

# City of Portland



1290

OMF- Office of the Chief Administrative Officer

## **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	#	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		
<b>1 Employee</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003016 - Chief Administrative 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		
30003551 - Community Safety Transition Dir	#	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		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003015 - Capital Project Manager IV	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30003014 - Capital Project Manager 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		
30003013 - Capital Project Manager II	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>7 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>14.29</b>	<b>42.86</b>	<b>14.29</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**1FL**

**Officials/Admin - Financial**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst III	#	1	4	0	0	0	0	0	1		
5 Employees	%	20.00	80.00	0.00	0.00	0.00	0.00	0.00	20.00		
30003055 - Financial Analyst II	#	1	2	0	0	1	0	0	0		
5 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
<b>10 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>		
		<b>%</b>	<b>20.00</b>	<b>60.00</b>	<b>0.00</b>	<b>0.00</b>	<b>10.00</b>	<b>0.00</b>	<b>10.00</b>		

# Job Group Analysis

**1GA**

**Officials/Admin - General Administrative**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003032 - Deputy Chief Administrative Officer	#	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		
30003083 - Manager III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003082 - Manager II	#	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		
30003326 - Community Service Aide IV	#	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		
30003009 - Analyst 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		
30003081 - Manager I	#	2	2	0	0	2	0	0	0		
5 Employees	%	40.00	40.00	0.00	0.00	40.00	0.00	0.00	0.00		
30003008 - Analyst III	#	2	4	1	0	1	0	0	0		
10 Employees	%	20.00	40.00	10.00	0.00	10.00	0.00	0.00	0.00		
30003007 - Analyst II	#	1	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
30003006 - Analyst I	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
<b>26 Employees</b>	<b>Totals</b>	<b>#</b>	<b>7</b>	<b>13</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	
		<b>%</b>	<b>26.92</b>	<b>50.00</b>	<b>7.69</b>	<b>3.85</b>	<b>11.54</b>	<b>0.00</b>	<b>0.00</b>	<b>3.85</b>	

# 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	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		
<b>1 Employee</b>	<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		



# Job Group Analysis

**1SU**

**Officials/Admin - Supervisors**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	2	1	2	0	0	0	0	0		
3 Employees	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	1	0	0	0	1	0	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00		
<b>8 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>37.50</b>	<b>12.50</b>	<b>25.00</b>	<b>0.00</b>	<b>12.50</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**2AC**

**Professionals - Accounting**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant II	#	4	4	4	0	0	0	0	0		
5 Employees	%	80.00	80.00	80.00	0.00	0.00	0.00	0.00	0.00		
<b>5 Employees</b>	<b>Totals</b>	<b>#</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>80.00</b>	<b>80.00</b>	<b>80.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003046 - Engineer II	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000368 - Engineer-Mechanical	#	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		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>50.00</b>	<b>0.00</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# 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	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		
30003011 - Business Systems Analyst 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		
<b>3 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

## Job Group Analysis

**2LL**

**Professionals - Legal**

**EEO Code: 2**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003451 - Hearings Officer, Chief	#	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		
30003450 - Hearings Officer	#	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		
<b>3 Employees</b>											
	<b>Totals</b>										
	#	1	2	0	1	0	0	0	0		
	%	33.33	66.67	0.00	33.33	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	#	3	4	0	1	1	1	0	0		
6 Employees	%	50.00	66.67	0.00	16.67	16.67	16.67	0.00	0.00		
30003028 - Coordinator II	#	3	6	1	1	0	0	0	1		
11 Employees	%	27.27	54.55	9.09	9.09	0.00	0.00	0.00	9.09		
<b>17 Employees</b>	<b>Totals</b>	<b>#</b>	<b>6</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>		
		<b>%</b>	<b>35.29</b>	<b>58.82</b>	<b>5.88</b>	<b>11.76</b>	<b>5.88</b>	<b>0.00</b>	<b>5.88</b>		

