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 Based on Favored Group

BHR BUREAU OF HUMAN RESOURCES

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		
	%	0.00	50.00	0.00	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		
	%	0.00	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 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

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	0		
	%	20.00	20.00	20.00	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		
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 Totals	#	6	24	1	3	2	0	0	0		
	%	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 Totals	#	2	4	0	0	0	0	0	2		
	%	28.57	57.14	0.00	0.00	0.00	0.00	0.00	28.57		

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 Totals	#	1	3	1	0	0	0	0	0		
	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information Officer	#	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		
	%	0.00	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		
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		
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		
90 Employees Totals	#	24	26	14	2	4	1	1	2		
	%	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	0	1	0	0		
	%	100.00	100.00	0.00	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	0		
	%	14.29	28.57	0.00	0.00	14.29	0.00	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	0		
	%	24.00	40.00	8.00	0.00	16.00	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		
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		
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		
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		
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 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

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	0	3		
	%	46.15	46.15	15.38	7.69	0.00	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 Totals	#	2	5	1	0	1	0	0	0		
	%	20.00	50.00	10.00	0.00	10.00	0.00	0.00	0.00		

Job Group Analysis

6ER Administrative Support - Engineering Related EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		
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		
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	0	3		
	%	36.36	81.82	13.64	0.00	9.09	0.00	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	0	1	0	1		
	%	22.22	33.33	0.00	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		
	%	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		
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		
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		
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		
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		
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		
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		
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		
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		
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		

Job Group Analysis

7GM Skilled Craft - General Maintenance/Trades EEO Code: 7

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

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		
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		
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		
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 Totals	#	57	23	7	20	21	1	4	4		
	%	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

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	37.20	60.57	36.03	0.33	0.02	0.00	0.82	0.01
Emp Less Avail?								
Statistical Value	0.533E	1.000E	0.539E	1.000E	1.000E		1.000E	1.000E
Stat Significant?								

1CR Officials/Admin - 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 %	7.50	61.25	0.00	7.50	0.00	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value	1.000E	0.387E		1.000E				
Stat Significant?								

1DR Officials/Admin - Directors

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	6.52	10.19	1.44	2.13	2.33	0.16	0.04	0.43
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								

1ER Officials/Admin - Engineering & Related

Total Emp: 27

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.81	37.04	11.11	0.00	3.70	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	0.488E			0.637E		1.000E	1.000E	1.000E
Stat Significant?								

1FL Officials/Admin - Financial

Total Emp: 5

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	20.00	20.00	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	1.000E	0.086E	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

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		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.7	1.2	0.7	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1CR Officials/Admin - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# 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		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# 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		

1ER Officials/Admin - Engineering & Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
27	# Employed	4	10	3	0	1	0	0	0		
	# Available	5.9	8.8	3.0	1.3	0.8	0.0	0.0	0.9		
	Persons Required	0	0	0	0	0	0	0	0		

1FL Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	1	1	0	0	0	0	0		
	# Available	1.6	3.0	1.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1GA Officials/Admin - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
43	# Employed	6	24	1	3	2	0	0	0		
	# Available	9.7	24.9	2.2	3.2	2.6	0.4	0.0	1.2		
	Persons Required	0	0	0	0	0	0	0	0		

1PM Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	4	0	0	0	0	0	2		
	# Available	1.2	2.9	0.4	0.3	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

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 215		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# 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 from each non-favored group is compared with the selection rate from the favored group. A selection rate for any group that is less than four-fifths (or 80%) of the rate for the group with the highest selection rate is an indication that hiring practices had an adverse impact on that group. Differences in selection rates that are not statistically significant are highlighted in yellow and those that are statistically significant are highlighted in red.

