

City of Portland



1160
Portland Parks & Recreation

Bureau Affirmative Action Program (AAP) Plan Reports

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

Adverse Impact for Applicants
Calculated with White or Men as the
Favored Group



Job Group Analysis

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

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003096 - Public Information Manager	#	0	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	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
1 Employee	Totals	#	1	1	0	0	0	0	1		
		%	100.00	100.00	0.00	0.00	0.00	0.00	100.00		

Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003015 - Capital Project Manager IV	#	1	2	0	0	1	0	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003014 - Capital Project Manager III	#	2	4	0	0	1	0	0	1		
9 Employees	%	22.22	44.44	0.00	0.00	11.11	0.00	0.00	11.11		
30003013 - Capital Project Manager II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
12 Employees	Totals	#	3	6	0	0	2	0	0	1	
		%	25.00	50.00	0.00	0.00	16.67	0.00	0.00	8.33	

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003055 - Financial Analyst 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		
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

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003036 - Deputy 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		
30003083 - Manager III	#	3	2	0	1	2	0	0	0		
4 Employees	%	75.00	50.00	0.00	25.00	50.00	0.00	0.00	0.00		
30003082 - Manager II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003081 - Manager I	#	5	6	1	4	0	0	0	0		
18 Employees	%	27.78	33.33	5.56	22.22	0.00	0.00	0.00	0.00		
30003008 - Analyst III	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003007 - Analyst II	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30003006 - Analyst I	#	1	4	0	0	0	0	0	1		
6 Employees	%	16.67	66.67	0.00	0.00	0.00	0.00	0.00	16.67		
30003325 - Community Service Aide 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		
36 Employees	Totals	#	9	17	1	5	2	0	1		
		%	25.00	47.22	2.78	13.89	5.56	0.00	2.78		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1SU

Officials/Admin - Supervisors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	1	4	0	0	1	0	0	0		
10 Employees	%	10.00	40.00	0.00	0.00	10.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	8	8	0	7	0	0	0	1		
20 Employees	%	40.00	40.00	0.00	35.00	0.00	0.00	0.00	5.00		
30 Employees	Totals	#	9	12	0	7	1	0	0	1	
		%	30.00	40.00	0.00	23.33	3.33	0.00	0.00	3.33	

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003001 - Accounting Supervisor	#	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		
30000064 - Accountant III	#	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		
30000063 - Accountant II	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000062 - Accountant I	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals	#	2	5	1	0	0	0	1		
		%	40.00	100.00	20.00	0.00	0.00	0.00	20.00		

Job Group Analysis

2BO

Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000317 - Botanic Spec II-Arboretum Collection	#	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		
30000319 - Botanic Spec II-Environmental Education	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000320 - Botanic Spec II-Generalist	#	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		
30001005 - Botanic Spec II-Forestry	#	2	2	1	0	1	0	0	0		
4 Employees	%	50.00	50.00	25.00	0.00	25.00	0.00	0.00	0.00		
30000322 - Botanic Spec II-Pest Mgmt	#	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		
30000323 - Botanic Spec II-Rose Garden	#	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		
30000318 - Botanic Spec II-Community Gardens	#	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		
30000316 - Botanic Spec I-Youth & Comnty Programs	#	2	3	0	0	0	0	0	2		
4 Employees	%	50.00	75.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000878 - Botanic Spec I-Forestry	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000315 - Botanic Spec I-Generalist	#	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		
30001584 - Botanic Spec I-Community Gardens	#	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		
25 Employees	Totals #	9	17	2	1	3	1	0	2		
	%	36.00	68.00	8.00	4.00	12.00	4.00	0.00	8.00		

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information Officer	#	0	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

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30003011 - Business Systems Analyst II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000373 - Graphics Designer III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003010 - Business Systems Analyst I	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
4 Employees	Totals	#	2	3	0	0	1	0	1		
		%	50.00	75.00	0.00	0.00	25.00	0.00	0.00	25.00	