# Job Group Analysis

**6BT**

**Administrative Support - Building Trades**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000711 - Facilities Maint Dispatch/Scheduler	#	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		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>0.00</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# 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	#	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		
30003002 - Administrative Specialist I	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>50.00</b>	<b>100.00</b>	<b>25.00</b>	<b>0.00</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>		



## Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000028 - Hearings Clerk	#	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		
30003401 - 311 Customer Service Rep 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		
30003400 - 311 Customer Service Rep I	#	3	3	0	0	3	0	0	0		
4 Employees	%	75.00	75.00	0.00	0.00	75.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	2	2	0	1	0	0	1	0		
3 Employees	%	66.67	66.67	0.00	33.33	0.00	0.00	33.33	0.00		
<b>11 Employees</b>	<b>Totals</b>	<b>#</b>	<b>6</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	
		<b>%</b>	<b>54.55</b>	<b>72.73</b>	<b>0.00</b>	<b>18.18</b>	<b>27.27</b>	<b>0.00</b>	<b>9.09</b>	<b>0.00</b>	

# 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		
30003235 - Coordinator I - E	#	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		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>50.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# Job Group Analysis

**6SP**

**Administrative Support - Store & Purchases**

**EEO Code: 6**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000055 - Storekeepr/Acquisition II:Auto Part Spec	#	2	1	1	0	1	0	0	0		
4 Employees	%	50.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>		
	<b>%</b>	<b>50.00</b>	<b>25.00</b>	<b>25.00</b>	<b>0.00</b>	<b>25.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# 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	#	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		
30000131 - Vehicle & Equipment Mechanic	#	14	0	5	3	4	0	2	0		
40 Employees	%	35.00	0.00	12.50	7.50	10.00	0.00	5.00	0.00		
<b>43 Employees</b>	<b>Totals</b>	<b>#</b>	<b>15</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>0</b>	
		<b>%</b>	<b>34.88</b>	<b>0.00</b>	<b>11.63</b>	<b>6.98</b>	<b>11.63</b>	<b>0.00</b>	<b>4.65</b>	<b>0.00</b>	

# Job Group Analysis

**7BT**

**Skilled Craft - Building Trades**

**EEO Code: 7**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003500 - Facilities Maint Spec	#	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		
30000071 - Facilities Maintenance Technician	#	1	1	1	0	0	0	0	0		
15 Employees	%	6.67	6.67	6.67	0.00	0.00	0.00	0.00	0.00		
30000070 - Facilities Maintenance Tech Apprentice	#	1	0	0	0	0	0	1	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00		
<b>17 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	
		<b>%</b>	<b>17.65</b>	<b>5.88</b>	<b>5.88</b>	<b>0.00</b>	<b>5.88</b>	<b>0.00</b>	<b>5.88</b>	<b>0.00</b>	

# Job Group Analysis

**7GM**

**Skilled Craft - General Maintenance/Trades**

**EEO Code: 7**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003377 - Facilities Worker	#	3	0	0	0	2	0	1	0		
4 Employees	%	75.00	0.00	0.00	0.00	50.00	0.00	25.00	0.00		
<b>4 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>		
		<b>%</b>	<b>75.00</b>	<b>0.00</b>	<b>0.00</b>	<b>50.00</b>	<b>0.00</b>	<b>25.00</b>	<b>0.00</b>		

# Job Group Analysis

**8GM**

**Service Maintenance - General Maintenance/Trades**

**EEO Code: 8**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	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		
<b>2 Employees</b>	<b>Totals</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
		<b>%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		

# **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 %	0.00	100.00	0.00	0.00	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	1.000E
	Stat Significant?								

1DR		Officials/Admin - Directors							
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 %	29.21	50.21	6.18	9.89	9.63	0.83	0.05	2.64
	Emp Less Avail?								
	Statistical Value	1.000E	0.248E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00
	Availability %	22.71	25.74	9.89	3.88	4.69	0.49	0.78	2.98
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	20.00	60.00	0.00	0.00	10.00	0.00	0.00	10.00
	Availability %	33.65	55.01	21.56	1.76	5.00	0.00	2.00	3.35
	Emp Less Avail?								
	Statistical Value	0.511E		0.132E	1.000E			1.000E	
	Stat Significant?								