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

1GA — Officials/Admin - General Administrative

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	--	--	YES	
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00	
Statistical Value	0.539	0.539	0.493			0.441	
Significant?	NO	NO	NO	--	--	NO	
Shortfall	0	0	0			0	

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?	YES	YES	YES	--	--	YES	
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00	
Statistical Value	0.567	0.402	0.464			0.402	
Significant?	NO	NO	NO	--	--	NO	
Shortfall	0	0	0			0	

3ER — Technicians - Engineering & Related

Favored Group: Asi

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		YES	YES	YES	YES	YES	YES
Selection Ratio		0.00	0.00	0.00	0.00	0.00	0.29
Statistical Value		0.636F	1.087	0.933F	0.875F	0.483F	1.143
Significant?		NO	NO	NO	NO	NO	NO
Shortfall		0	0	0	0	0	0

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: His

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		--	--	YES	YES
Selection Ratio	0.00	0.00		Infin	Infin	0.00	0.25
Statistical Value	0.737F	0.737F				0.778F	1.060
Significant?	NO	NO		--	--	NO	NO
Shortfall	0	0				0	0

6PM — Administrative Support - Program Management

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	--	--	YES	
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00	
Statistical Value	0.229	0.281	0.229			0.458	
Significant?	NO	NO	NO	--	--	NO	
Shortfall	0	0	0			0	

7GM — Skilled Craft - General Maintenance/Trades

Favored Group: Blk

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--		YES	YES	YES	YES	YES
Selection Ratio	Infin		0.00	0.00	0.00	0.00	0.36
Statistical Value			0.333F	0.500F	0.333F	0.333F	0.391F
Significant?	--		NO	NO	NO	NO	NO
Shortfall			0	0	0	0	0

8GM — Service Maintenance - General Maintenance/Trades

Favored Group: His

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		YES	YES	YES	YES
Selection Ratio	0.00	0.00		0.00	0.00	0.00	0.17
Statistical Value	0.583F	0.318F		0.750F	0.583F	0.269F	2.130
Significant?	NO	NO		NO	NO	NO	YES
Shortfall	0	0		0	0	0	0

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1GA — Officials/Admin - General Administrative

Favored Group: 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: Min

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.51
Statistical Value		0.492
Significant?		NO
Shortfall		0

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: Min

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.55
Statistical Value		0.631
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

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

by Gender

1GA — Officials/Admin - General Administrative

Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.714
Significant?		NO
Shortfall		1

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: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.268
Significant?		NO
Shortfall		0

3ER — Technicians - Engineering & Related

Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.33
Statistical Value		1.190
Significant?		NO
Shortfall		1

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: Fem

	Fem	Mal
Adverse IRA?		NO
Selection Ratio		0.95
Statistical Value		
Significant?		NO
Shortfall		

6PM — Administrative Support - Program Management

Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.869
Significant?		NO
Shortfall		0

7GM — Skilled Craft - General Maintenance/Trades

Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.54
Statistical Value		0.938
Significant?		NO
Shortfall		0

8GM — Service Maintenance - General Maintenance/Trades

Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.36
Statistical Value		0.948
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

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

Infin - indicates that the denominator was zero
"--" indicates that the result could not be calculated

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

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

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

Goal Attainment

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

Goal Attainment

1CI Officials/Admin - Code Inspections

	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two					
Prior Year Goal								45.32													
New Hire	0							0	N/A												
Promotion	0							0	N/A												
Total Opps	0							0	N/A												
Achieved? *								NO OPPS													

1EC Officials/Admin - Emergency Communication

	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two					
Prior Year Goal				65.42																	
New Hire	0			0	N/A																
Promotion	0			0	N/A																
Total Opps	0			0	N/A																
Achieved? *				NO OPPS																	

1ER Officials/Admin - Engineering & Related

	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two					
Prior Year Goal						11.96															
New Hire	0					0	N/A														
Promotion	1					0	0.00														
Total Opps	1					0	0.00														
Achieved? *						LIMITED															

Goal Attainment

2AC Professionals - Accounting

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Prior Year Goal						13.40			
New Hire	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.