



1230 Fire & Police Disability & Retirement

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



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.

City of Portland

January 1, 2021 Annual Affirmative Action Plan

Job Group Analysis

1DR	Officials/Admin - D	irea	ctors								EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003037 - Director 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		
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		

Department: 1230 - FPDR

Portland, OR

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003056 - Financial Analyst 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	
30003055 - Financial Analyst 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	
2 Employees Totals	#	2	2	1	1	0	0	0	0	
	%	100.00	100.00	50.00	50.00	0.00	0.00	0.00	0.00	

1GA O	fficials/Admin - G	ene	eral Adı	ministra	ative						EEO Code: 1
Job Code & Title		[Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003034 - Deputy Director I		#	0	1	0	0	0	0	0	0	
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
30003081 - Manager I		#	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	
30003007 - Analyst II		#	1	3	0	0	0	0	0	1	
3 Employees		%	33.33	100.00	0.00	0.00	0.00	0.00	0.00	33.33	
30003006 - Analyst 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	
7 Employees	Totals	#	2	7	0	1	0	0	0	1	
		%	28.57	100.00	0.00	14.29	0.00	0.00	0.00	14.29	

2AC	Professionals - Acc	cou	nting								EEO	Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant II		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

2IT	Professionals - Info	orm	ation T	echnol	ogy						EEO	Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst	: 111	#	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		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003003 - Administrative Specialist II	#	1	1	1	0	0	0	0	0	
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	
1 Employee Totals	#	1	1	1	0	0	0	0	0	
	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	

6LL	Administrative Sup	por	t - Leg	al							EEO Code: 6
Job Code & Title		Γ	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003077 - Legal Assistant		#	1	1	1	0	0	0	0	0	
1 Employee		%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	
1 Employee	Totals	#	1	1	1	0	0	0	0	0	
	_	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	

6OS Administrative Support - Office Support

EEO Code: 6

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

6RM Administrative Support - Risk Management

EEO Code: 6

	•			•						
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000066 - Claims Technician	#	0	1	0	0	0	0	0	0	
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
30000065 - Claims Technician, Assistant	#	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	
2 Employees Totals	#	1	2	0	0	0	1	0	0	
	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Esti	mated Availability

	1DR	Official	s/Admin	- Directo	rs				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	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?								
	1FL	Official	s/Admin	- Financi	al				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	100.00	100.00	50.00	50.00	0.00	0.00	0.00	0.00
2	Availability %	32.62	60.19	23.95	1.93	3.75	0.00	0.00	2.99
	Emp Less Avail?	02:02		20100		0.1.0		0.00	2.00
	Statistical Value					1.000E			1.000E
	Stat Significant?								
	1GA	Official	s/Admin	- Genera	l Admini	strative			
							luc el	Dee	Time
Total Emp	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Availability %	28.57	100.00	0.00	14.29	0.00	0.00	0.00	14.29
	Emp Less Avail?	22.49	57.92	5.16	7.52	5.94	1.02	0.04	2.81
	Statistical Value			1.000E		1.000E	1.000E	1.000E	
	Stat Significant?			1.000		1.000L	1.000	1.000L	
4	2AC	Profess	ionals -	Accounti	ng				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.69	65.84	4.62	0.30	17.40	0.14	0.07	1.15
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	2IT	Profess	ionals -	Informati	on Tech	nology			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	13.07	42.37	7.66	1.20	2.35	0.17	0.00	1.68
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								

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

"E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

(6GA	Admini	strative	Support -	General	Adminis	strative		
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	33.20	84.97	5.96	9.93	12.64	0.25	0.22	4.23
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	6LL	Admini	strative	Support -	Legal				
Fotal Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	9.55	83.44	3.50	0.32	3.03	0.32	0.00	2.39
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
(6OS	Admini	strative	Support -	Office S	Support			
otal Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	28.58	66.66	9.48	3.79	8.84	0.47	0.22	5.75
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
(6RM	Admini	strative	Support -	Risk Ma	inagemei	nt		
Fotal Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00
_	Availability %	19.84	85.27	4.52	2.55	7.66	1.18	0.39	3.54
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
tal Emplo	yment: 17								
	-								
0	Difference Rule	d when em	olovment is	less than th	ne plan avai	lability by a	statistically		
significant an			pioymontio		io plan avai	lability by a	otatiotioany		

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.