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003090 - Planner, Supervising	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000394 - Planner, Sr City-Parks	#	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		
30000386 - Planner II. City-Parks	#	2	2	0	0	0	0	0	2		
2 Employees	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
4 Employees	#	2	3	0	0	0	0	0	2		
Totals		50.00	75.00	0.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	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		
30003028 - Coordinator II	#	5	6	2	2	0	0	0	1		
14 Employees	%	35.71	42.86	14.29	14.29	0.00	0.00	0.00	7.14		
16 Employees	Totals	#	5	7	2	2	0	0	1		
		%	31.25	43.75	12.50	12.50	0.00	0.00	6.25		

Job Group Analysis

2PR

Professionals - Parks/Recreation

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003022 - City Forester	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3BO

Technicians - Botanic

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001383 - Botanic Technician II	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30002008 - Community Garden 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		
30000831 - Botanic Technician I	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees	#	0	2	0	0	0	0	0	0		
Totals		0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000343 - GIS Technician III	#	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		
30000334 - Development Services Technician III	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000326 - Engineering 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		
30000329 - CAD Technician II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	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		
10 Employees	Totals	#	3	5	2	0	0	0	1		
		%	30.00	50.00	20.00	0.00	0.00	0.00	10.00		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003100 - Risk Specialist II	#	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

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000185 - Parking Code Enforcement Officer	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	1	0	0	0		
		%	100.00	0.00	0.00	100.00	0.00	0.00	0.00		

Job Group Analysis

5PR

Protective Service - Non-Sworn - Parks/Recreation

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001709 - Park Ranger	#	9	7	1	4	2	0	1	1		
21 Employees	%	42.86	33.33	4.76	19.05	9.52	0.00	4.76	4.76		
30002159 - Seasonal Park Ranger	#	5	1	0	3	0	1	0	1		
10 Employees	%	50.00	10.00	0.00	30.00	0.00	10.00	0.00	10.00		
31 Employees	Totals	#	14	8	1	7	2	1	2		
		%	45.16	25.81	3.23	22.58	6.45	3.23	6.45		

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	#	9	7	3	1	2	0	0	3		
17 Employees	%	52.94	41.18	17.65	5.88	11.76	0.00	0.00	17.65		
30000589 - Community Service Aide I	#	18	16	6	4	6	0	0	2		
25 Employees	%	72.00	64.00	24.00	16.00	24.00	0.00	0.00	8.00		
42 Employees	Totals	#	27	23	9	5	8	0	5		
		%	64.29	54.76	21.43	11.90	19.05	0.00	11.90		

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		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003003 - Administrative Specialist II	#	4	8	0	3	0	0	0	1		
10 Employees	%	40.00	80.00	0.00	30.00	0.00	0.00	0.00	10.00		
30003002 - Administrative Specialist I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
13 Employees	Totals	#	4	10	0	3	0	0	0	1	
		%	30.77	76.92	0.00	23.08	0.00	0.00	0.00	7.69	

Job Group Analysis

60S

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	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000011 - Office Support Specialist I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals	#	2	5	0	2	0	0	0		
		%	40.00	100.00	0.00	40.00	0.00	0.00	0.00		

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	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		
30003235 - Coordinator I - E	#	2	2	0	1	1	0	0	0		
5 Employees	%	40.00	40.00	0.00	20.00	20.00	0.00	0.00	0.00		
9 Employees	Totals #	4	4	0	2	2	0	0	0		
	%	44.44	44.44	0.00	22.22	22.22	0.00	0.00	0.00		

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

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

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002487 - Facilities Maintenance Technician-CL	#	2	0	0	0	0	0	1	1		
5 Employees	%	40.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00		
30002508 - Facilities Maint Tech Apprentice-CL	#	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		
7 Employees	Totals #	3	0	0	0	1	0	1	1		
	%	42.86	0.00	0.00	0.00	14.29	0.00	14.29	14.29		

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	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		
30003079 - Maintenance Supervisor I - E	#	3	5	0	3	0	0	0	0		
13 Employees	%	23.08	38.46	0.00	23.08	0.00	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	#	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		
30001159 - Plumber	#	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		
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	#	2	0	1	1	0	0	0	0		
3 Employees	%	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00		
30002499 - Carpenter-CL	#	1	1	0	0	0	1	0	0		
8 Employees	%	12.50	12.50	0.00	0.00	0.00	12.50	0.00	0.00		
30002495 - Construction Equipment Operator-CL	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000098 - Maintenance Mechanic	#	3	2	0	0	2	1	0	0		
14 Employees	%	21.43	14.29	0.00	0.00	14.29	7.14	0.00	0.00		
48 Employees	Totals	#	11	8	1	4	2	2	0	2	
		%	22.92	16.67	2.08	8.33	4.17	4.17	0.00	4.17	