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	26.92	50.00	7.69	3.85	11.54	0.00	0.00	3.85
	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?								

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

1PM		Officials/Admin - Program Management							
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 %	24.90	43.99	4.60	7.68	7.51	0.49	0.19	4.45
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	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
8	Employment %	37.50	12.50	25.00	0.00	12.50	0.00	0.00	0.00
	Availability %	29.21	55.36	7.31	9.27	7.53	0.98	0.40	3.72
	Emp Less Avail?		YES						
	Statistical Value		0.026E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?		YES						
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	80.00	80.00	80.00	0.00	0.00	0.00	0.00	0.00
	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	1.000E
	Stat Significant?								
2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	50.00	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
	Stat Significant?								
2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	100.00	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
	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

2LL		Professionals - Legal							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00
	Availability %	12.12	39.78	2.99	1.55	3.90	0.27	0.00	3.42
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	35.29	58.82	5.88	11.76	5.88	5.88	0.00	5.88
	Availability %	24.95	67.44	6.34	7.66	5.82	0.73	0.63	3.79
	Emp Less Avail?								
	Statistical Value		0.446E	1.000E				1.000E	
	Stat Significant?								
6BT		Administrative Support - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.35	39.69	4.77	5.24	12.14	1.01	0.34	3.85
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	100.00	25.00	0.00	25.00	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
	Stat Significant?								
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	54.55	72.73	0.00	18.18	27.27	0.00	9.09	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
	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
4	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.58	70.96	7.22	5.12	8.54	0.94	0.53	5.25
	Emp Less Avail?								
	Statistical Value	0.581E	0.585E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00
	Availability %	28.03	54.21	3.94	6.33	12.49	1.19	0.66	3.41
	Emp Less Avail?								
	Statistical Value		0.339E		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
43	Employment %	34.88	0.00	11.63	6.98	11.63	0.00	4.65	0.00
	Availability %	21.86	2.50	5.62	1.74	11.18	1.09	0.30	1.93
	Emp Less Avail?								
	Statistical Value		1.050				0.688		0.920
	Stat Significant?								
7BT		Skilled Craft - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	17.65	5.88	5.88	0.00	5.88	0.00	5.88	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
4	Employment %	75.00	0.00	0.00	0.00	50.00	0.00	25.00	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
	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

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: 176

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**

1CR		Officials/Admin - Community Relations									
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	0.1	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		
2	# Employed	0	0	0	0	0	0	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		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	3	1	0	0	0	0	0		
	# Available	1.6	1.8	0.7	0.3	0.3	0.0	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	2	6	0	0	1	0	0	1		
	# Available	3.4	5.5	2.2	0.2	0.5	0.0	0.2	0.3		
	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		
26	# Employed	7	13	2	1	3	0	0	1		
	# Available	6.6	12.9	1.7	1.9	1.7	0.1	0.2	1.0		
	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	0	0	0	0	0	0	0		
	# Available	0.2	0.4	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1SU		Officials/Admin - Supervisors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	3	1	2	0	1	0	0	0		
	# Available	2.3	4.4	0.6	0.7	0.6	0.1	0.0	0.3		
	Persons Required	0	1	0	0	0	0	0	0		

# Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	4	4	4	0	0	0	0	0		
	# Available	1.3	3.3	0.3	0.1	0.8	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.4	0.5	0.1	0.1	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		
3	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.7	1.0	0.3	0.2	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2LL		Professionals - Legal									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	2	0	1	0	0	0	0		
	# Available	0.4	1.2	0.1	0.0	0.1	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		
17	# Employed	6	10	1	2	1	1	0	1		
	# Available	4.2	11.5	1.1	1.3	1.0	0.1	0.1	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
6BT		Administrative Support - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.5	0.8	0.1	0.1	0.2	0.0	0.0	0.1		
	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		
4	# Employed	2	4	1	0	1	0	0	0		
	# Available	1.1	2.9	0.3	0.2	0.4	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		
11	# Employed	6	8	0	2	3	0	1	0		
	# Available	3.2	7.5	0.7	0.7	1.0	0.1	0.1	0.6		
	Persons Required	0	0	0	0	0	0	0	0		



