

City of Portland



1020
Portland Fire & Rescue

Bureau Affirmative Action Program (AAP) Plan Reports

**2022 AAP Annual Plan Reports
1/1/2021 to 12/31/2021**



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 1/1/2022.

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

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

Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003057 - Fire Chief	#	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		
1 Employee	Totals	#	1	1	0	1	0	0	0		
		%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	

Job Group Analysis

1FI

Officials/Admin - Fire

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003060 - Fire Marshal	#	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		
30003059 - Fire Division Chief	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
30003058 - Fire Chief, Deputy	#	3	1	2	0	1	0	0	0		
8 Employees	%	37.50	12.50	25.00	0.00	12.50	0.00	0.00	0.00		
12 Employees	Totals	#	4	3	2	0	2	0	0		
		%	33.33	25.00	16.67	0.00	16.67	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	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30003081 - Manager 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		
30003008 - Analyst 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		
30003007 - Analyst II	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
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		
30003325 - Community Service Aide III	#	1	3	0	0	1	0	0	0		
4 Employees	%	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00		
12 Employees	Totals	#	3	8	1	0	2	0	0		
		%	25.00	66.67	8.33	0.00	16.67	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		
30003103 - Supervisor I - E	#	1	1	0	0	0	0	1	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00		
4 Employees	Totals	#	1	1	0	0	0	1	0		
		%	25.00	25.00	0.00	0.00	0.00	25.00	0.00		

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	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		
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		
30000062 - Accountant 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		
3 Employees	Totals	#	2	2	1	0	0	0	1		
		%	66.67	66.67	33.33	0.00	0.00	0.00	33.33		

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003047 - Engineer III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Job Group Analysis

2FI

Professionals - Fire

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training Officer	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00		
30003626 - Community Health Nurse 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		
30003475 - Mental Health Crisis Clinician	#	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		
30003550 - Mental Health Crisis Responder I	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
6 Employees	Totals	#	3	2	0	0	2	0	0	1	
		%	50.00	33.33	0.00	0.00	33.33	0.00	0.00	16.67	

Job Group Analysis

2GA

Professionals - General Administrative

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003085 - Multimedia Specialist	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	0	0	0	0	0	0	0	0		
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

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003045 - Emergency Medical Services 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		
30003028 - Coordinator 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		
2 Employees	Totals	#	2	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000336 - Fire Land Use Review Technician	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	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		
3 Employees											
	Totals										
	#	2	3	0	1	1	0	0	0		
	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		

Job Group Analysis

4FI-1

Protective Service-Sworn-Fire-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	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		
30000793 - Fire Fighter	#	88	21	22	13	32	12	1	8		
415 Employees	%	21.20	5.06	5.30	3.13	7.71	2.89	0.24	1.93		
419 Employees	Totals	#	88	24	22	13	32	12	1	8	
		%	21.00	5.73	5.25	3.10	7.64	2.86	0.24	1.91	

Job Group Analysis

4FI-2

Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist	#	1	1	0	0	0	0	0	1		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000815 - Fire Investigator	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000812 - Fire Inspector/Specialist	#	3	4	0	1	1	1	0	0		
14 Employees	%	21.43	28.57	0.00	7.14	7.14	7.14	0.00	0.00		
30000801 - Fire Lieutenant, Staff	#	3	1	3	0	0	0	0	0		
5 Employees	%	60.00	20.00	60.00	0.00	0.00	0.00	0.00	0.00		
30000798 - Fire Lieutenant	#	22	4	7	6	5	3	0	1		
110 Employees	%	20.00	3.64	6.36	5.45	4.55	2.73	0.00	0.91		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
10 Employees	%	30.00	0.00	20.00	0.00	0.00	10.00	0.00	0.00		
30000808 - Fire Inspector	#	7	6	0	4	1	1	0	1		
24 Employees	%	29.17	25.00	0.00	16.67	4.17	4.17	0.00	4.17		
173 Employees	Totals #	39	18	12	11	7	6	0	3		
	%	22.54	10.40	6.94	6.36	4.05	3.47	0.00	1.73		

