

AFFIRMATIVE ACTION PROGRAM FOR MINORITIES & WOMEN

City of Peoria, Illinois

Peoria, IL

January 1, 2023 through December 31, 2023

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Preface

City of Peoria, Illinois, (also referred to as the Municipal Government), is committed to the concept and practice of equal opportunity and affirmative action. In preparing this Affirmative Action Program (AAP), we have been guided by Executive Order 11246 (as amended) and its implementing regulations (41 C.F.R. Part 60-2) and the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission ("EEOC") (29 C.F.R. Part 1608). Nothing contained in this AAP or its supporting data should be construed as an admission by the Municipal Government, in whole or in part, that it has contravened any federal, state, or local employment practice laws, or to sanction the discriminatory treatment of any person.

While the Municipal Government firmly believes in dissemination of its affirmative action policies and equal employment opportunity practices and makes the non-data components of this AAP available for review to employees and applicants upon request, the AAP remains a proprietary document of the Municipal Government. Moreover, the data on which the Municipal Government has relied in preparing this AAP are confidential and sensitive, and the Municipal Government believes release of the data would subject the Municipal Government to commercial harm. Reports that require specific data, such as names of employees and salary information, are not an official part of this AAP. This information is on file at the Municipal Government as Documentation and Supporting Data for AAP Reports, and is available for review only as required by law.

If this AAP or any supporting data or documentation are submitted to the Office of Federal Contract Compliance Programs (OFCCP) pursuant to the Executive Order, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act and/or any implementing regulations (as any or all have been or may be amended), the Equal Employment Opportunity Commission, any local or state fair employment practice agency, or any other federal, state or local government agency, those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying the Municipal Government of the agency's decision to disclose and providing the Municipal Government with ample time to contest the disclosure. Advance notice of disclosure should be sent to Melodi Green. The Municipal Government requests this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. § 552.

No information contained in the AAP or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without a prior notification to and permission from the Municipal Government.

This AAP does not constitute an express or implied contract between the Municipal Government and its employees, job applicants, or other persons, nor does it change in any way the basic at will employment relationship all Municipal Government employees have with the Municipal Government. Nothing in this AAP creates a private right of action on behalf of any individual or group against the Municipal Government.

Equal Employment Opportunity and Affirmative Action Statement of Policy

It is the policy of City of Peoria, Illinois not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities, provided the individual is qualified, with or without reasonable accommodation, to perform the essential functions of the job. This policy applies to all jobs at the Municipal Government. The Municipal Government will continue to take affirmative action to ensure individuals are employed, and employees are treated during employment, without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices as follows.

Employment decisions at the Municipal Government are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, promotion, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Municipal Government makes, and will continue to make, reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodation would impose an undue hardship on the operations of the Municipal Government.

City of Peoria, Illinois and its City Manager are fully committed to the principles of equal employment opportunity and affirmative action and support the successful implementation of the Municipal Government's Affirmative Action Programs. Melodi Green, Affirmative Action Officer for the Municipal Government, has been appointed with

responsibility for implementation of the Municipal Government's affirmative action activities. The Affirmative Action Officer has the full support of top management to fully implement this Program. All managers and supervisors will take an active part in the Municipal Government's AAP to ensure all qualified employees and prospective employees are treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, City of Peoria, Illinois will solicit the cooperation and support of all employees for the Municipal Government's Equal Employment Opportunity and Affirmative Action Statement of Policy.

The Municipal Government's Affirmative Action Program includes an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of the Program. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress with compliance and implementation of the Municipal Government's affirmative action policy. In accordance with public law, the Municipal Government's Affirmative Action Program for qualified individuals with disabilities and the Affirmative Action Program for protected veterans are available for inspection in the Human Resources Department, Available for inspection in the Human Resources Office, Monday through Friday, from 8:30 a.m. to 5:00 p.m. upon request. upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. City of Peoria, Illinois will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Patrick Urich

