

# City of Portland



1250  
OMF-Bureau of Technology Services

## **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



# **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

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003038 - Director 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		
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

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003083 - Manager 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		
30003081 - Manager I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003008 - Analyst III	#	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		
30003007 - 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		
5 Employees	Totals	#	1	3	0	1	0	0	0		
		%	20.00	60.00	0.00	20.00	0.00	0.00	0.00		

## Job Group Analysis

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003068 - Information Security 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		
30003071 - Information Systems Manager 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		
30003070 - Information Systems Manager II	#	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		
30003108 - Technology Capital Project Manager	#	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		
30003069 - Information Systems Manager I	#	1	0	1	0	0	0	0	0		
7 Employees	%	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00		
19 Employees	Totals	#	1	6	1	0	0	0	0		
		%	5.26	31.58	5.26	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	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

## Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003024 - Communications Engineer 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		
30000700 - Communications Engineer	#	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		
3 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

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003107 - Technology Business Representative	#	1	2	1	0	0	0	0	0		
6 Employees	%	16.67	33.33	16.67	0.00	0.00	0.00	0.00	0.00		
30003025 - Communications System Administrator	#	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		
30002108 - Information Security Architect	#	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		
30000217 - Inf Syst Analyst, Principal-GIS Enterprs	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000218 - Inf Syst Analyst, Principal-Gen	#	6	5	5	0	1	0	0	0		
25 Employees	%	24.00	20.00	20.00	0.00	4.00	0.00	0.00	0.00		
30000880 - Inf Syst Analyst, Principal-GIS,Vertical	#	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		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	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		
30003072 - Information Systems Supervisor	#	4	6	1	2	1	0	0	0		
11 Employees	%	36.36	54.55	9.09	18.18	9.09	0.00	0.00	0.00		
30003012 - Business Systems Analyst III	#	4	8	3	0	0	0	0	1		
11 Employees	%	36.36	72.73	27.27	0.00	0.00	0.00	0.00	9.09		
30000206 - Applications Analyst IV-GIS,Enterprise	#	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		
30000207 - Applications Analyst IV-Generalist	#	2	1	2	0	0	0	0	0		
8 Employees	%	25.00	12.50	25.00	0.00	0.00	0.00	0.00	0.00		
30000215 - Inf Syst Tech Analyst VI-Generalist	#	5	2	2	0	1	0	1	1		
15 Employees	%	33.33	13.33	13.33	0.00	6.67	0.00	6.67	6.67		
30001234 - Applications Analyst IV-Web Developer	#	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		
30000216 - Inf Syst Tech Analyst VI-Proj Mgmt	#	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		
30000214 - Inf Syst Tech Analyst V-Vertical GIS	#	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		
30000213 - Inf Syst Tech Analyst V-Generalist	#	9	7	4	2	3	0	0	0		
21 Employees	%	42.86	33.33	19.05	9.52	14.29	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		
30000204 - Applications Analyst III-Generalist	#	7	3	7	0	0	0	0	0		
11 Employees	%	63.64	27.27	63.64	0.00	0.00	0.00	0.00	0.00		
30003011 - Business Systems Analyst 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		
30000212 - Inf Syst Tech Analyst IV-Vertical GIS	#	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		
30000211 - Inf Syst Tech Analyst IV-Telecomm	#	1	3	0	1	0	0	0	0		
4 Employees	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000210 - Inf Syst Tech Analyst IV-Generalist	#	5	4	3	0	2	0	0	0		
14 Employees	%	35.71	28.57	21.43	0.00	14.29	0.00	0.00	0.00		
30000203 - Applications Analyst II-Generalist	#	2	0	0	1	1	0	0	0		
2 Employees	%	100.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00		
30000200 - Inf Syst Tech Analyst III-Generalist	#	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		
30000201 - Applications Analyst I-Generalist	#	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		
30003010 - Business Systems Analyst 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		
30000199 - Inf Syst Tech Analyst II-Generalist	#	2	3	2	0	0	0	0	0		
10 Employees	%	20.00	30.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000198 - Inf Syst Tech Analyst I-Generalist	#	5	2	2	2	0	0	0	1		
7 Employees	%	71.43	28.57	28.57	28.57	0.00	0.00	0.00	14.29		
174 Employees	Totals #	62	55	39	9	10	0	1	3		
	%	35.63	31.61	22.41	5.17	5.75	0.00	0.57	1.72		

## Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002610 - Electronics Technician III: Commun	#	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		
30000238 - Communications Switch Technician	#	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		
30000236 - Electronics Technician II: Commun	#	1	0	0	0	1	0	0	0		
7 Employees	%	14.29	0.00	0.00	0.00	14.29	0.00	0.00	0.00		
30000234 - Electronics Technician I: Communications	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30003300 - Electronics Technician, Assistant	#	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		
14 Employees											
Totals		#	2	1	0	1	1	0	0		
		%	14.29	7.14	0.00	7.14	7.14	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		
30000341 - GIS Technician 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		
1 Employee	#	1	1	1	0	0	0	0	0		
Totals	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		