Job Group Analysis

8BO

Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000250 - Tree Inspector	#	2	0	1	0	1	0	0	0		
11 Employees	%	18.18	0.00	9.09	0.00	9.09	0.00	0.00	0.00		
30001739 - Arborist IV	#	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		
30002504 - Horticulturist, Lead-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		
30000248 - Arborist III	#	2	1	0	0	1	0	0	1		
7 Employees	%	28.57	14.29	0.00	0.00	14.29	0.00	0.00	14.29		
30002503 - Horticulturist-CL	#	4	4	0	0	3	0	0	1		
22 Employees	%	18.18	18.18	0.00	0.00	13.64	0.00	0.00	4.55		
30001738 - Arborist II	#	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		
49 Employees	Totals	#	10	5	1	0	7	0	2		
		%	20.41	10.20	2.04	0.00	14.29	0.00	4.08		

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	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		
30000084 - Parks Maintenance Crew Leader	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000087 - Greenskeeper III	#	2	0	0	1	1	0	0	0		
5 Employees	%	40.00	0.00	0.00	20.00	20.00	0.00	0.00	0.00		
30002492 - Parks Technician, Lead-CL	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002493 - Automotive Equipment Oper I-CL	#	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		
30000086 - Greenskeeper II	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002491 - Parks Technician-CL	#	4	7	1	0	2	0	0	1		
31 Employees	%	12.90	22.58	3.23	0.00	6.45	0.00	0.00	3.23		
30000085 - Greenskeeper I	#	2	1	1	0	0	0	0	1		
10 Employees	%	20.00	10.00	10.00	0.00	0.00	0.00	0.00	10.00		
30000080 - Turf Maintenance Technician	#	2	2	1	0	1	0	0	0		
13 Employees	%	15.38	15.38	7.69	0.00	7.69	0.00	0.00	0.00		
30002490 - Utility Worker II-CL	#	3	0	1	2	0	0	0	0		
8 Employees	%	37.50	0.00	12.50	25.00	0.00	0.00	0.00	0.00		
30002489 - Utility Worker I-CL	#	4	1	1	0	2	0	0	1		
12 Employees	%	33.33	8.33	8.33	0.00	16.67	0.00	0.00	8.33		
30000074 - Seasonal Maintenance Worker	#	14	8	1	0	8	0	0	5		
36 Employees	%	38.89	22.22	2.78	0.00	22.22	0.00	0.00	13.89		
130 Employees	Totals #	33	19	7	3	15	0	0	8		
	%	25.38	14.62	5.38	2.31	11.54	0.00	0.00	6.15		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000292 - Recreation Coord II-Senior Recreation	#	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		
30002034 - Recreation Coord II-Educ & Enrichment	#	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		
30000284 - Recreation Coord II-Aquatics	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002036 - Recreation Coord II-Special Events&Mktg	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000273 - Recreation Coord I-Adaptive & Inclusive	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000278 - Recreation Coord I-Arts	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000280 - Recreation Coord I-Senior Recreation	#	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		