# Shortfall

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.1	2.8	0.3	0.2	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	1	1	0	1	0	0	0		
	# Available	1.1	2.2	0.2	0.3	0.5	0.0	0.0	0.1		
	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		
43	# Employed	15	0	5	3	5	0	2	0		
	# Available	9.4	1.1	2.4	0.7	4.8	0.5	0.1	0.8		
	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		
17	# Employed	3	1	1	0	1	0	1	0		
	# Available	3.4	1.0	0.7	0.2	1.7	0.1	0.0	0.7		
	Persons Required	0	0	0	0	0	0	0	0		

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	3	0	0	0	2	0	1	0		
	# Available	1.0	0.4	0.1	0.2	0.5	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

1FL		Officials/Admin - Financial						Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	YES	--	--	--		
Selection Ratio	0.00	0.00	0.00	Infin	Infin	Infin		
Statistical Value	0.778F	0.778F	0.875F					
Significant?	NO	NO	NO	--	--	--		
Shortfall	0	0	0					

1GA		Officials/Admin - General Administrative						Favored Group: Asi
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES	--	--	YES	YES	
Selection Ratio		0.00	0.00	Infin	Infin	0.00	0.11	
Statistical Value		0.600F	0.167F			0.286F	0.073F	
Significant?		NO	NO	--	--	NO	NO	
Shortfall		0	0			0	0	

2AC		Professionals - Accounting						Favored Group: Asi
	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	0.00	
Statistical Value		0.500F	0.750F		0.750F	0.750F	0.375F	
Significant?		NO	NO	--	NO	NO	NO	
Shortfall		0	0		0	0	0	

2IT		Professionals - Information Technology						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	0.833F	0.714F				0.833F		
Significant?	NO	NO	--	--	--	NO		
Shortfall	0	0				0		

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

# Adverse Impact for Applicants

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

by Individual Race/Ethnicity

2PM	Professionals - Program Management						Favored Group: Asi	
-----	------------------------------------	--	--	--	--	--	--------------------	--

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?		YES	YES	YES	--	YES	YES
Selection Ratio		0.20	0.14	0.00	Infin	0.00	0.08
Statistical Value		0.333F	0.250F	0.500F		0.143F	2.997
Significant?		NO	NO	NO	--	NO	YES
Shortfall		0	0	0		0	0

6BT	Administrative Support - Building Trades						Favored Group: Blk	
-----	--	--	--	--	--	--	--------------------	--

	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	0.00
Statistical Value	0.500F		0.500F		0.667F	0.667F	0.222F
Significant?	NO		NO	--	NO	NO	NO
Shortfall	0		0		0	0	0

6OS	Administrative Support - Office Support						Favored Group: Pac	
-----	---	--	--	--	--	--	--------------------	--

	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	0.01
Statistical Value	0.077F	0.100F	0.077F			0.125F	7.280
Significant?	NO	NO	NO	--		NO	YES
Shortfall	0	0	0			0	0

7AM	Skilled Craft - Auto Maintenance						Favored Group: His	
-----	----------------------------------	--	--	--	--	--	--------------------	--

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	--	--		--	--	--	YES
Selection Ratio	Infin	Infin		Infin	Infin	Infin	0.75
Statistical Value							0.637F
Significant?	--	--		--	--	--	NO
Shortfall							0

7BT	Skilled Craft - Building 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 Individual Race/Ethnicity

7GM

Skilled Craft - General  
Maintenance/Trades

Favored Group: Blk

	Asi	Blk	His	Ind	Pac	Two	Wht
Adverse IRA?	YES		YES	YES	YES	YES	YES
Selection Ratio	0.00		0.40	0.00	0.00	0.00	0.06
Statistical Value	0.556F		0.816	0.833F	0.625F	0.385F	2.775
Significant?	NO		NO	NO	NO	NO	YES
Shortfall	0		0	0	0	0	1

