City of Portland

1275
OMF-Bureau of Revenue and Financial 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

BHR BUREAU OF HUMAN RESOURCES

Job Group Analysis

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

Job Group Analysis

1AC Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003026 - Controller	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
1 Employee Totals	#	1	0	0	0	0	0	0	1		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		

Job Group Analysis

1CI Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000190 - Regulatory Program Administrator	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000196 - Revenue & Tax Specialist V	#	3	2	0	0	2	1	0	0		
6 Employees	%	50.00	33.33	0.00	0.00	33.33	16.67	0.00	0.00		
30000194 - Revenue & Tax Specialist IV	#	6	11	3	1	2	0	0	0		
16 Employees	%	37.50	68.75	18.75	6.25	12.50	0.00	0.00	0.00		
23 Employees Totals	#	9	14	3	1	4	1	0	0		
	%	39.13	60.87	13.04	4.35	17.39	4.35	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		
30003038 - Director 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		

Job Group Analysis

1FL	Officials/Admin - Financial	EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003023 - City Treasurer	#	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		
30003073 - Investment 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		
30003031 - Debt 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		
30003056 - Financial Analyst III	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
30003055 - Financial Analyst II	#	3	4	1	2	0	0	0	0		
8 Employees	%	37.50	50.00	12.50	25.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
17 Employees Totals	#	5	9	2	2	1	0	0	0		
	%	29.41	52.94	11.76	11.76	5.88	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	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003082 - 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		
30003081 - Manager I	#	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		
30003008 - Analyst III	#	2	2	1	0	1	0	0	0		
5 Employees	%	40.00	40.00	20.00	0.00	20.00	0.00	0.00	0.00		
30003007 - Analyst II	#	6	12	2	3	0	0	0	1		
17 Employees	%	35.29	70.59	11.76	17.65	0.00	0.00	0.00	5.88		
30003006 - Analyst I	#	6	10	3	1	2	0	0	0		
11 Employees	%	54.55	90.91	27.27	9.09	18.18	0.00	0.00	0.00		
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		
40 Employees Totals	#	15	26	6	4	4	0	0	1		
	%	37.50	65.00	15.00	10.00	10.00	0.00	0.00	2.50		

Job Group Analysis

1IT Officials/Admin - Information Technology EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003108 - Technology Capital Project Manager	#	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	0	1		
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		

Job Group Analysis

1PM	Officials/Admin - Program Management	EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	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		

Job Group Analysis

1RM Officials/Admin - Risk Management EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003098 - Risk Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1SP — Officials/Admin - Store & Purchases — EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000060 - Procurement Specialist, Sr	#	4	4	2	2	0	0	0	0		
7 Employees	%	57.14	57.14	28.57	28.57	0.00	0.00	0.00	0.00		
30000059 - Procurement Specialist	#	3	5	0	1	2	0	0	0		
6 Employees	%	50.00	83.33	0.00	16.67	33.33	0.00	0.00	0.00		
13 Employees Totals	#	7	9	2	3	2	0	0	0		
	%	53.85	69.23	15.38	23.08	15.38	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	#	3	5	0	3	0	0	0	0		
9 Employees	%	33.33	55.56	0.00	33.33	0.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	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		
10 Employees Totals	#	3	5	0	3	0	0	0	0		
	%	30.00	50.00	0.00	30.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003001 - Accounting Supervisor	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000405 - Revenue Auditor, Sr	#	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		
30002283 - Accountant IV	#	1	2	0	0	0	0	1	0		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	33.33	0.00		
30000404 - Revenue Auditor	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
30000064 - Accountant III	#	4	5	3	1	0	0	0	0		
10 Employees	%	40.00	50.00	30.00	10.00	0.00	0.00	0.00	0.00		
30000063 - Accountant 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		
22 Employees Totals	#	8	13	4	3	0	0	1	0		
	%	36.36	59.09	18.18	13.64	0.00	0.00	4.55	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	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		
30003011 - Business Systems Analyst II	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003010 - Business Systems Analyst I	#	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		
8 Employees Totals	#	2	6	0	2	0	0	0	0		
	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2PM Professionals - Program Management EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003028 - Coordinator 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		
4 Employees Totals	#	1	1	0	0	1	0	0	0		
	%	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00		

Job Group Analysis

3RM Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003101 - Risk Specialist III	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
30003100 - Risk Specialist 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		
30003099 - Risk Specialist I	#	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		
8 Employees Totals	#	2	4	1	1	0	0	0	0		
	%	25.00	50.00	12.50	12.50	0.00	0.00	0.00	0.00		