30000281 - Recreation Coord I-Custmr Svc Supp/Trg	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30001508 - Recreation Coord I-Urban Parks	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000269 - Recreation Coord I-Teen	#	4	1	0	3	1	0	0	0		
5 Employees	%	80.00	20.00	0.00	60.00	20.00	0.00	0.00	0.00		
30000268 - Recreation Coord I-Aquatics	#	1	9	0	1	0	0	0	0		
9 Employees	%	11.11	100.00	0.00	11.11	0.00	0.00	0.00	0.00		
30000276 - Recreation Coord I-Generalist	#	13	11	1	6	4	1	0	1		
22 Employees	%	59.09	50.00	4.55	27.27	18.18	4.55	0.00	4.55		
30000272 - Recreation Coord I-Music	#	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		
30000275 - Recreation Coord I-Public Events Permit	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000282 - Recreation Coord I-Tennis	#	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		
30000255 - Parks Activities Specialist	#	16	44	6	4	4	0	0	2		
61 Employees	%	26.23	72.13	9.84	6.56	6.56	0.00	0.00	3.28		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000257 - Recreation Leader-FT-Music	#	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		
30002408 - Recreation Leader-FT-Instructor	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000261 - Recreation Leader-FT-Generalist	#	6	11	1	1	1	0	0	3		
18 Employees	%	33.33	61.11	5.56	5.56	5.56	0.00	0.00	16.67		
30000263 - Recreation Leader-FT-Arts	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000256 - Recreation Leader-FT-Aquatics	#	1	4	1	0	0	0	0	0		
5 Employees	%	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000262 - Recreation Leader-FT-Pre-School	#	7	13	0	4	2	0	0	1		
15 Employees	%	46.67	86.67	0.00	26.67	13.33	0.00	0.00	6.67		
30000267 - Recreation Leader-FT-Tennis	#	2	1	1	0	0	0	0	1		
3 Employees	%	66.67	33.33	33.33	0.00	0.00	0.00	0.00	33.33		
30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep	#	5	5	2	1	1	0	0	1		
8 Employees	%	62.50	62.50	25.00	12.50	12.50	0.00	0.00	12.50		
30002411 - Recreation Leader-FT-Teen	#	4	3	0	2	0	0	0	2		
4 Employees	%	100.00	75.00	0.00	50.00	0.00	0.00	0.00	50.00		
30002258 - Recreation Facility Technician	#	2	0	0	0	2	0	0	0		
3 Employees	%	66.67	0.00	0.00	0.00	66.67	0.00	0.00	0.00		
30002559 - Recreation Associate-Customer Service	#	3	6	0	1	1	1	0	0		
8 Employees	%	37.50	75.00	0.00	12.50	12.50	12.50	0.00	0.00		
30002561 - Recr Asc - Lifeguard/Cashier	#	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		
30002560 - Recreation Associate-Attendant I	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
30002562 - Recreation Associate - Counselor I	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000254 - Recreation Leader-PT/Seas	#	2	4	0	2	0	0	0	0		
6 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
206 Employees	Totals	#	75	135	14	28	19	2	0	12	
		%	36.41	65.53	6.80	13.59	9.22	0.97	0.00	5.83	