## 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	#	3	2	2	1	0	0	0	0		
6 Employees	%	50.00	33.33	33.33	16.67	0.00	0.00	0.00	0.00		
6 Employees	Totals	#	3	2	2	1	0	0	0		
		%	50.00	33.33	33.33	16.67	0.00	0.00	0.00		

## Job Group Analysis

6EO

Administrative Support - Office Equipment Operatio

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000044 - Printing & Distrib Custmr Svc Rep, Lead	#	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		
30000043 - Printing & Distrib Customer Svc Rep	#	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		
2 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	100.00	0.00	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		
30003003 - Administrative Specialist II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

## Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000056 - Storekeeper/Acquisition Specialist 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		
30000054 - Storekeeper/Acquisition Specialist 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		
30000053 - Storekeeper/Acquisition Specialist I	#	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		
4 Employees	Totals	#	1	0	0	0	0	0	1		
		%	25.00	0.00	0.00	0.00	0.00	0.00	25.00		

## Job Group Analysis

7EO

Skilled Craft - Office Equipment Operation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000042 - Distribution Technician, Lead	#	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

8EO

Skilled Craft - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000049 - Reprographic Operator 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		
30000048 - Reprographic Operator II	#	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		
30000041 - Distribution Technician	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
30000047 - Reprographic Operator I	#	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		
11 Employees	Totals	#	2	1	0	0	2	0	0		
		%	18.18	9.09	0.00	0.00	18.18	0.00	0.00		

# **Incumbency vs. Estimated Availability Report**

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

## Incumbency vs. Estimated Availability

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?								
1GA		Officials/Admin - General Administrative							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	60.00	0.00	20.00	0.00	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	1.000E		1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1IT		Officials/Admin - Information Technology							
Total Emp 19		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	5.26	31.58	5.26	0.00	0.00	0.00	0.00	0.00
	Availability %	19.31	31.28	11.56	2.01	3.88	0.32	0.09	1.47
	Emp Less Avail?								
	Statistical Value	0.152E		0.717E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
1SU		Officials/Admin - Supervisors							
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 %	24.94	46.53	6.95	8.01	4.88	1.15	0.67	3.29
	Emp Less Avail?								
	Statistical Value	1.000E	0.502E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
2ER		Professionals - Engineering & Related							
Total Emp 3		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 %	13.02	28.92	5.46	2.96	3.49	0.23	0.00	0.87
	Emp Less Avail?								
	Statistical Value	1.000E	0.562E	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 174		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	35.63	31.61	22.41	5.17	5.75	0.00	0.57	1.72
	Availability %	13.07	42.37	7.66	1.20	2.35	0.17	0.00	1.68
	Emp Less Avail?		YES						
	Statistical Value		2.873				0.544		
	Stat Significant?		YES						
3EL		Technicians - Electronics							
Total Emp 14		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	14.29	7.14	0.00	7.14	7.14	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	0.540E	0.327E	0.396E		1.000E	1.000E		1.000E
	Stat Significant?								
3ER		Technicians - Engineering & Related							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	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	1.000E
	Stat Significant?								
6CR		Administrative Support - Community Relations							
Total Emp 6		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	33.33	33.33	16.67	0.00	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		0.011E			1.000E	1.000E	1.000E	1.000E
	Stat Significant?		YES						
6EO		Administrative Support - Office Equipment Operatio							
Total Emp 2		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 %	18.86	65.35	4.73	4.03	6.93	0.53	0.58	2.06
	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

6GA		Administrative Support - General Administrative							
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 %	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	1.000E	1.000E
	Stat Significant?								
6SP		Administrative Support - Store & Purchases							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00
	Availability %	20.13	61.37	5.38	1.67	8.94	0.37	0.47	3.29
	Emp Less Avail?		YES						
	Statistical Value		0.022E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?		YES						
7EO		Skilled Craft - Office Equipment Operation							
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 %	9.26	40.74	9.26	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E					
	Stat Significant?								
8EO		Skilled Craft - General Maintenance/Trades							
Total Emp 11		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	18.18	9.09	0.00	0.00	0.00	18.18	0.00	0.00
	Availability %	11.30	31.42	7.17	1.07	2.13	0.21	0.07	0.65
	Emp Less Avail?								
	Statistical Value		0.191E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								