City Manager

January 1, 2023

Sex Discrimination Policy

41 C.F.R. 60-20.1 – 60-20.6

Pursuant to City of Peoria, Illinois's equal employment opportunity and affirmative action policy, the Municipal Government prohibits sexual discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration and selection for training or other employment opportunities. The terms "because of sex", on the "basis of sex", "regardless of sex" and "without regard to sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth or related medical conditions, sexual orientation, gender identity and transgender status. In furtherance of the Municipal Government's commitment to ensuring equal employment opportunity regardless of sex, the Municipal Government will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their sex, except where sex is a bona fide occupational qualification
- Ensure job postings and recruitment materials do not express a sex preference, unless sex is a bona fide occupational qualification
- Review employment practices and personnel policies to ensure that applicants and employees are not discriminated against or harassed on the basis of sex
- Provide qualified employees with an equal opportunity to any available job without regard to their sex, except where sex is a bona fide occupational qualification
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of sex
- Develop written policies which prohibit unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature towards employees and take reasonable steps to prevent such harassment from occurring
- Provide appropriate restroom and other facilities for applicants and employees
- Refrain from reliance on any state laws which conflict with the non-discrimination provisions of Title VII of the Civil Rights Act of 1964 or Executive Order 11246 and are superseded thereby
- Ensure employees are not discriminated against because of pregnancy, childbirth, or related medical conditions. Females affected by pregnancy, childbirth, or related medical conditions will be treated the same as other persons who are not so affected but are similarly able or unable to work
- Administer any seniority systems without regard to sex
- Determine wage schedules without regard to sex
- Ensure individuals are not restricted to certain job classifications based on sex.

Religious and National Origin Discrimination Policy

41 C.F.R. 60-50.1 – 60.50.5

Pursuant to City of Peoria, Illinois's equal employment opportunity and affirmative action policy, the Municipal Government prohibits religious and national discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities. In furtherance of the Municipal Government's commitment to ensuring equal employment opportunity regardless of national origin or religious beliefs, the Municipal Government will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their national origin or religious beliefs
- Provide qualified employees with an equal opportunity to available job openings without regard to their religion or national origin
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of religion or national origin
- Provide reasonable accommodation for sincerely-held religious beliefs unless doing so would pose an undue hardship on the Municipal Government's business.
- Develop reasonable procedures to carry out the Municipal Government's obligation to provide equal employment opportunity without regard to religion or national origin
- Inform employees of the Municipal Government's commitment to equal employment opportunity without regard to national origin or religion
- Inform recruitment sources of the Municipal Government's commitment to equal employment opportunity and seek their assistance and support to provide equal employment opportunity without regard to national origin or religion
- Review employment practices, personnel policies, and available records to ensure that applicants and employees are not discriminated against or harassed on the basis of religion or national origin
- Engage in outreach activities with religious and ethnic organizations and educational institutions

Responsibility for Implementation

41 C.F.R. 60-2.17

City of Peoria, Illinois has assigned primary management responsibility and accountability for ensuring full compliance with the Affirmative Action Program to Melodi Green, the Affirmative Action Officer of the Municipal Government. The Affirmative Action Officer has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP. The identity of the Affirmative Action Officer appears on internal and external communications regarding the Municipal Government's equal employment opportunity and affirmative action policies.

The duties of the Affirmative Action Officer and designees include:

- Developing policy statements, AAPs, and internal and external modes of communication
- Overseeing regular discussions with local managers, supervisors, and employees to ensure the Municipal Government's policies are being followed
- Training personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the Municipal Government's Affirmative Action Program are implemented
- Advising managers and supervisors that the Municipal Government is obligated to prevent discrimination and harassment of applicants and employees on any basis protected by law
- Identifying any problem areas in implementing the AAP, and developing solutions
- Ensuring policies are in place to identify any barriers to employment based on sex, gender identity, sexual orientation, race, color, religious creed, or national origin and assisting managers in developing solutions to ensure all individuals benefit from equal employment opportunities
- Designing and implementing an internal audit and reporting system to measure the effectiveness of the Municipal Government's Program, indicate the need for remedial action, determine the degree to which the Municipal Government's objectives have been attained, determine whether all employees have had the opportunity to participate in Municipal Government-sponsored educational, training, recreational, and social activities, and ensure each Municipal Government location is in compliance with applicable laws and regulations
- Serving as liaison between the Municipal Government and enforcement agencies, and between the Municipal Government and organizations of and for minorities or females
- Encouraging active involvement by Municipal Government representatives in the community service programs of local organizations of and for minorities and females

- Ensuring posters and notices are properly displayed or disseminated in ways that are accessible and understandable to applicants and employees
- Keeping management informed of developments in the affirmative action area.