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1CR		Officials/Admin - Community Relations							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	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 %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00
	Availability %	6.52	10.19	1.44	2.13	2.33	0.16	0.04	0.43
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E	1.000E	1.000E	
		Stat Significant?							
1ER		Officials/Admin - Engineering & Related							
Total Emp 12		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	50.00	0.00	0.00	16.67	0.00	0.00	8.33
	Availability %	21.97	32.73	10.94	4.72	2.88	0.10	0.03	3.32
	Emp Less Avail?								
	Statistical Value			0.633E	1.000E		1.000E	1.000E	
		Stat Significant?							
1FL		Officials/Admin - Financial							
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 %	32.62	60.19	23.95	1.93	3.75	0.00	0.00	2.99
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E			1.000E
		Stat Significant?							
1GA		Officials/Admin - General Administrative							
Total Emp 36		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	47.22	2.78	13.89	5.56	0.00	0.00	2.78
	Availability %	22.49	57.92	5.16	7.52	5.94	1.02	0.04	2.81
	Emp Less Avail?								
	Statistical Value		1.300	0.646		0.098	0.609	0.120	0.012
		Stat Significant?							

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

Incumbency vs. Estimated Availability

1PM		Officials/Admin - Program Management							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.43	42.10	5.40	3.72	3.33	0.46	0.13	3.40
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1SU		Officials/Admin - Supervisors							
Total Emp 30		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	30.00	40.00	0.00	23.33	3.33	0.00	0.00	3.33
	Availability %	24.94	46.53	6.95	8.01	4.88	1.15	0.67	3.29
	Emp Less Avail?								
	Statistical Value		0.717	1.497		0.393	0.591	0.450	
	Stat Significant?								
2AC		Professionals - Accounting							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	40.00	100.00	20.00	0.00	0.00	0.00	0.00	20.00
	Availability %	23.69	65.84	4.62	0.30	17.40	0.14	0.07	1.15
	Emp Less Avail?								
	Statistical Value				1.000E	0.595E	1.000E	1.000E	
	Stat Significant?								
2BO		Professionals - Botanic							
Total Emp 25		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	36.00	68.00	8.00	4.00	12.00	4.00	0.00	8.00
	Availability %	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
	Emp Less Avail?								
	Statistical Value							1.000E	
	Stat Significant?								
2CR		Professionals - 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 %	12.40	48.66	4.51	0.09	3.26	2.00	0.00	2.55
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								

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

Incumbency vs. Estimated Availability

2IT		Professionals - Information Technology							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	75.00	0.00	0.00	25.00	0.00	0.00	25.00
	Availability %	13.07	42.37	7.66	1.20	2.35	0.17	0.00	1.68
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E		
		Stat Significant?							
2PL		Professionals - Planning							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	75.00	0.00	0.00	0.00	0.00	0.00	50.00
	Availability %	10.88	49.23	3.88	3.50	0.00	1.16	0.00	2.34
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E		
		Stat Significant?							
2PM		Professionals - Program Management							
Total Emp 16		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	31.25	43.75	12.50	12.50	0.00	0.00	0.00	6.25
	Availability %	26.91	67.23	4.59	7.97	11.04	0.96	0.09	2.27
	Emp Less Avail?								
	Statistical Value		0.060E			0.245E	1.000E	1.000E	
		Stat Significant?							
2PR		Professionals - Parks/Recreation							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	10.39	26.52	0.00	0.00	6.81	0.00	0.00	3.58
	Emp Less Avail?								
	Statistical Value	1.000E				1.000E			1.000E
		Stat Significant?							
3BO		Technicians - Botanic							
Total Emp 10		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?		YES						
	Statistical Value	0.225E	0.019E	1.000E	1.000E	1.000E	1.000E		1.000E
		Stat Significant?	YES						

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

Incumbency vs. Estimated Availability

3ER		Technicians - Engineering & Related							
Total Emp 10		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	30.00	50.00	20.00	0.00	0.00	0.00	0.00	10.00
	Availability %	21.94	23.56	5.60	4.38	7.14	0.86	0.51	3.47
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
3RM		Technicians - Risk Management							
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 %	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
	Stat Significant?								
5CI		Protective Service - Non-Sworn - Code Inspections							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?								
	Statistical Value		0.373E	1.000E					1.000E
	Stat Significant?								
5PR		Protective Service - Non-Sworn - Parks/Recreation							
Total Emp 31		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	45.16	25.81	3.23	22.58	6.45	3.23	3.23	6.45
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?		YES						
	Statistical Value		4.245						
	Stat Significant?		YES						
6CR		Administrative Support - Community Relations							
Total Emp 42		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	64.29	54.76	21.43	11.90	19.05	0.00	0.00	11.90
	Availability %	18.14	82.04	5.28	2.38	6.20	0.58	0.70	3.00
	Emp Less Avail?		YES						
	Statistical Value		4.605				0.495	0.544	
	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

6ER		Administrative Support - Engineering Related							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	11.57	66.94	2.90	3.19	2.47	0.51	0.00	2.51
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
6GA		Administrative Support - General Administrative							
Total Emp 13		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	30.77	76.92	0.00	23.08	0.00	0.00	0.00	7.69
	Availability %	33.20	84.97	5.96	9.93	12.64	0.25	0.22	4.23
	Emp Less Avail?								
	Statistical Value	1.000E	0.430E	1.000E		0.393E	1.000E	1.000E	
	Stat Significant?								
6OS		Administrative Support - Office Support							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	40.00	100.00	0.00	40.00	0.00	0.00	0.00	0.00
	Availability %	28.58	66.66	9.48	3.79	8.84	0.47	0.22	5.75
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6PM		Administrative Support - Program Management							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	44.44	44.44	0.00	22.22	22.22	0.00	0.00	0.00
	Availability %	23.40	66.38	6.06	5.32	7.99	0.71	0.20	3.09
	Emp Less Avail?								
	Statistical Value		0.174E	1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
6SP		Administrative Support - Store & Purchases							
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 %	20.13	61.37	5.38	1.67	8.94	0.37	0.47	3.29
	Emp Less Avail?								
	Statistical Value	1.000E	0.149E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