Job Group Analysis

6AC Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting 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		
1 Employee Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6CI Administrative Support - Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000193 - Revenue & Tax Specialist III	#	2	3	2	0	0	0	0	0		
5 Employees	%	40.00	60.00	40.00	0.00	0.00	0.00	0.00	0.00		
30000192 - Revenue & Tax Specialist II	#	3	9	1	1	0	0	0	1		
14 Employees	%	21.43	64.29	7.14	7.14	0.00	0.00	0.00	7.14		
30000191 - Revenue & Tax Specialist I	#	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		
22 Employees Totals	#	5	13	3	1	0	0	0	1		
	%	22.73	59.09	13.64	4.55	0.00	0.00	0.00	4.55		

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	#	2	5	1	0	0	1	0	0		
5 Employees	%	40.00	100.00	20.00	0.00	0.00	20.00	0.00	0.00		
5 Employees Totals	#	2	5	1	0	0	1	0	0		
	%	40.00	100.00	20.00	0.00	0.00	20.00	0.00	0.00		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	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		
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

6PM	Administrative Support - Program Management	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6RM Administrative Support - Risk Management EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000066 - Claims Technician	#	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		
30000065 - Claims 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		
3 Employees Totals	#	1	2	0	0	1	0	0	0		
	%	33.33	66.67	0.00	0.00	33.33	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		
30000058 - Procurement Specialist, Assistant	#	2	2	0	1	1	0	0	0		
2 Employees	%	100.00	100.00	0.00	50.00	50.00	0.00	0.00	0.00		
2 Employees Totals	#	2	2	0	1	1	0	0	0		
	%	100.00	100.00	0.00	50.00	50.00	0.00	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. Estimated Availability

1AC Officials/Admin - Accounting

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Availability %	8.68	59.30	2.28	0.85	3.49	0.83	0.18	1.09
Emp Less Avail?								
Statistical Value		0.407E	1.000E	1.000E	1.000E	1.000E	1.000E	
Stat Significant?								

1CI Officials/Admin - Code Inspections

Total Emp: 23

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	39.13	60.87	13.04	4.35	17.39	4.35	0.00	0.00
Availability %	37.20	60.57	36.03	0.33	0.02	0.00	0.82	0.01
Emp Less Avail?			YES					
Statistical Value			0.027E				1.000E	1.000E
Stat Significant?			YES					

1DR Officials/Admin - Directors

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 %	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
Stat Significant?								

1FL Officials/Admin - Financial

Total Emp: 17

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	29.41	52.94	11.76	11.76	5.88	0.00	0.00	0.00
Availability %	32.62	60.19	23.95	1.93	3.75	0.00	0.00	2.99
Emp Less Avail?								
Statistical Value	1.000E	0.623E	0.392E					1.000E
Stat Significant?								

1GA Officials/Admin - General Administrative

Total Emp: 40

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	37.50	65.00	15.00	10.00	10.00	0.00	0.00	2.50
Availability %	22.49	57.92	5.16	7.52	5.94	1.02	0.04	2.81
Emp Less Avail?								
Statistical Value						0.642	0.127	0.119
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

1IT — Officials/Admin - Information Technology

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 %	19.31	31.28	11.56	2.01	3.88	0.32	0.09	1.47
Emp Less Avail?								
Statistical Value			1.000E	1.000E	1.000E	1.000E	1.000E	
Stat Significant?								

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?								

1RM — Officials/Admin - Risk Management

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 %	11.80	35.60	4.37	1.47	3.33	0.32	0.21	2.11
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								

1SP — Officials/Admin - Store & Purchases

Total Emp: 13

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	53.85	69.23	15.38	23.08	15.38	0.00	0.00	0.00
Availability %	50.20	74.69	2.14	22.50	24.40	0.09	0.00	1.07
Emp Less Avail?								
Statistical Value		0.749E			0.747E	1.000E		1.000E
Stat Significant?								

1SU — Officials/Admin - Supervisors

Total Emp: 10

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	30.00	50.00	0.00	30.00	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		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

2AC Professionals - Accounting

Total Emp 22	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	36.36	59.09	18.18	13.64	0.00	0.00	4.55	0.00
Availability %	23.69	65.84	4.62	0.30	17.40	0.14	0.07	1.15
Emp Less Avail?					YES			
Statistical Value		0.506E			0.023E	1.000E		1.000E
Stat Significant?					YES			

2IT Professionals - Information Technology

Total Emp 8	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.00	75.00	0.00	25.00	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
Stat Significant?								