Organizational Profile

41 C.F.R. 60-2.11

As one of the diagnostic components of City of Peoria, Illinois's AAP, the Municipal Government has completed a profile of the workforce at the Peoria, IL establishment. The organizational profile is an overview of the staffing patterns at this establishment and is used to determine whether there are areas in the workforce where individuals are underrepresented or concentrated by gender or race.

To complete the organizational profile the Municipal Government has elected to follow the Workforce Analysis methodology. The analysis identifies the departments at the Peoria, IL establishment and for each department lists all job titles from lowest to highest paid. For each job title, the report provides the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents by racial/ethnic group.

Job Group Analysis

41 C.F.R. 60-2.12

As the second diagnostic component of the AAP, City of Peoria, Illinois has prepared a job group analysis. The job group analysis is the first step in comparing the representation of minorities and females in the workforce covered by this AAP with the estimate of the available qualified minorities and females who could be employed by the Municipal Government in positions covered by this AAP.

In designing job groups, jobs have been placed in job groups based upon the general criteria of relatively similar content, similar opportunities, and similar rates of pay. Similarity of content refers to the relative duties and responsibilities of the job titles which make up the job group. Similarity of opportunities refers to training, transfers, promotions, pay mobility and other career enhancement opportunities offered by the jobs within the job group.

The job groups in this AAP were developed to serve as a basis for a statistical analysis comparing current workforce utilization to weighted internal and external availability, and, thereafter, to develop annual goals as to minorities and females. Accordingly, job content (reflected in census data matches) and opportunity for advancement (important for determining feeder jobs) have been relied upon more than pay rates in grouping jobs. Moreover, where possible, and, consistent with other factors, job groups were devised which are of a sufficient size to conduct a meaningful utilization analysis. Necessary differences exist in the statistical analysis for utilization and the statistical analysis which would be appropriate for compensation. Therefore, the Municipal Government does not suggest or agree its job groups contain jobs whose incumbents are sufficiently similarly situated (considering a variety of factors including tasks performed, effort, level of responsibility, working conditions, work location, job difficulty, minimum qualifications, performance and other objective factors) to be included in the same group for purposes of statistical analysis of rates of pay or compensation.

The Job Group Analysis report identifies the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

Availability Analysis

41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of the Municipal Government's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and individuals within the establishment who are promotable, transferable, and/or trainable (internal availability). In determining availability, the Municipal Government has selected a reasonable recruitment area and the pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and females. Moreover, when determining external availability, the Municipal Government has used the most current and discrete statistical information available. For this availability analysis, the Municipal Government has used the EEO 2014-2018 ACS Tabulation Data. Finally, where a job group is composed of different job titles that carry different availability rates, the Municipal Government calculated a composite availability figure. The Municipal Government arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group is included with this AAP.

Comparison of Incumbency vs. Estimated Availability

41 C.F.R. 60-2.15

City of Peoria, Illinois has compared the representation of minorities and females in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the Municipal Government determined whether the difference was greater than could reasonably be expected.

Placement Goals

41 C.F.R. 60-2.16

As required by applicable regulations, City of Peoria, Illinois has established placement goals where the actual representation of minorities or females in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, the Municipal Government applied the following principles:

- When the percentage of minorities or females employed in a particular job group is less than would reasonably be expected, given their availability percentage in that job group, the Municipal Government established a percentage annual placement goal at least equal to the availability figure derived for minorities or females, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of individuals of a specific race or sex.
- In all employment decisions, the Municipal Government makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or other characteristic protected by law.
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the Municipal Government to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

As is described in more detail in the Action-Oriented Program section of this AAP, where a placement goal is set, the Municipal Government will develop affirmative steps to increase the recruitment and training of the underrepresented group.