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

Incumbency vs. Estimated Availability

7BT		Skilled Craft - Building Trades							
Total Emp 7		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	42.86	0.00	0.00	0.00	14.29	0.00	14.29	14.29
	Availability %	23.44	5.43	6.09	0.66	12.98	2.12	0.00	1.59
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E		
	Stat Significant?								
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp 48		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.92	16.67	2.08	8.33	4.17	4.17	0.00	4.17
	Availability %	25.25	7.52	3.61	5.66	11.30	0.66	1.40	2.59
	Emp Less Avail?								
	Statistical Value	0.372		0.567		1.561		0.826	
	Stat Significant?								
8BO		Service Maintenance - Botanic							
Total Emp 49		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.41	10.20	2.04	0.00	14.29	0.00	0.00	4.08
	Availability %	31.58	16.77	4.36	0.89	22.61	0.40	0.16	3.16
	Emp Less Avail?								
	Statistical Value	1.682	1.230	0.795	0.663	1.393	0.444	0.280	
	Stat Significant?								
8GM		Service Maintenance - General Maintenance/Trades							
Total Emp 130		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.38	14.62	5.38	2.31	11.54	0.00	0.00	6.15
	Availability %	39.73	4.98	2.24	3.52	30.43	0.41	0.53	2.59
	Emp Less Avail?	YES				YES			
	Statistical Value	3.343			0.750	4.681	0.732	0.832	
	Stat Significant?	YES				YES			
8PR		Service Maintenance - Parks/Recreation							
Total Emp 206		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	36.41	65.53	6.80	13.59	9.22	0.97	0.00	5.83
	Availability %	19.74	72.20	4.61	4.28	5.92	0.49	0.00	4.44
	Emp Less Avail?		YES						
	Statistical Value		2.136						
	Stat Significant?		YES						

Total Employment: 705

S - Significant Difference Rule

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

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

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

Shortfall Report

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

Shortfall

1CR		Officials/Admin - Community Relations									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	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	1	1	0	0	0	0	0	1		
	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 12	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	3	6	0	0	2	0	0	1		
	Persons Required	2.6	3.9	1.3	0.6	0.3	0.0	0.0	0.4		
1FL		Officials/Admin - Financial									
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	0.5	0.0	0.1	0.0	0.0	0.1		
1GA		Officials/Admin - General Administrative									
Total Emp 36	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	9	17	1	5	2	0	0	1		
	Persons Required	8.1	20.9	1.9	2.7	2.1	0.4	0.0	1.0		
1PM		Officials/Admin - Program Management									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	1	0	0	0	0	0	0		
	Persons Required	0.2	0.4	0.1	0.0	0.0	0.0	0.0	0.0		
1SU		Officials/Admin - Supervisors									
Total Emp 30	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	9	12	0	7	1	0	0	1		
	Persons Required	7.5	14.0	2.1	2.4	1.5	0.3	0.2	1.0		

Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	5	1	0	0	0	0	1		
	# Available	1.2	3.3	0.2	0.0	0.9	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2BO		Professionals - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25	# Employed	9	17	2	1	3	1	0	2		
	# Available	1.9	6.4	0.0	0.0	1.1	0.0	0.8	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	3	0	0	1	0	0	1		
	# Available	0.5	1.7	0.3	0.0	0.1	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		
4	# Employed	2	3	0	0	0	0	0	2		
	# Available	0.4	2.0	0.2	0.1	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	5	7	2	2	0	0	0	1		
	# Available	4.3	10.8	0.7	1.3	1.8	0.2	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2PR		Professionals - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.3	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3BO		Technicians - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.9	5.9	0.6	0.2	0.2	0.2	0.0	0.8		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