City of Portland January 1, 2021 Annual Affirmative Action Plan

Shortfall

$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	1	IDR	Official	s/Admin	- Directo	ors					
# Available Persons Required 0.1 0.1 0.0 0.	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Persons Required O O O O O O O O O O O Total Emp 2 # Employed # Available Persons Required O </th <th></th> <th># Employed</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th></th>		# Employed	0	0	0	0	0	0	0	0	
IFL Officials/Admin - Financial Total Emp 2 # Employed # Available Persons Required Nin 0 Fem Asi 0 Blk His Ind Pac Two Image 1 0 <td< th=""><th></th><th># Available</th><th>0.1</th><th>0.1</th><th>0.0</th><th>0.0</th><th>0.0</th><th>0.0</th><th>0.0</th><th>0.0</th><th></th></td<>		# Available	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	
Total Emp 2 Min # Employed # Available Persons Required Fem 0 Asi 0 Blk 1 His 0 Ind 0 Pac 0 Two 0 Image 0 1GA Officials/Admin Central Administrative 0.0 0.1 0.0 0.0 0.1 0.0 0.1 0.0 0.1 0.0 0.1 0.0 0.1 0.0		Persons Required	0	0	0	0	0	0	0	0	
2 # Employed # Available 2 2 1 1 0		1FL	Official	s/Admin	- Financ	ial					
Image: constraint of the second sec	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
No. No. <th>2</th> <th># Employed</th> <th>2</th> <th>2</th> <th>1</th> <th>1</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th></th>	2	# Employed	2	2	1	1	0	0	0	0	
IGA Officials/Admin - General Administrative Total Emp 7 # Employe # Available Persons Required Min 2 Fem 3 Asi 3 Blk Blk His 0 Ind 0 Pac 0 Two 1 Image <		# Available	0.7	1.2	0.5	0.0	0.1	0.0	0.0	0.1	
Total Emp 7 Min Fem Asi Blk His Ind Pec Two Image: Control of the cont		Persons Required	0	0	0	0	0	0	0	0	
7 # Employed # Available Persons Required 2 7 0 1 0 0 0 1 1 1 Persons Required 0	1	IGA	Official	s/Admin	- Genera	l Admini	strative				
7 # Employed # Available Persons Required 2 7 0 1 0 0 0 1 1 1 Persons Required 0	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
# Available Persons Required 1.6 4.1 0.4 0.5 0.4 0.1 0.0 0.2 1 2AC Professinals - Seconditional of the persons Required 0 1 0		# Employed	2		0	1	0	0	0	1	
AC Professionals - Accounting Total Emp 1 # Employed # Available Persons Required Min Fem Asi Blk His Ind Pac Two Image:		# Available	1.6	4.1	0.4	0.5	0.4	0.1	0.0	0.2	
Professionals - Accounting Total Emp 1 # Employed # Available Persons Required Min Fem Asi Blk His Ind Pac Two Image Image Two Image Two <th< th=""><th></th><th>Persons Required</th><th>0</th><th>0</th><th>0</th><th>0</th><th>0</th><th>0</th><th>0</th><th>0</th><th></th></th<>		Persons Required	0	0	0	0	0	0	0	0	
1 # Employed # Available Persons Required 0 1 0	2	2AC	Profess	sionals -	Account	ing					
# Available Persons Required 0.2 0.7 0.0 0.0 0.2 0.0 0.0 0.0 0.0 ZIT Professionals - Information Technology Professionals - Information Technology Nin Fem Asi Blk His Ind Pac Two Image: Constrained text of tex	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Persons Required 0.0	1	# Employed	0	1	0	0	0	0	0	0	
Image: Second		# Available	0.2	0.7	0.0	0.0	0.2	0.0	0.0	0.0	
Min Fem Asi Blk His Ind Pac Two Image: Two Two Image: Two Two Image: Two		Persons Required	0	0	0	0	0	0	0	0	
1 # Employed 0 1 0		2IT	Profess	sionals -	Informat	ion Tech	nology				
# Available 0.1 0.4 0.1 0.0 <th< th=""><th>Total Emp</th><th></th><th>Min</th><th>Fem</th><th>Asi</th><th>Blk</th><th>His</th><th>Ind</th><th>Pac</th><th>Two</th><th></th></th<>	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Persons Required Onit	1	# Employed	0	1	0	0	0	0	0	0	
Image: Field of the state in the s		# Available	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0	
Administrative Support - General AdministrativeTotal Emp 1MinFemAsiBlkHisIndPacTwo111100000# Available Persons Required0.30.80.10.10.10.00.006LLAdministrative Support - LegalTotal EmpMinFemAsiBlkHisIndPacTwo		Persons Required	0	0	0	0	0	0	0	0	
1 # Employed 1 1 0	6	6GA	Admini	strative \$	Support ·	General	Adminis	strative			
# Available Persons Required 0.3 0.8 0.1 0.1 0.0 0.0 0.0 0.0 6LL Administrative Support - Legal Blk His Ind Pac Two Two	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
# Available Persons Required 0.3 0.8 0.1 0.1 0.0 0.0 0.0 0.0 0.0 6LL Administrative Support - Legal Min Fem Asi Blk His Ind Pac Two Two		# Employed	1	1	1	0	0	0	0	0	
6LL Administrative Support - Legal Total Emp Min Fem Asi Blk His Ind Pac Two		# Available	0.3	0.8	0.1	0.1	0.1	0.0	0.0	0.0	
Total Emp Min Fem Asi Blk His Ind Pac Two		Persons Required	0	0	0	0	0	0	0	0	
	(6LL	Admini	strative \$	Support -	Legal					
	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	1	# Employed	1	1	1	0	0	0	0	0	
# Available 0.1 0.8 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0		# Available	0.1	0.8	0.0	0.0	0.0	0.0	0.0	0.0	
Persons Required 0 0 0 0 0 0 0 0		Persons Required	0	0	0	0	0	0	0	0	

