	0.7	0.4	0.9	0.1	0.1	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		
10	# Employed	2	5	1	0	1	0	0	0		
	# Available	1.8	8.2	0.5	0.2	0.6	0.1	0.1	0.3		
	Persons Required	0	1	0	0	0	0	0	0		
6ER		Administrative Support - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	3	0	0	1	0	0	0		
	# Available	0.7	4.0	0.2	0.2	0.1	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		



## Shortfall

6GA											
Administrative Support - General Administrative											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	7	14	3	3	1	0	0	0		
	# Available	5.0	12.7	0.9	1.5	1.9	0.0	0.0	0.6		
	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		
22	# Employed	8	18	3	0	2	0	0	3		
	# Available	6.3	14.7	2.1	0.8	1.9	0.1	0.0	1.3		
	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		
25	# Employed	9	16	0	5	2	0	0	2		
	# Available	5.9	16.6	1.5	1.3	2.0	0.2	0.1	0.8		
	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		
9	# Employed	2	3	0	0	0	1	0	1		
	# Available	1.8	5.5	0.5	0.2	0.8	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
7ER											
Skilled Craft-Engineering Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.1		
	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		
149	# Employed	20	17	4	5	4	6	0	1		
	# Available	37.6	11.2	5.4	8.4	16.8	1.0	2.1	3.9		
	Persons Required	8	0	0	0	6	0	0	0		
8CR											
Service Maintenance - Community Relations											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	7	11	3	0	2	0	0	2		
	# Available	3.5	2.6	0.0	3.5	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	1	0	0	0	0		
8ER											
Service Maintenance - Engineering and Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.3	0.4	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
215	# Employed	57	23	7	20	21	1	4	4		
	# Available	85.4	10.7	4.8	7.6	65.4	0.9	1.1	5.6		
	Persons Required	15	0	0	0	32	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

**1GA****Officials/Admin - General  
Administrative**

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	*	*	*	--	--	*	
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00	
Statistical Value							
Significant?	NO	NO	NO	--	--	NO	
Shortfall							

**2ER****Professionals - Engineering &  
Related**

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	--	--	--	--	--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value							
Significant?	--	--	--	--	--	--	
Shortfall							

**2PM****Professionals - Program  
Management**

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	*	*	*	--	--	*	
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00	
Statistical Value							
Significant?	NO	NO	NO	--	--	NO	
Shortfall							

**3ER****Technicians - Engineering & Related**

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	*	*	*	*	*	*	
Selection Ratio	3.40	0.00	0.00	0.00	0.00	0.00	
Statistical Value							
Significant?	NO	NO	NO	NO	NO	NO	
Shortfall							

# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

3RM		Technicians - Risk Management						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	YES	--	--	--		
Selection Ratio	Infin	0.00	0.00	Infin	Infin	Infin		
Statistical Value		0.833F	0.769F					
Significant?	--	NO	NO	--	--	--		
Shortfall		0	0					

6CR		Administrative Support - Community Relations						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	*	*	*	--	--	*		
Selection Ratio	0.00	0.00	3.93	Infin	Infin	0.00		
Statistical Value								
Significant?	NO	NO	NO	--	--	NO		
Shortfall								

6PM		Administrative Support - Program Management						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	*	*	*	--	--	*		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00		
Statistical Value								
Significant?	NO	NO	NO	--	--	NO		
Shortfall								

7GM		Skilled Craft - General Maintenance/Trades						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	*	*	*	*	*		
Selection Ratio	Infin	2.75	0.00	0.00	0.00	0.00		
Statistical Value								
Significant?	--	NO	NO	NO	NO	NO		
Shortfall								

8GM		Service Maintenance - General Maintenance/Trades						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	*	*	*	*	*	*		
Selection Ratio	0.00	0.00	6.00	0.00	0.00	0.00		
Statistical Value								
Significant?	NO	NO	NO	NO	NO	NO		
Shortfall								

# 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: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.004			
Significant?	NO			
Shortfall	0			
2ER			Professionals - Engineering & Related	Favored Group: Wht
	Min	Wht		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				
2PM			Professionals - Program Management	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.923			
Significant?	NO			
Shortfall	0			
3ER			Technicians - Engineering & Related	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.85			
Statistical Value				
Significant?	NO			
Shortfall				
3RM			Technicians - Risk Management	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.667F			
Significant?	NO			
Shortfall	0			

## Adverse Impact for Applicants

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

by Total Minorities vs. Whites

6CR			Administrative Support - Community Relations	Favored Group: Wht
	Min	Wht		
Adverse IRA?	*			
Selection Ratio	1.96			
Statistical Value				
Significant?	NO			
Shortfall				
6PM			Administrative Support - Program Management	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.626			
Significant?	NO			
Shortfall	0			
7GM			Skilled Craft - General Maintenance/Trades	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.34			
Statistical Value	1.261			
Significant?	NO			
Shortfall	1			
8GM			Service Maintenance - General Maintenance/Trades	Favored Group: Wht
	Min	Wht		
Adverse IRA?	*			
Selection Ratio	1.83			
Statistical Value				
Significant?	NO			
Shortfall				

# Adverse Impact for Applicants

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

by Gender

1GA			Officials/Admin - General Administrative	Favored Group: N/A***
	Fem	Mal		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				
2ER			Professionals - Engineering & Related	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.833F			
Significant?	NO			
Shortfall	0			
2PM			Professionals - Program Management	Favored Group: N/A***
	Fem	Mal		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				
3ER			Technicians - Engineering & Related	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	*			
Selection Ratio	3.06			
Statistical Value				
Significant?	NO			
Shortfall				
3RM			Technicians - Risk Management	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.800F			
Significant?	NO			
Shortfall	0			



## Adverse Impact for Applicants

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

by Gender

6CR			Administrative Support - Community Relations	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	*			
Selection Ratio	1.05			
Statistical Value				
Significant?	NO			
Shortfall				
6PM			Administrative Support - Program Management	Favored Group: N/A ***
	Fem	Mal		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				
7GM			Skilled Craft - General Maintenance/Trades	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	*			
Selection Ratio	1.86			
Statistical Value				
Significant?	NO			
Shortfall				
8GM			Service Maintenance - General Maintenance/Trades	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	*			
Selection Ratio	2.76			
Statistical Value				
Significant?	NO			
Shortfall				

## 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	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	2		2 100.00																
Promotion	2		2 100.00																
Total Opps	4		4 100.00																
Achieved? *			YES																

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	4									0	0.00								
Promotion	4									0	0.00								
Total Opps	8									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	2			1	50.00														
Promotion	0			0	N/A														
Total Opps	2			1	50.00														
Achieved? *				YES															

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	6	1 16.67				0 0.00													
Promotion	1	0 0.00				0 0.00													
Total Opps	7	1 14.29				0 0.00													
Achieved? *		YES				LIMITED													

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	2	1 50.00				1 50.00													
Promotion	0	0 N/A				0 N/A													
Total Opps	2	1 50.00				1 50.00													
Achieved? *		YES				YES													

## 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.