Job Group Analysis

4FI-3

Protective Service-Sworn-Fire-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000803 - Fire Captain	#	5	2	4	0	0	0	0	1		
31 Employees	%	16.13	6.45	12.90	0.00	0.00	0.00	0.00	3.23		
30000811 - Fire Inspector, Sr	#	2	1	0	0	1	1	0	0		
6 Employees	%	33.33	16.67	0.00	0.00	16.67	16.67	0.00	0.00		
44 Employees	Totals	#	8	4	4	1	1	1	0	1	
		%	18.18	9.09	9.09	2.27	2.27	2.27	0.00	2.27	

Job Group Analysis

4FI-4

Portective Service-Sworn-Fire-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000807 - Fire Battalion Chief, Staff	#	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		
30000806 - Fire Battalion Chief	#	2	1	1	0	0	0	0	1		
13 Employees	%	15.38	7.69	7.69	0.00	0.00	0.00	0.00	7.69		
15 Employees	Totals	#	2	1	1	0	0	0	1		
		%	13.33	6.67	6.67	0.00	0.00	0.00	6.67		

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	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

6CR

Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003526 - Peer Support Specialist	#	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		
30000590 - Community Service Aide 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	#	0	1	0	0	0	0	0		
		%	0.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003003 - Administrative Specialist 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		
7 Employees											
	Totals	#	0	6	0	0	0	0	0		
		%	0.00	85.71	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001558 - Timekeeping Specialist	#	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

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	2	2	0	1	0	0	0	1		
2 Employees	%	100.00	100.00	0.00	50.00	0.00	0.00	0.00	50.00		
30003235 - Coordinator I - E	#	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		
3 Employees	Totals	#	2	3	0	1	0	0	1		
		%	66.67	100.00	0.00	33.33	0.00	0.00	33.33		

Job Group Analysis

7AM

Skilled Craft - Auto Maintenance

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000132 - Vehicle & Equipment Mechanic, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000131 - Vehicle & Equipment Mechanic	#	0	0	0	0	0	0	0	0		
7 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000072 - Facilities Maintenance Technician, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000071 - Facilities Maintenance Technician	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
3 Employees	Totals	#	1	0	0	0	1	0	0		
		%	33.33	0.00	0.00	0.00	33.33	0.00	0.00		

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002500 - Carpenter, Lead-CL	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000112 - Painter	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	0	0	0	1	0	0		
		%	50.00	0.00	0.00	0.00	50.00	0.00	0.00		

Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002490 - Utility Worker II-CL	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

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 1/1/2022 to the estimated percentage of people of color and women available for each job group. If Employment is less than Availability, the Availability percentage becomes the Placement Goal for next year.

Incumbency vs. Estimated Availability

1CR		Officials/Admin - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	17.32	43.94	6.04	1.47	7.25	0.17	0.17	2.22
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1DR		Officials/Admin - Directors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	29.21	50.21	6.18	9.89	9.63	0.83	0.05	2.64
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1FI		Officials/Admin - Fire							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	33.33	25.00	16.67	0.00	16.67	0.00	0.00	0.00
	Availability %	12.43	6.61	5.85	0.00	0.76	0.00	0.00	5.85
	Emp Less Avail?								
	Statistical Value								1.000E
	Stat Significant?								

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	25.00	66.67	8.33	0.00	16.67	0.00	0.00	0.00
	Availability %	25.43	49.59	6.67	7.28	6.52	0.44	0.58	3.95
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

1SU		Officials/Admin - Supervisors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	25.00	0.00	0.00	0.00	0.00	25.00	0.00
	Availability %	29.21	55.36	7.31	9.27	7.53	0.98	0.40	3.72
	Emp Less Avail?								
	Statistical Value	1.000E	0.331E	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33
	Availability %	25.43	66.50	5.81	1.53	16.25	0.29	0.42	1.13
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								

2ER		Professionals - Engineering & Related							
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 %	21.41	26.33	7.32	4.99	3.85	0.56	1.25	3.44
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

2FI		Professionals - Fire							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	50.00	33.33	0.00	0.00	33.33	0.00	0.00	16.67
	Availability %	21.02	40.56	3.43	3.17	8.40	0.99	0.27	4.78
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	
	Stat Significant?								