2PM Professionals - Program Management

Total Emp 4	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00
Availability %	26.91	67.23	4.59	7.97	11.04	0.96	0.09	2.27
Emp Less Avail?								
Statistical Value	1.000E	0.106E	1.000E	1.000E		1.000E	1.000E	1.000E
Stat Significant?								

3RM Technicians - Risk Management

Total Emp 8	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.00	50.00	12.50	12.50	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
Stat Significant?								

6AC Administrative Support - Accounting

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 %	12.44	90.50	5.55	0.53	3.21	0.41	0.14	2.60
Emp Less Avail?								
Statistical Value	1.000E	0.095E	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

6CI Administrative Support - Code Inspections

Total Emp 22	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.73	59.09	13.64	4.55	0.00	0.00	0.00	4.55
Availability %	18.07	69.15	5.15	3.39	6.99	0.62	0.50	1.41
Emp Less Avail?								
Statistical Value		0.356E			0.399E	1.000E	1.000E	
Stat Significant?								

6GA Administrative Support - General Administrative

Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	40.00	100.00	20.00	0.00	0.00	20.00	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
Stat Significant?								

6OS Administrative Support - Office Support

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 %	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?								

6PM Administrative Support - Program 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 %	23.40	66.38	6.06	5.32	7.99	0.71	0.20	3.09
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								

6RM Administrative Support - Risk Management

Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	66.67	0.00	0.00	33.33	0.00	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		0.380E	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

6SP	Administrative Support - Store & Purchases							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	50.00	50.00	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			1.000E	1.000E	1.000E
Stat Significant?								

Total Employment: 187

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

1AC Officials/Admin - Accounting

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

1CI Officials/Admin - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	9	14	3	1	4	1	0	0		
	# Available	8.6	13.9	8.3	0.1	0.0	0.0	0.2	0.0		
	Persons Required	0	0	1	0	0	0	0	0		

1DR Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FL Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	5	9	2	2	1	0	0	0		
	# Available	5.5	10.2	4.1	0.3	0.6	0.0	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1GA Officials/Admin - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
40	# Employed	15	26	6	4	4	0	0	1		
	# Available	9.0	23.2	2.1	3.0	2.4	0.4	0.0	1.1		
	Persons Required	0	0	0	0	0	0	0	0		

1IT Officials/Admin - Information Technology

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1PM Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.4	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1RM — Officials/Admin - Risk Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1SP — Officials/Admin - Store & Purchases

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	7	9	2	3	2	0	0	0		
	# Available	6.5	9.7	0.3	2.9	3.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1SU — Officials/Admin - Supervisors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	5	0	3	0	0	0	0		
	# Available	2.5	4.7	0.7	0.8	0.5	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

2AC — Professionals - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	8	13	4	3	0	0	1	0		
	# Available	5.2	14.5	1.0	0.1	3.8	0.0	0.0	0.3		
	Persons Required	0	0	0	0	1	0	0	0		

2IT — Professionals - Information Technology

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	6	0	2	0	0	0	0		
	# Available	1.0	3.4	0.6	0.1	0.2	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		
4	# Employed	1	1	0	0	1	0	0	0		
	# Available	1.1	2.7	0.2	0.3	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

3RM — Technicians - Risk Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	4	1	1	0	0	0	0		
	# Available	1.5	2.5	0.4	0.0	0.7	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

6AC — Administrative Support - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.9	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6CI — Administrative Support - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	5	13	3	1	0	0	0	1		
	# Available	4.0	15.2	1.1	0.7	1.5	0.1	0.1	0.3		
	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		
5	# Employed	2	5	1	0	0	1	0	0		
	# Available	1.7	4.2	0.3	0.5	0.6	0.0	0.0	0.2		
	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		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	1.3	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6PM — Administrative Support - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.5	1.3	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6RM — Administrative Support - Risk Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.6	2.6	0.1	0.1	0.2	0.0	0.0	0.1		
	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	2	2	0	1	1	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		

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

1FL — Officials/Admin - Financial

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	YES	--	--	YES	
Selection Ratio	0.00	0.00	0.00	Infin	Infin	0.00	
Statistical Value	0.957F	0.957F	0.957F			0.957F	
Significant?	NO	NO	NO	--	--	NO	
Shortfall	0	0	0			0	