Identification of Problem Areas by Organizational Unit and Job Group

41 C.F.R. 60-2.17(b)

City of Peoria, Illinois has conducted analyses of its total employment process, including evaluating the workforce by organizational unit and job group, personnel activity, compensation systems, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows.

Composition of the Workforce by Organizational Unit

The Municipal Government has analyzed its workforce to determine if minorities or females are significantly underrepresented or concentrated in any organizational unit.

Composition of the Workforce by Job Group

The Municipal Government has conducted an availability analysis by job group, considering both external and internal availability, and has compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in this AAP. The Municipal Government has established affirmative action placement goals and programs to address any areas of underutilization and will continue to make a good faith effort to reach the placement goals established by implementing action-oriented programs.

Analysis of Progress Towards Prior Year Goals

When the percentage of minorities or females employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the Municipal Government has established an annual percentage placement goal at least equal to the availability figure derived for minorities or females, as appropriate, for that job group.

Review of Personnel Activity

The Municipal Government has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

Applicant Flow

The Municipal Government accepted applications for open positions, and persons interested in obtaining employment with the Municipal Government were advised to apply according to the Municipal Government's current policy. The Municipal Government periodically reviews recruitment and selection actions to ensure there are no barriers to equal employment opportunity.

Hires

The Municipal Government periodically reviews recruitment, selection and hiring actions to ensure there are no barriers to equal employment opportunity and no significant differences in selection rates by gender or race/ethnicity. Job descriptions are reviewed to make sure duties are accurately described and the experience and education requirements are job related. Job descriptions will continue to be written without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

Application forms are reviewed to ensure all requested information is job related, and the forms comply with all applicable laws. Where applicable, tests will be reviewed and administered in a non-discriminatory manner.

Municipal Government representatives who are involved in the selection process will be briefed on the Municipal Government's obligations. Hiring decisions are to be based on the applicant's experience, skills, abilities, education, and any other job-related criteria.

Promotions

The Municipal Government provides employees the opportunity to be promoted. The Municipal Government periodically reviews promotional actions to ensure there are no barriers to equal employment opportunity and no significant differences in selection rates by gender or race/ethnicity.

The Municipal Government provides reasonable opportunity for employees to advance by offering training and other developmental opportunities. Most promotional opportunities are posted, providing interested employees with an opportunity to apply.

Terminations

The Municipal Government periodically evaluates its termination practices to ensure there are no barriers to equal employment opportunity and no significant differences in selection rates by gender or race/ethnicity. When terminations or reductions in force are necessary, the Municipal Government makes its decisions without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

Review of Compensation Systems

As part of its affirmative action obligations, the Municipal Government has reviewed its compensation systems to determine whether those systems are being administered without regard to an individual's sex, race, ethnicity, or other characteristic protected by law. If the Municipal Government discovers significant compensation system differences between individuals who are similarly situated, it will determine whether they are the result of legitimate, nondiscriminatory factors.

Development and Implementation of Action-Oriented Programs

41 C.F.R. 60-2.17

City of Peoria, Illinois has developed and executed action-oriented programs designed to correct any problem areas that may exist. To remove identified barriers and expand employment opportunities, the Municipal Government engages in or has made plans to implement the activities outlined in this AAP, as appropriate.

The Municipal Government's commitment to equal employment opportunity is publicized and employees are encouraged to participate in the Municipal Government's Affirmative Action Program through activities such as the following.

- Written notification of the Municipal Government's affirmative action policy will be sent to all subcontractors, including subcontracting vendors and suppliers, and request appropriate action on their part.
- The Municipal Government will make the Equal Employment Opportunity Clause part of all covered contracts and purchase orders.
- The Municipal Government's Equal Employment Opportunity and Affirmative Action Statement of Policy will be made available to applicants and employees. The policy will include a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under Executive Order 11246, as amended. When applicable, the Municipal Government will publicize the policy in Municipal Government publications.
- The Municipal Government will hold meetings with executive, management and supervisory personnel to explain the Municipal Government's policy of affirmative action and to make clear the City Manager's support for the policy.
- Advertisements or solicitations for prospective employees will indicate the Municipal Government is an equal opportunity employer.
- The Municipal Government will seek to include individuals covered by this AAP when employees are pictured in consumer and personnel recruitment advertising.
- The Municipal Government will encourage qualified minority and female applicants to apply for available job openings through the following activities, as appropriate:
- Minority and female, as well as non-minority and male, employees will be actively encouraged to refer applicants to the Municipal Government.
- The Municipal Government will send available job opportunities to the State Employment Services Delivery System.
- The Municipal Government will identify local organizations and/or community agencies specializing in placing and/or developing training programs for protected individuals and send them notices of vacant positions.