Shortfall

e	SOS	Admini	strative S	Support -	Office S	Support				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	1	0	0	0	0	0	0	
	# Available	0.3	0.7	0.1	0.0	0.1	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	
6	RM	Admini	strative S	Support -	· Risk Ma	inageme	nt			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
2	# Employed	1	2	0	0	0	1	0	0	
	# Available	0.4	1.7	0.1	0.1	0.2	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	

S - Significant Difference Rule

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

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

Adverse Impact Report for Applicants

The Adverse Impact Report for Applicants helps to identify potential problem areas in the selection rates of applicants. Using the four-fifths rule (also called the 80% rule), the selection rate of applicants 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.

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.

City of Portland January 1, 2021 Annual Affirmative Action Plan

1C	l	Officials/A	dmin - Code	Inspections	6					
	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					

1E0	2	Officials/A	dmin - Emer	gency Comr	nunication					
	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							

1EF	2	Officials/A	dmin - Eng	neering & Re	lated						
	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							

2AC	;	Professior	nals - Accour	nting						
	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				

2F	I	Professio	nals - 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							

2HF	२	Professio	nals - 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							

2PL		Professior	als - Plannir	ng								
	Total	Min	Fem	Asi	BI	(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 OF	PPS						

2PN	Л	Professio	nals - Prograr	n Managem	ent						
	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								

3B	l	Technicia	ns - 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		

3B(C	Technicia	ns - 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								

3C	I	Technicia	ns - Code Ins	pections						
	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							

3EI	-	Technicia	ns - Electroni	cs						
	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							

3ER	R	Techniciar	ns - Engineer	ring & Relate	d					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal						6.91				
New Hire	0					0 N/A	N I I I I I I I I I I I I I I I I I I I			
Promotion	0					0 N/A	N I I I I I I I I I I I I I I I I I I I			
Total Opps	0					0 N/A	N .			
Achieved? *						NO OPPS				

3W/	Д	Technicia	ns - 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	e Service-Swo	orn-Fire-Enti	ry							
	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 OPP	PS						

4LE-	1	Protective	Service-Swo	orn-Law Enf	r-Entry							
	Total	Min	Fem	Asi	BI	<	His	S	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 OF	PPS	NO OI	PPS				

4LE-	2	Protective	Service-Swo	orn-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	e Service-Swo	orn-Law Enfr	-Executive					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal						40.00				
New Hire	0					0 N/A	A			
Promotion	0					0 N/A	4			
Total Opps	0					0 N/A	A			
Achieved? *						NO OPPS				

5CI		Protectiv	e Service - No	n-Sworn - C	Code Inspect	ons					
	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								

5PF	२	Protective	e Service - Nor	n-Sworn - Pa	arks/Recreat	ion				
	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							

6C	l	Administr	ative Support	- Code Insp	ections						
	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								

6CF	R	Administ	rative Suppor	t - Commun	ity Relations						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal			82.04								
New Hire	0		0 N/A								
Promotion	0		0 N/A								
Total Opps	0		0 N/A								
Achieved? *			NO OPPS								

6GA Total Prior Year Goal New Hire 0		Administra	ative Suppor	t - General A	dministrativ	/e				
	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				

6SF	D	Administr	ative Support	- Store & P	urchases					
	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							

7GN	Λ	Skille	d Cra	ft - General	Maintenance	e/Trades							
	Total	Mir	1	Fem	Asi	Blk	His	6	Ind	Pac	Two		
Prior Year Goal		24.54					10.81						
New Hire	0	0	N/A				0	N/A					
Promotion	0	0	N/A				0	N/A					
Total Opps	0	0	N/A				0	N/A					
Achieved? *		NO OF	PPS				NO OF	PPS					

7WA	4	Skilled Cra	aft - 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					

8GN	N	Servi	ce Mai	intenance -	General Mai	ntenance/Tr	ades				
	Total	Mir	۱	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal		39.60					30.29				
New Hire	0	0	N/A				0 N/A	N I I I I I I I I I I I I I I I I I I I			
Promotion	0	0	N/A				0 N/A	N I I I I I I I I I I I I I I I I I I I			
Total Opps	0	0	N/A				0 N/A	N I I I I I I I I I I I I I I I I I I I			
Achieved? *		NO OF	PPS				NO OPPS				

8PR Total Prior Year Goal		Service M	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.