1GA — Officials/Admin - General Administrative

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	--	--	--	--	
Selection Ratio	Infin	0.00	Infin	Infin	Infin	Infin	
Statistical Value		0.467F					
Significant?	--	NO	--	--	--	--	
Shortfall		0					

1SP — Officials/Admin - Store & Purchases

Favored Group: His

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		--	YES	YES	YES
Selection Ratio	0.00	0.00		Infin	0.00	0.00	0.09
Statistical Value	0.500F	0.600F			0.750F	0.600F	2.232
Significant?	NO	NO		--	NO	NO	YES
Shortfall	0	0			0	0	0

2AC — Professionals - Accounting

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES	--	--	--	YES	
Selection Ratio	0.00	0.00	Infin	Infin	Infin	0.00	
Statistical Value	1.864	0.758F				0.758F	
Significant?	NO	NO	--	--	--	NO	
Shortfall	1	0				0	

2IT — Professionals - Information Technology

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	NO	--	--	--	--	
Selection Ratio	Infin	1.00	Infin	Infin	Infin	Infin	
Statistical Value							
Significant?	--	NO	--	--	--	--	
Shortfall							

Adverse Impact for Applicants

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

by Individual Race/Ethnicity

6CI — Administrative Support - Code Inspections

Favored Group: Pac

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	NO	YES	YES	--		YES	YES
Selection Ratio	0.87	0.00	0.00	Infin		0.00	0.50
Statistical Value		0.200F	0.231F			0.467F	0.963
Significant?	NO	NO	NO	--		NO	NO
Shortfall		1	0			0	0

6PM — Administrative Support - Program Management

Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES	YES	--	--	--	
Selection Ratio	Infin	0.00	0.00	Infin	Infin	Infin	
Statistical Value		0.833F	0.833F				
Significant?	--	NO	NO	--	--	--	
Shortfall		0	0				

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1FL	Officials/Admin - Financial	Favored Group: Wht

	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.846F	
Significant?	NO	
Shortfall	0	

1GA	Officials/Admin - General Administrative	Favored Group: Wht

	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.467F	
Significant?	NO	
Shortfall	0	

1SP	Officials/Admin - Store & Purchases	Favored Group: Min

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.32
Statistical Value		0.860
Significant?		NO
Shortfall		0

2AC	Professionals - Accounting	Favored Group: Wht

	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	2.014	
Significant?	YES	
Shortfall	1	

2IT	Professionals - Information Technology	Favored Group: Min

	Min	Wht
Adverse IRA?		NO
Selection Ratio		1.00
Statistical Value		
Significant?		NO
Shortfall		

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

6CI	Administrative Support - Code Inspections	Favored Group: Wht

	Min	Wht
Adverse IRA?	NO	
Selection Ratio	0.85	
Statistical Value		
Significant?	NO	
Shortfall		

6PM	Administrative Support - Program Management	Favored Group: Wht

	Min	Wht
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.714F	
Significant?	NO	
Shortfall	0	

Adverse Impact for Applicants

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

by Gender

1FL	Officials/Admin - Financial	Favored Group: Mal

	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.889F	
Significant?	NO	
Shortfall	0	

1GA	Officials/Admin - General Administrative	Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.133F
Significant?		NO
Shortfall		1

1SP	Officials/Admin - Store & Purchases	Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.68
Statistical Value		0.282
Significant?		NO
Shortfall		0

2AC	Professionals - Accounting	Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.723
Significant?		NO
Shortfall		1

2IT	Professionals - Information Technology	Favored Group: Mal

	Fem	Mal
Adverse IRA?	NO	
Selection Ratio	1.00	
Statistical Value		
Significant?	NO	
Shortfall		

Adverse Impact for Applicants

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

by Gender

6CI — Administrative Support - Code Inspections

Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.08
Statistical Value		3.319
Significant?		YES
Shortfall		5

6PM — Administrative Support - Program Management

Favored Group: Fem

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.571F
Significant?		NO
Shortfall		0

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	1							1	100.00												
Total Opps	1							1	100.00												
Achieved? *								YES													

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	2									0	0.00							
Promotion	0									0	N/A							
Total Opps	2									0	0.00							
Achieved? *										LIMITED								

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	9				8	88.89														
Promotion	0				0	N/A														
Total Opps	9				8	88.89														
Achieved? *					YES															

Goal Attainment

6CR	Administrative Support - Community 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	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	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										

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.