Where placement goals exist as defined by the OFCCP, the Municipal Government will contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students.

During the period from January 01, 2022 to December 31, 2022, targeted recruitment activities with diverse outreach and recruitment sources were conducted.

The Municipal Government will implement procedures to ensure minority and female employees are given equal opportunities for promotion, such as the following:

- On-the-job training will be provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher level jobs.
- The Municipal Government will continue to make opportunities for advancement widely known through its career development process and by encouraging minorities and females to take advantage of these opportunities. Internal job opportunities may be posted so employees may apply to positions of interest.
- Internal training programs will be offered to eligible employees without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.
- The Municipal Government will offer employees the opportunity to participate in external training programs without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

Internal Audit and Reporting System

41 C.F.R. 60-2.17

It is the responsibility of the Municipal Government's Affirmative Action Officer to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the Municipal Government's Affirmative Action Policy, and to measure the effectiveness of City of Peoria, Illinois's AAP.

The Municipal Government's audit and reporting system is designed and implemented to:

- Measure the effectiveness of the AAP
- Identify any need for remedial action
- Determine the degree to which the Municipal Government's objectives are being attained
- Determine whether protected individuals have had the full opportunity to equal employment and to participate in all Municipal Government sponsored educational, training, recreational, and social activities
- Measure the Municipal Government's compliance with the AAP's specific obligations
- Document the actions taken to monitor the Municipal Government's compliance with the AAP's specific obligations.

To measure the effectiveness of the AAP, the Municipal Government may take the following actions:

- Audit the Municipal Government's voluntary self-identification process to monitor the number of individuals who choose to self-identify and evaluate whether changes could be made to Municipal Government's self-identification process to encourage greater voluntary self- identification
- Monitor records of applicant flow, referrals, placements, training, transfers, promotions, terminations, and compensation decisions to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained
- Report on the organization's progress towards equal employment opportunity and any identified problem areas so appropriate steps can be taken to resolve any issues
- Examine available utilization and benchmark data regarding protected individuals and develop action-oriented programs to address any areas of underutilization
- Review available data computations and analyses regarding applicants and hires
- Review the effectiveness of the Municipal Government's recruitment and outreach activities
- Use a schedule to regularly assess any mental and physical qualifications to ensure they are job-related and consistent with business necessity

- Regularly assess the Municipal Government's personnel processes to ensure all individuals have equal opportunity in employment
- Audit communications with vendors and subcontractors to ensure such communications reflect the Municipal Government's commitment to equal employment opportunity and affirmative action
- Audit communications with applicants and employees to ensure such communications reflect the Municipal Government's commitment to equal employment opportunity and affirmative action
- Audit job listings to ensure the postings reflect the Municipal Government's commitment to equal employment opportunity and affirmative action, and such postings are timely listed with the appropriate state employment delivery system
- Audit personnel policies to ensure such policies reflect the Municipal Government's commitment to equal employment opportunity and affirmative action

Where the Affirmative Action Program is found to be deficient, the Municipal Government shall endeavor to undertake necessary action to improve the Program.