Total Employment: 244

### 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

1DR		Officials/Admin - Directors									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	0	0	0	0	0	0	0		
	Persons Required	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0		
1GA		Officials/Admin - General Administrative									
Total Emp 5	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1	3	0	1	0	0	0	0		
	Persons Required	1.1	2.9	0.3	0.4	0.3	0.1	0.0	0.1		
1IT		Officials/Admin - Information Technology									
Total Emp 19	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1	6	1	0	0	0	0	0		
	Persons Required	3.7	5.9	2.2	0.4	0.7	0.1	0.0	0.3		
1SU		Officials/Admin - Supervisors									
Total Emp 2	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	0	0	0	0	0	0	0		
	Persons Required	0.5	0.9	0.1	0.2	0.1	0.0	0.0	0.1		
2ER		Professionals - Engineering & Related									
Total Emp 3	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0	0	0	0	0	0	0	0		
	Persons Required	0.4	0.9	0.2	0.1	0.1	0.0	0.0	0.0		
2IT		Professionals - Information Technology									
Total Emp 174	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	62	55	39	9	10	0	1	3		
	Persons Required	22.7	73.7	13.3	2.1	4.1	0.3	0.0	2.9		
3EL		Technicians - Electronics									
Total Emp 14	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	2	1	0	1	1	0	0	0		
	Persons Required	3.5	3.0	1.6	0.3	1.0	0.2	0.0	0.3		

## Shortfall

3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.2	0.2	0.1	0.0	0.1	0.0	0.0	0.0		
	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		
6	# Employed	3	2	2	1	0	0	0	0		
	# Available	1.1	4.9	0.3	0.1	0.4	0.0	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		
6EO		Administrative Support - Office Equipment Operatio									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.4	1.3	0.1	0.1	0.1	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.8	0.1	0.1	0.1	0.0	0.0	0.0		
	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		
4	# Employed	1	0	0	0	0	0	0	1		
	# Available	0.8	2.5	0.2	0.1	0.4	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		
7EO		Skilled Craft - Office Equipment Operation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
8EO		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	2	1	0	0	0	2	0	0		
	# Available	1.2	3.5	0.8	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.

## Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2IT		Professionals - Information Technology						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES		--	--	--	--	YES	
Selection Ratio	0.00		Infin	Infin	Infin	Infin	0.00	
Statistical Value	0.200F						0.500F	
Significant?	NO		--	--	--	--	NO	
Shortfall	0						0	

  

3EL		Technicians - Electronics						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--		--	YES	--	YES	
Selection Ratio	Infin	Infin		Infin	0.00	Infin	0.27	
Statistical Value					0.600F		0.396F	
Significant?	--	--		--	NO	--	NO	
Shortfall					0		0	

  

6CR		Administrative Support - Community Relations						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		--	--	--	--	--	
Selection Ratio	Infin		Infin	Infin	Infin	Infin	Infin	
Statistical Value								
Significant?	--		--	--	--	--	--	
Shortfall								

## Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2IT		Professionals - Information Technology	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.00	
Statistical Value		0.833F	
Significant?		NO	
Shortfall		0	

3EL		Technicians - Electronics	Favored Group: Min
	Min	Wht	
Adverse IRA?		YES	
Selection Ratio		0.45	
Statistical Value		0.542F	
Significant?		NO	
Shortfall		0	

6CR		Administrative Support - Community Relations	Favored Group: Min
	Min	Wht	
Adverse IRA?		--	
Selection Ratio		Infin	
Statistical Value			
Significant?		--	
Shortfall			

## Adverse Impact for Applicants

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

by Gender

2IT		Professionals - Information Technology		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.167F		
Significant?		NO		
Shortfall		0		

3EL		Technicians - Electronics		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

6CR		Administrative Support - Community Relations		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		--		
Selection Ratio		Infin		
Statistical Value				
Significant?		--		
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	2			0	0.00														
Promotion	0			0	N/A														
Total Opps	2			0	0.00														
Achieved? *				LIMITED															

## 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	1		1 100.00																
Promotion	0		0 N/A																
Total Opps	1		1 100.00																
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	0	0 N/A				0 N/A													
Promotion	0	0 N/A				0 N/A													
Total Opps	0	0 N/A				0 N/A													
Achieved? *		NO OPPS				NO OPPS													

7WA		Skilled Craft - Water																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal		36.60			15.90														
New Hire	0	0 N/A			0 N/A														
Promotion	0	0 N/A			0 N/A														
Total Opps	0	0 N/A			0 N/A														
Achieved? *		NO OPPS			NO OPPS														

8GM		Service Maintenance - General Maintenance/Trades																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Prior Year Goal		39.60				30.29													
New Hire	0	0 N/A				0 N/A													
Promotion	0	0 N/A				0 N/A													
Total Opps	0	0 N/A				0 N/A													
Achieved? *		NO OPPS				NO OPPS													

## Goal Attainment

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

Note - there was no prior year goal required for categories not listed above.

\* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.