

City of Portland



1030

Office of Government Relations

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

1DR

Officials/Admin - Directors

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-----------------------|---------------|----------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--|--|
| 30003037 - Director I | # | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | | |
| 2 Employees | Totals | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | | |
| | | % | 50.00 | 50.00 | 0.00 | 0.00 | 50.00 | 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 | | |
|------------------------------|---------------|----------|--------------|--------------|--------------|-------------|--------------|-------------|-------------|--|--|
| 30003034 - Deputy Director I | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30003007 - Analyst II | # | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 2 Employees | % | 100.00 | 100.00 | 50.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | | |
| 3 Employees | Totals | # | 2 | 2 | 1 | 0 | 1 | 0 | 0 | | |
| | | % | 66.67 | 66.67 | 33.33 | 0.00 | 33.33 | 0.00 | 0.00 | | |

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|---------------|----------|--------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|--|
| 30003062 - Government Relations Lobbyist II | # | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 100.00 | 0.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | | |
| 30003061 - Government Relations Lobbyist I | # | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 50.00 | 50.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30003525 - Government Relations Specialist I | # | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | | |
| 2 Employees | % | 100.00 | 50.00 | 0.00 | 0.00 | 0.00 | 50.00 | 0.00 | 50.00 | | |
| 6 Employees | Totals | # | 4 | 4 | 0 | 1 | 0 | 2 | 0 | 1 | |
| | | % | 66.67 | 66.67 | 0.00 | 16.67 | 0.00 | 33.33 | 0.00 | 16.67 | |

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 | 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 | | |

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

| 1DR | | Officials/Admin - Directors | | | | | | | |
|-----------|-------------------|-----------------------------|--------|--------|--------|--------|-------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 50.00 | 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 | 1.000E |
| | Stat Significant? | | | | | | | | |

| 1GA | | Officials/Admin - General Administrative | | | | | | | |
|-----------|-------------------|--|-------|-------|--------|-------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 3 | Employment % | 66.67 | 66.67 | 33.33 | 0.00 | 33.33 | 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 |
| | Stat Significant? | | | | | | | | |

| 2CR | | Professionals - Community Relations | | | | | | | |
|-----------|-------------------|-------------------------------------|-------|--------|-------|--------|-------|--------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 6 | Employment % | 66.67 | 66.67 | 0.00 | 16.67 | 0.00 | 33.33 | 0.00 | 16.67 |
| | Availability % | 37.12 | 48.13 | 7.71 | 9.73 | 14.59 | 0.16 | 1.63 | 3.33 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 1.000E | | 0.602E | | 1.000E | |
| | Stat Significant? | | | | | | | | |

| 6GA | | Administrative Support - General Administrative | | | | | | | |
|-----------|-------------------|---|--------|--------|--------|--------|--------|--------|--------|
| 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 % | 27.00 | 71.31 | 6.49 | 4.52 | 10.18 | 0.93 | 0.46 | 4.42 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 1.000E | | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E | 1.000E |
| | Stat Significant? | | | | | | | | |

Total Employment: 12

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 | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| | # Available | 0.6 | 1.0 | 0.1 | 0.2 | 0.2 | 0.0 | 0.0 | 0.1 | | |
| | 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 | | |
| 3 | # Employed | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| | # Available | 0.8 | 1.5 | 0.2 | 0.2 | 0.2 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2CR | | Professionals - Community Relations | | | | | | | | | |
|-----------|------------------|-------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 6 | # Employed | 4 | 4 | 0 | 1 | 0 | 2 | 0 | 1 | | |
| | # Available | 2.2 | 2.9 | 0.5 | 0.6 | 0.9 | 0.0 | 0.1 | 0.2 | | |
| | 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 | 0.7 | 0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | 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

| 1DR | | Officials/Admin - Directors | | | | | | Favored Group: Ind |
|-------------------|--------|-----------------------------|--------|-----|-------|-------|--------|--------------------|
| | 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 | 0.333F | 0.500F | 0.500F | | | | 0.053F | |
| Significant? | NO | NO | NO | | -- | -- | NO | |
| Shortfall | 0 | 0 | 0 | | | | 0 | |