Reports

City of Peoria, Illinois

January 1, 2023 Annual Affirmative Action Plan

Peoria, IL

Workforce Analysis

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CITY COUNCIL

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
1002	Total 1	Mal	0	0	0	0	0	0	0
ADMIN ASST TO MAYOR & COUNCIL	6	Tot Min 1	Fem	1	0	1	0	0	0
8002	Total 10	Mal	8	6	1	1	0	0	0
COUNCIL MEMBER	1	Tot Min 3	Fem	2	1	1	0	0	0
8003	Total 1	Mal	0	0	0	0	0	0	0
MAYOR	1	Tot Min 1	Fem	1	0	1	0	0	0
Total for 10	Total 12	Mal	8	6	1	1	0	0	0
	Tot Min 5	Fem	4	1	3	0	0	0	0

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CITY MANAGER

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
1001	Total 1	Mal	0	0	0	0	0	0	0
ADMIN ASST TO CITY MGR	6	Tot Min 0	Fem	1	1	0	0	0	0
1011	Total 2	Mal	2	2	0	0	0	0	0
DEVELOPMENT SPECIALIST	2	Tot Min 0	Fem	0	0	0	0	0	0
1089	Total 1	Mal	1	0	1	0	0	0	0
SR ECON ENGAGEMENT SPEC	2	Tot Min 1	Fem	0	0	0	0	0	0
1047	Total 1	Mal	0	0	0	0	0	0	0
STRATEGIC COMMUNICATIONS MGR	2	Tot Min 0	Fem	1	1	0	0	0	0
1122	Total 1	Mal	0	0	0	0	0	0	0
ECONOMIC DEVELOPMENT MANAGER	2	Tot Min 0	Fem	1	1	0	0	0	0
1076	Total 1	Mal	0	0	0	0	0	0	0
ASSISTANT CITY MANAGER	1	Tot Min 1	Fem	1	0	1	0	0	0
1082	Total 1	Mal	1	1	0	0	0	0	0
CITY MANAGER	1	Tot Min 0	Fem	0	0	0	0	0	0

Workforce Analysis

Total for 11	Total	8	Mal	4	3	1	0	0	0	0	0	0
	Tot Min	2	Fem	4	3	1	0	0	0	0	0	0

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HUMAN RESOURCES

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2	
1101		Total 1	Mal	0	0	0	0	0	0	0
PAYROLL TECHNICIAN	3	Tot Min 0	Fem	1	1	0	0	0	0	0
1026		Total 1	Mal	1	1	0	0	0	0	0
PAYROLL SUPERVISOR	3	Tot Min 0	Fem	0	0	0	0	0	0	0
1114		Total 1	Mal	1	1	0	0	0	0	0
CLASS AND COMP SPECIALIST	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1012		Total 1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES COORDINATOR	2	Tot Min 1	Fem	1	0	1	0	0	0	0
1093		Total 1	Mal	0	0	0	0	0	0	0
AFFIRMATIVE EMPLOYMENT SPEC.	2	Tot Min 1	Fem	1	0	1	0	0	0	0
1100		Total 1	Mal	0	0	0	0	0	0	0
BENEFITS ADMINISTRATOR II	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1046		Total 1	Mal	1	1	0	0	0	0	0
SR.HUMAN RESOURCES SPECIALIST	2	Tot Min 0	Fem	0	0	0	0	0	0	0
8500		Total 7	Mal	6	3	3	0	0	0	0
COMMISSION MEMBER	1	Tot Min 4	Fem	1	0	1	0	0	0	0
1075		Total 1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES DIRECTOR	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 12		Total 15	Mal	9	6	3	0	0	0	0
		Tot Min 6	Fem	6	3	3	0	0	0	0

13

FINANCE

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2	
5006		Total 3	Mal	1	1	0	0	0	0	0
ACCOUNTS RECEIVABLE TECHNICIAN	6	Tot Min 2	Fem	2	0	2	0	0	0	0
5022		Total 1	Mal	0	0	0	0	0	0	0
ACCOUNTS PAYABLE TECHNICIAN	6	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