2GA		Professionals - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.21	57.42	10.99	2.11	3.14	0.40	0.58	2.97
	Emp Less Avail?								
	Statistical Value	1.000E	0.181E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

2IT		Professionals - Information Technology							
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 %	24.86	33.94	9.08	5.46	5.81	0.30	0.63	3.58
	Emp Less Avail?								
	Statistical Value	1.000E	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

2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	24.95	67.44	6.34	7.66	5.82	0.73	0.63	3.79
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00
	Availability %	23.69	15.40	6.21	3.82	8.27	0.65	0.64	4.10
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
4FI-1		Protective Service-Sworn-Fire-Entry							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
419	Employment %	21.00	5.73	5.25	3.10	7.64	2.86	0.24	1.91
	Availability %	22.43	5.05	1.00	7.33	10.57	0.98	0.19	2.35
	Emp Less Avail?				YES				
	Statistical Value	0.701			3.320	1.953			0.595
	Stat Significant?				YES				
4FI-2		Protective Service-Sworn-Fire-Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
173	Employment %	22.54	10.40	6.94	6.36	4.05	3.47	0.00	1.73
	Availability %	21.00	5.73	5.25	3.10	7.64	2.86	0.24	1.91
	Emp Less Avail?								
	Statistical Value					1.779		0.645	0.169
	Stat Significant?								
4FI-3		Protective Service-Sworn-Fire-Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
44	Employment %	18.18	9.09	9.09	2.27	2.27	2.27	0.00	2.27
	Availability %	22.54	10.40	6.94	6.36	4.05	3.47	0.00	1.73
	Emp Less Avail?								
	Statistical Value	0.692	0.284		1.111	0.598	0.434		
	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

4FI-4		Portective Service-Sworn-Fire-Executive							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	13.33	6.67	6.67	0.00	0.00	0.00	0.00	6.67
	Availability %	18.18	9.09	9.09	2.27	2.27	2.27	0.00	2.27
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		
	Stat Significant?								
6AC		Administrative Support - Accounting							
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 %	19.74	88.93	6.26	0.86	8.67	1.04	0.62	2.28
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6CR		Administrative Support - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.59	76.12	6.94	2.35	8.37	0.96	0.39	4.59
	Emp Less Avail?		YES						
	Statistical Value	0.579E	0.045E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?		YES						
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.00	71.31	6.49	4.52	10.18	0.93	0.46	4.42
	Emp Less Avail?								
	Statistical Value	0.201E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6OS		Administrative Support - Office Support							
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 %	29.29	68.52	6.80	6.07	9.40	0.58	0.79	5.65
	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

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	100.00	0.00	33.33	0.00	0.00	0.00	33.33
	Availability %	27.58	70.96	7.22	5.12	8.54	0.94	0.53	5.25
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	
	Stat Significant?								

7AM		Skilled Craft - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.86	2.50	5.62	1.74	11.18	1.09	0.30	1.93
	Emp Less Avail?								
	Statistical Value	0.214E	1.000E	1.000E	1.000E	0.610E	1.000E	1.000E	1.000E
	Stat Significant?								

7BT		Skilled Craft - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00
	Availability %	19.99	6.03	4.05	1.40	9.72	0.63	0.25	3.94
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
	Availability %	24.74	10.34	3.32	5.08	11.60	0.63	0.96	3.17
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.24	9.51	3.55	3.96	15.63	0.52	0.17	3.39
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 730

S - Significant Difference Rule

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

Incumbency vs. Estimated Availability

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

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

Shortfall Report

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

Shortfall

1CR		Officials/Admin - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.2	0.4	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1DR		Officials/Admin - Directors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	1	0	0	0	0		
	# Available	0.3	0.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FI		Officials/Admin - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	4	3	2	0	2	0	0	0		
	# Available	1.5	0.8	0.7	0.0	0.1	0.0	0.0	0.7		
	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		
12	# Employed	3	8	1	0	2	0	0	0		
	# Available	3.1	6.0	0.8	0.9	0.8	0.1	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1SU		Officials/Admin - Supervisors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	1	0	0	0	0	1	0		
	# Available	1.2	2.2	0.3	0.4	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	2	1	0	0	0	0	1		
	# Available	0.8	2.0	0.2	0.0	0.5	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# 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		