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

1FL		Officials/Admin - Financial		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.583F			
Significant?	NO			
Shortfall	0			

1GA		Officials/Admin - General Administrative		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.36		
Statistical Value		0.913		
Significant?		NO		
Shortfall		0		

2AC		Professionals - Accounting		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.643F		
Significant?		NO		
Shortfall		0		

2IT		Professionals - Information Technology		Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.556F			
Significant?	NO			
Shortfall	0			

2LL		Professionals - Legal		Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.333F		
Significant?		NO		
Shortfall		0		

# Adverse Impact for Applicants

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

by Total Minorities vs. Whites

2PM	Professionals - Program Management	Favored Group: Min
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	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.53
Statistical Value		0.845
Significant?		NO
Shortfall		0

6BT	Administrative Support - Building Trades	Favored Group: Min
-----	--	--------------------

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.533F
Significant?		NO
Shortfall		0

6OS	Administrative Support - Office Support	Favored Group: Min
-----	---	--------------------

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.39
Statistical Value		0.702
Significant?		NO
Shortfall		0

7AM	Skilled Craft - Auto Maintenance	Favored Group: Min
-----	----------------------------------	--------------------

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.75
Statistical Value		0.637F
Significant?		NO
Shortfall		0

7BT	Skilled Craft - Building 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 Total Minorities vs. Whites

7GM

Skilled Craft - General  
Maintenance/Trades

Favored Group: Min

	Min	Wht
Adverse IRA?		YES
Selection Ratio		0.18
Statistical Value		1.697
Significant?		NO
Shortfall		1



# Adverse Impact for Applicants

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

by Gender

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

1GA		Officials/Admin - General Administrative		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		NO		
Selection Ratio		0.91		
Statistical Value				
Significant?		NO		
Shortfall				

2AC		Professionals - Accounting		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.667F		
Significant?		NO		
Shortfall		0		

2IT		Professionals - Information Technology		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.667F		
Significant?		NO		
Shortfall		0		

2LL		Professionals - Legal		Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.667F		
Significant?		NO		
Shortfall		0		

# Adverse Impact for Applicants

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

by Gender

2PM	Professionals - Program Management	Favored Group: Fem
-----	------------------------------------	--------------------

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.50
Statistical Value		0.862
Significant?		NO
Shortfall		1

6BT	Administrative Support - Building Trades	Favored Group: Fem
-----	--	--------------------

	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		0.400F
Significant?		NO
Shortfall		0

6OS	Administrative Support - Office Support	Favored Group: Fem
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	Fem	Mal
Adverse IRA?		YES
Selection Ratio		0.00
Statistical Value		1.085
Significant?		NO
Shortfall		0

7AM	Skilled Craft - Auto Maintenance	Favored Group: Mal
-----	----------------------------------	--------------------

	Fem	Mal
Adverse IRA?	--	
Selection Ratio	Infin	
Statistical Value		
Significant?	--	
Shortfall		

7BT	Skilled Craft - Building Trades	Favored Group: Mal
-----	---------------------------------	--------------------

	Fem	Mal
Adverse IRA?	--	
Selection Ratio	Infin	
Statistical Value		
Significant?	--	
Shortfall		

# Adverse Impact for Applicants

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

by Gender

7GM		Skilled Craft - General Maintenance/Trades		Favored Group: Mal	
	Fem	Mal			
Adverse IRA?	YES				
Selection Ratio	0.00				
Statistical Value	0.447				
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	1		1 100.00												
Promotion	0		0 N/A												
Total Opps	1		1 100.00												
Achieved? *			YES												

2AC		Professionals - Accounting													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal						17.40									
New Hire	1					0 0.00									
Promotion	0					0 N/A									
Total Opps	1					0 0.00									
Achieved? *						LIMITED									

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	5		3 60.00												
Promotion	0		0 N/A												
Total Opps	5		3 60.00												
Achieved? *			YES												

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

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

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	3	2	66.67			2	66.67								
Promotion	0	0	N/A			0	N/A								
Total Opps	3	2	66.67			2	66.67								
Achieved? *		YES				YES									

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.