3ER											
Technicians - Engineering & Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	5	2	0	0	0	0	1		
	# Available	2.2	2.4	0.6	0.4	0.7	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
3RM											
Technicians - Risk Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	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		
1	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.1	0.6	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
5PR											
Protective Service - Non-Sworn - Parks/Recreation											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
31	# Employed	14	8	1	7	2	1	1	2		
	# Available	2.3	19.4	0.7	0.3	0.0	0.0	0.0	1.3		
	Persons Required	0	7	0	0	0	0	0	0		
6CR											
Administrative Support - Community Relations											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
42	# Employed	27	23	9	5	8	0	0	5		
	# Available	7.6	34.5	2.2	1.0	2.6	0.2	0.3	1.3		
	Persons Required	0	7	0	0	0	0	0	0		
6ER											
Administrative Support - Engineering Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.7	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6GA											
Administrative Support - General Administrative											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	4	10	0	3	0	0	0	1		
	# Available	4.3	11.0	0.8	1.3	1.6	0.0	0.0	0.5		
	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		
5	# Employed	2	5	0	2	0	0	0	0		
	# Available	1.4	3.3	0.5	0.2	0.4	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	4	4	0	2	2	0	0	0		
	# Available	2.1	6.0	0.5	0.5	0.7	0.1	0.0	0.3		
	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		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	1.2	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	3	0	0	0	1	0	1	1		
	# Available	1.6	0.4	0.4	0.0	0.9	0.1	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		
48	# Employed	11	8	1	4	2	2	0	2		
	# Available	12.1	3.6	1.7	2.7	5.4	0.3	0.7	1.2		
	Persons Required	0	0	0	0	0	0	0	0		
8BO		Service Maintenance - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
49	# Employed	10	5	1	0	7	0	0	2		
	# Available	15.5	8.2	2.1	0.4	11.1	0.2	0.1	1.5		
	Persons Required	0	0	0	0	0	0	0	0		
8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
130	# Employed	33	19	7	3	15	0	0	8		
	# Available	51.6	6.5	2.9	4.6	39.6	0.5	0.7	3.4		
	Persons Required	8	0	0	0	15	0	0	0		
8PR		Service Maintenance - Parks/Recreation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
206	# Employed	75	135	14	28	19	2	0	12		
	# Available	40.7	148.7	9.5	8.8	12.2	1.0	0.0	9.1		
	Persons Required	0	2	0	0	0	0	0	0		

S - Significant Difference Rule

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

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

Adverse Impact Report for Applicants

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

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

1CR		Officials/Admin - Community Relations						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	YES	--	YES		
Selection Ratio	0.00	0.00	0.00	0.00	Infin	0.00		
Statistical Value	0.292	0.446	0.292	0.169		0.377		
Significant?	NO	NO	NO	NO	--	NO		
Shortfall	0	0	0	0		0		
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	0.00	0.00		
Statistical Value								
Significant?	NO	NO	NO	--	NO	NO		
Shortfall								
2BO		Professionals - Botanic						Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--	--	
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value								
Significant?	--	--	--	--	--	--	--	
Shortfall								
6CR		Administrative Support - Community Relations						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	*	YES	*	YES	--	*		
Selection Ratio	26.50	0.00	8.48	0.00	Infin	9.22		
Statistical Value		0.195		0.138				
Significant?	NO	NO	NO	NO	--	NO		
Shortfall		0		0				

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

7GM		Skilled Craft - General Maintenance/Trades						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	YES	YES	--	--	YES		
Selection Ratio	Infin	0.00	0.00	Infin	Infin	0.00		
Statistical Value		0.236	0.236			0.333		
Significant?	--	NO	NO	--	--	NO		
Shortfall		0	0			0		
8BO		Service Maintenance - Botanic						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	--	--	--	--		
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?	--	--	--	--	--	--		
Shortfall								
8GM		Service Maintenance - General Maintenance/Trades						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	NO	NO	YES	--	YES		
Selection Ratio	Infin	0.83	1.00	0.00	Infin	0.71		
Statistical Value				0.705		0.368		
Significant?	--	NO	NO	NO	--	NO		
Shortfall				0		0		
8PR		Service Maintenance - Parks/Recreation						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	*	*	*	*	*	*		
Selection Ratio	1.22	0.98	1.70	1.63	1.09	1.12		
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