Shortfall

2FI		Professionals - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	3	2	0	0	2	0	0	1		
	# Available	1.3	2.4	0.2	0.2	0.5	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2GA		Professionals - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	1.1	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.3	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	1.3	0.1	0.2	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	0	1	1	0	0	0		
	# Available	0.7	0.5	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-1		Protective Service-Sworn-Fire-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
419	# Employed	88	24	22	13	32	12	1	8		
	# Available	94.0	21.2	4.2	30.7	44.3	4.1	0.8	9.8		
	Persons Required	0	0	0	8	0	0	0	0		
4FI-2		Protective Service-Sworn-Fire-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
173	# Employed	39	18	12	11	7	6	0	3		
	# Available	36.3	9.9	9.1	5.4	13.2	4.9	0.4	3.3		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-3		Protective Service-Sworn-Fire-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
44	# Employed	8	4	4	1	1	1	0	1		
	# Available	9.9	4.6	3.1	2.8	1.8	1.5	0.0	0.8		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

4FI-4		Protective Service-Sworn-Fire-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	2	1	1	0	0	0	0	1		
	# Available	2.7	1.4	1.4	0.3	0.3	0.3	0.0	0.3		
	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	1	0	0	0	0	0	0		
	# Available	0.2	0.9	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		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.9	3.0	0.3	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	0	6	0	0	0	0	0	0		
	# Available	1.9	5.0	0.5	0.3	0.7	0.1	0.0	0.3		
	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.7	0.1	0.1	0.1	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		
3	# Employed	2	3	0	1	0	0	0	1		
	# Available	0.8	2.1	0.2	0.2	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
7AM		Skilled Craft - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.7	0.2	0.4	0.1	0.9	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.6	0.2	0.1	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.5	0.2	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.5	0.2	0.1	0.1	0.3	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: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

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

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES	YES		YES	--	YES	YES
Selection Ratio	0.00	0.00		0.00	Infin	0.00	0.79
Statistical Value	0.667F	0.545F		0.857F		0.667F	0.233
Significant?	NO	NO		NO	--	NO	NO
Shortfall	0	0		0		0	0

2FI Professionals - Fire Favored Group: His

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	YES		--	--	NO	YES
Selection Ratio	Infin	0.00		Infin	Infin	1.00	0.14
Statistical Value		0.500F					0.242F
Significant?	--	NO		--	--	NO	NO
Shortfall		0					1

4FI-1 Protective Service-Sworn-Fire-Entry Favored Group: Asi

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		YES	NO	YES	YES	YES	NO
Selection Ratio		0.00	0.84	0.00	0.00	0.47	0.85
Statistical Value		0.791		0.538	0.658	0.544	
Significant?		NO	NO	NO	NO	NO	NO
Shortfall		0		0	0	0	

6CR Administrative Support - Community Relations Favored Group: Wht

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	--	YES	YES	--	YES	
Selection Ratio	Infin	Infin	0.00	0.00	Infin	0.00	
Statistical Value			0.846F	0.846F		0.725F	
Significant?	--	--	NO	NO	--	NO	
Shortfall			0	0		0	

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Individual Race/Ethnicity

6PM		Administrative Support - Program Management						Favored Group: Blk
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--		YES	--	--	*	YES	
Selection Ratio	Infin		0.00	Infin	Infin	2.00	0.00	
Statistical Value			0.667F				0.400F	
Significant?	--		NO	--	--	NO	NO	
Shortfall			0				0	

7AM		Skilled Craft - Auto Maintenance						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	--	--	YES	--	--	--		
Selection Ratio	Infin	Infin	0.00	Infin	Infin	Infin		
Statistical Value			0.758F					
Significant?	--	--	NO	--	--	--		
Shortfall			0					

8GM		Service Maintenance - General Maintenance/Trades						Favored Group: Wht
	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: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

1GA	Officials/Admin - General Administrative	Favored Group: Wh t
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	Min	Wh
Adverse IRA?	YES	
Selection Ratio	0.42	
Statistical Value	0.859	
Significant?	NO	
Shortfall	0	

2FI	Professionals - Fire	Favored Group: Min
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	Min	Wh
Adverse IRA?		YES
Selection Ratio		0.21
Statistical Value		0.202F
Significant?		NO
Shortfall		1