| 2CR | | Professionals - Community Relations | | | | | | Favored Group: Ind |
|-------------------|-------|-------------------------------------|--------|-----|--------|------|--------|--------------------|
| | Asi | Blk | His | Ind | Pac | Two | Wht | |
| Adverse IRA? | -- | -- | YES | | YES | * | YES | |
| Selection Ratio | Infin | Infin | 0.00 | | 0.00 | 1.25 | 0.00 | |
| Statistical Value | | | 0.714F | | 0.833F | | 0.625F | |
| Significant? | -- | -- | NO | | NO | NO | NO | |
| Shortfall | | | 0 | | 0 | | 0 | |

| 6CR | | Administrative Support - Community Relations | | | | | | 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 | 0.280 | 0.242 | 0.280 | | | 0.313 | | |
| Significant? | NO | NO | NO | -- | -- | NO | | |
| Shortfall | 0 | 0 | 0 | | | 0 | | |

Adverse Impact for Applicants

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

by Total Minorities vs. Whites

| 1DR | | Officials/Admin - Directors | Favored Group: Min |
|-------------------|-----|-----------------------------|--------------------|
| | Min | Wht | |
| Adverse IRA? | | YES | |
| Selection Ratio | | 0.00 | |
| Statistical Value | | 0.217F | |
| Significant? | | NO | |
| Shortfall | | 0 | |

| 2CR | | Professionals - Community Relations | Favored Group: Min |
|-------------------|-----|-------------------------------------|--------------------|
| | Min | Wht | |
| Adverse IRA? | | YES | |
| Selection Ratio | | 0.00 | |
| Statistical Value | | 0.629F | |
| Significant? | | NO | |
| Shortfall | | 0 | |

| 6CR | | Administrative Support - Community Relations | Favored Group: Wht |
|-------------------|-------|--|--------------------|
| | Min | Wht | |
| Adverse IRA? | YES | | |
| Selection Ratio | 0.00 | | |
| Statistical Value | 0.559 | | |
| Significant? | NO | | |
| Shortfall | 0 | | |

Adverse Impact for Applicants

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

by Gender

| 1DR | | Officials/Admin - Directors | | Favored Group: Fem |
|-------------------|-----|-----------------------------|--|--------------------|
| | Fem | Mal | | |
| Adverse IRA? | | YES | | |
| Selection Ratio | | 0.00 | | |
| Statistical Value | | 0.500F | | |
| Significant? | | NO | | |
| Shortfall | | 0 | | |

| 2CR | | Professionals - Community Relations | | Favored Group: Mal |
|-------------------|--------|-------------------------------------|--|--------------------|
| | Fem | Mal | | |
| Adverse IRA? | YES | | | |
| Selection Ratio | 0.36 | | | |
| Statistical Value | 0.476F | | | |
| Significant? | NO | | | |
| Shortfall | 0 | | | |

| 6CR | | Administrative Support - Community Relations | | Favored Group: Fem |
|-------------------|-----|--|--|--------------------|
| | Fem | Mal | | |
| Adverse IRA? | | YES | | |
| Selection Ratio | | 0.00 | | |
| Statistical Value | | 0.832 | | |
| 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.

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 | 0 | | | | 0 | N/A | | | | | | | | | |
| Promotion | 0 | | | | 0 | N/A | | | | | | | | | |
| Total Opps | 0 | | | | 0 | N/A | | | | | | | | | |
| Achieved? * | | | | | NO OPPTS | | | | | | | | | | |

| 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 OPPTS | | | NO OPPTS | | NO OPPTS | | | | | | | | |

| 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 OPPTS | | | | | | | | | | | | NO OPPTS | |

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 | 1 | | 1 100.00 | | | | | | | | | | | | |
| Promotion | 0 | | 0 N/A | | | | | | | | | | | | |
| Total Opps | 1 | | 1 100.00 | | | | | | | | | | | | |
| Achieved? * | | | YES | | | | | | | | | | | | |

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 | 1 | | | | | 0 | 0.00 | | | | | | | | |
| Total Opps | 1 | | | | | 0 | 0.00 | | | | | | | | |
| Achieved? * | | | | | | LIMITED | | | | | | | | | |

| 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 | 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 | | | | | | | | | | | |

| 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.