1CR			Officials/Admin - Community Relations	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.733			
Significant?	NO			
Shortfall	0			
1GA			Officials/Admin - General Administrative	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.199			
Significant?	NO			
Shortfall	0			
2BO			Professionals - Botanic	Favored Group: N/A***
	Min	Wht		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				
6CR			Administrative Support - Community Relations	Favored Group: Wht
	Min	Wht		
Adverse IRA?	*			
Selection Ratio	9.35			
Statistical Value				
Significant?	NO			
Shortfall				
7GM			Skilled Craft - General Maintenance/Trades	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.470			
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

8BO			Service Maintenance - Botanic	Favored Group: Wht
	Min	Wht		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				
8GM			Service Maintenance - General Maintenance/Trades	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.88			
Statistical Value				
Significant?	NO			
Shortfall				
8PR			Service Maintenance - Parks/Recreation	Favored Group: Wht
	Min	Wht		
Adverse IRA?	*			
Selection Ratio	1.27			
Statistical Value				
Significant?	NO			
Shortfall				

Adverse Impact for Applicants

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

by Gender

1CR			Officials/Admin - Community Relations	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.408			
Significant?	NO			
Shortfall	0			
1GA			Officials/Admin - General Administrative	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	*			
Selection Ratio	1.07			
Statistical Value				
Significant?	NO			
Shortfall				
2BO			Professionals - Botanic	Favored Group: N/A***
	Fem	Mal		
Adverse IRA?	--	--		
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?	--	--		
Shortfall				
6CR			Administrative Support - Community Relations	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.31			
Statistical Value	1.095			
Significant?	NO			
Shortfall	1			
7GM			Skilled Craft - General Maintenance/Trades	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

Adverse Impact for Applicants

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

by Gender

8BO			Service Maintenance - Botanic	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

8GM			Service Maintenance - General Maintenance/Trades	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.77			
Statistical Value	0.578			
Significant?	NO			
Shortfall	1			

8PR			Service Maintenance - Parks/Recreation	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	*			
Selection Ratio	1.03			
Statistical Value				
Significant?	NO			
Shortfall				

Infin - indicates that the denominator was zero

--" indicates that the result could not be calculated

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

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

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

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

Goal Attainment

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

Goal Attainment

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

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

1ER		Officials/Admin - Engineering & Related																		
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two											
Prior Year Goal				11.96																
New Hire	0			0	N/A															
Promotion	0			0	N/A															
Total Opps	0			0	N/A															
Achieved? *				NO OPPS																

Goal Attainment

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

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

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

Goal Attainment

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

2PM		Professionals - Program Management																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal			66.18																
New Hire	0		0	N/A															
Promotion	0		0	N/A															
Total Opps	0		0	N/A															
Achieved? *			NO OPPS																

3BI		Technicians - Building Inspections																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal			59.41						7.53										
New Hire	0		0	N/A					0	N/A									
Promotion	0		0	N/A					0	N/A									
Total Opps	0		0	N/A					0	N/A									
Achieved? *			NO OPPS						NO OPPS										

Goal Attainment

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

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

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

Goal Attainment

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

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

4FI-1		Protective Service-Sworn-Fire-Entry																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal								8.16											
New Hire	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	4		1 25.00														
Promotion	0		0 N/A														
Total Opps	4		1 25.00														
Achieved? *			NO														

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

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

Goal Attainment

7GM		Skilled Craft - General Maintenance/Trades																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal		24.54								10.81									
New Hire	1	0	0.00							0	0.00								
Promotion	3	0	0.00							0	0.00								
Total Opps	4	0	0.00							0	0.00								
Achieved? *		LIMITED								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	13	3	23.08							2	15.38								
Promotion	0	0	N/A							0	N/A								
Total Opps	13	3	23.08							2	15.38								
Achieved? *		NO								NO									

Goal Attainment

8PR		Service Maintenance - Parks/Recreation																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				72.20															
New Hire	78			45	57.69														
Promotion	0			0	N/A														
Total Opps	78			45	57.69														
Achieved? *				NO															

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.