4FI-1	Protective Service-Sworn-Fire-Entry	Favored Group: Wh t
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	Min	Wh
Adverse IRA?	YES	
Selection Ratio	0.76	
Statistical Value	0.582	
Significant?	NO	
Shortfall	1	

6CR	Administrative Support - Community Relations	Favored Group: Wh t
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	Min	Wh
Adverse IRA?	YES	
Selection Ratio	0.00	
Statistical Value	0.550F	
Significant?	NO	
Shortfall	0	

6PM	Administrative Support - Program Management	Favored Group: Min
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	Min	Wh
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.286F
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Total Minorities vs. Whites

7AM		Skilled Craft - Auto Maintenance		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.758F			
Significant?	NO			
Shortfall	0			

8GM		Service Maintenance - General Maintenance/Trades		Favored Group: Wht
	Min	Wht		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

1GA	Officials/Admin - General Administrative	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.19
Statistical Value		1.822
Significant?		NO
Shortfall		2

2FI	Professionals - Fire	Favored Group: Fem
-----	----------------------	--------------------

	Fem	Mal
Adverse IRA?		NO
Selection Ratio		0.93
Statistical Value		
Significant?		NO
Shortfall		

4FI-1	Protective Service-Sworn-Fire-Entry	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.41	
Statistical Value	0.912	
Significant?	NO	
Shortfall	1	

6CR	Administrative Support - Community Relations	Favored Group: Mal
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	Fem	Mal
Adverse IRA?	YES	
Selection Ratio	0.33	
Statistical Value	0.450F	
Significant?	NO	
Shortfall	0	

6PM	Administrative Support - Program Management	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.286F
Significant?		NO
Shortfall		0

Adverse Impact for Applicants

For Period: 1/1/2021 to 12/31/2021

by Gender

7AM		Skilled Craft - Auto Maintenance		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
Selection Ratio	Infin			
Statistical Value				
Significant?	--			
Shortfall				

8GM		Service Maintenance - General Maintenance/Trades		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	--			
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.

Goal Attainment

1CI		Officials/Admin - Code Inspections															
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two								
Prior Year Goal				36.03													
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			65.17														
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					4.72												
New Hire	0				0	N/A											
Promotion	0				0	N/A											
Total Opps	0				0	N/A											
Achieved? *					NO OPPS												

Goal Attainment

1FL		Officials/Admin - Financial													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			60.19												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

2AC		Professionals - Accounting													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						17.40									
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			86.25												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

Goal Attainment

2PM		Professionals - Program Management													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			67.23												
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												
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												

Goal Attainment

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												

3ER		Technicians - Engineering & Related													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						7.14									
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												

Goal Attainment

4FI-1		Protective Service-Sworn-Fire-Entry													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal					8.16										
New Hire	24				0	0.00									
Promotion	0				0	N/A									
Total Opps	24				0	0.00									
Achieved? *					NO										

4LE-1		Protective Service-Sworn-Law Enfr-Entry													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		29.08			12.81	12.19									
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		19.93							3.65						
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

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												

6CR		Administrative Support - Community Relations													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal			82.04												
New Hire	2		1	50.00											
Promotion	1		0	0.00											
Total Opps	3		1	33.33											
Achieved? *			NO												

Goal Attainment

6GA		Administrative Support - General Administrative													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						12.64									
New Hire	0					0	N/A								
Promotion	0					0	N/A								
Total Opps	0					0	N/A								
Achieved? *						NO OPPS									

6OS		Administrative Support - Office Support													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal				9.48											
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			61.37												
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		25.25				11.30									
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		40.63			15.03	15.81										
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								

8CR		Service Maintenance - Community Relations													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal					23.53										
New Hire	0				0	N/A									
Promotion	0				0	N/A									
Total Opps	0				0	N/A									
Achieved? *						NO OPPS									

Goal Attainment

8GM		Service Maintenance - General Maintenance/Trades															
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two								
Prior Year Goal		39.73															
New Hire	1	0	0.00														
Promotion	0	0	N/A														
Total Opps	1	0	0.00														
Achieved? *		LIMITED				LIMITED											

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.