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FINANCE

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
5028		Total	1	Mal	1	1	0	0	0	0	0
PURCHASING COORDINATOR	3	Tot Min	0	Fem	0	0	0	0	0	0	0
1123		Total	1	Mal	0	0	0	0	0	0	0
MANAGEMENT ANALYST - FINANCE	2	Tot Min	1	Fem	1	0	1	0	0	0	0
1016		Total	3	Mal	1	0	1	0	0	0	0
ACCOUNTANT - FINANCE	2	Tot Min	1	Fem	2	2	0	0	0	0	0
1029		Total	1	Mal	0	0	0	0	0	0	0
ACCOUNTS RECV SUPERVISOR	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1056		Total	1	Mal	1	0	0	0	0	0	1
PURCHASING MANAGER	2	Tot Min	1	Fem	0	0	0	0	0	0	0
1052		Total	1	Mal	0	0	0	0	0	0	0
FINANCE MANAGER	2	Tot Min	1	Fem	1	0	1	0	0	0	0
1078		Total	1	Mal	1	1	0	0	0	0	0
FINANCE DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 13		Total	13	Mal	5	3	1	0	0	0	1
		Tot Min	6	Fem	8	4	4	0	0	0	0

14

LEGAL

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
1013		Total	2	Mal	0	0	0	0	0	0	0
LEGAL TECHNICIAN	3	Tot Min	0	Fem	2	2	0	0	0	0	0
1109		Total	1	Mal	0	0	0	0	0	0	0
LAND BANK LEGAL ASSISTANT	2	Tot Min	1	Fem	1	0	1	0	0	0	0
1119		Total	1	Mal	0	0	0	0	0	0	0
PARALEGAL	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1017		Total	2	Mal	1	1	0	0	0	0	0
ATTORNEY I	2	Tot Min	1	Fem	1	0	0	1	0	0	0
1062		Total	1	Mal	0	0	0	0	0	0	0
DEPUTY CORPORATION COUNSEL	1	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

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LEGAL

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1077		Total	1	1	0	0	0	0	0	0
CORPORATION COUNSEL	1	Tot Min	0	0	0	0	0	0	0	0
Total for 14		Total	8	2	0	0	0	0	0	0
		Tot Min	2	6	4	1	1	0	0	0

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CITY CLERK

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1087		Total	1	0	0	0	0	0	0	0
DEPUTY CLERK II	3	Tot Min	0	1	1	0	0	0	0	0
1083		Total	1	0	0	0	0	0	0	0
CHIEF DEPUTY CITY CLERK	1	Tot Min	1	1	0	1	0	0	0	0
8000		Total	1	0	0	0	0	0	0	0
CITY CLERK	1	Tot Min	0	1	1	0	0	0	0	0
Total for 15		Total	3	0	0	0	0	0	0	0
		Tot Min	1	3	2	1	0	0	0	0

16

INFORMATION SYSTEMS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
5034		Total	3	3	0	0	0	0	0	0
PC SPECIALIST	3	Tot Min	0	0	0	0	0	0	0	0
5059		Total	1	0	0	0	0	0	0	0
TECHNICAL SUPPORT COORD	3	Tot Min	0	1	1	0	0	0	0	0
5041		Total	2	1	1	0	0	0	0	0
PROGRAMMER/ANALYST	3	Tot Min	1	1	0	1	0	0	0	0
5061		Total	1	1	0	0	0	1	0	0
TELECOMMUNICATIONS SPECIALIST	3	Tot Min	1	0	0	0	0	0	0	0
1043		Total	1	1	0	0	0	0	0	0
DESKTOP SERVICES MANAGER	3	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

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INFORMATION SYSTEMS

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
1031		Total	1	Mal	1	1	0	0	0	0	0
GEOGRAPHIC IS (GIS) MANAGER	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1117		Total	1	Mal	1	1	0	0	0	0	0
TECHNOLOGY PROGRAMS MANAGER	2	Tot Min	0	Fem	0	0	0	0	0	0	0
5046		Total	1	Mal	1	1	0	0	0	0	0
NETWORK ADMINISTRATOR	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1118		Total	1	Mal	1	1	0	0	0	0	0
CYBER SECURITY MANAGER	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1072		Total	1	Mal	0	0	0	0	0	0	0
CHIEF INFORMATION OFFICER	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 16		Total	13	Mal	10	9	0	0	1	0	0
		Tot Min	2	Fem	3	2	1	0	0	0	0

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CITY TREASURER

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
5050		Total	2	Mal	0	0	0	0	0	0	0
FISCAL TECHNICIAN II - TREASUR	6	Tot Min	0	Fem	2	2	0	0	0	0	0
1085		Total	1	Mal	0	0	0	0	0	0	0
DEPUTY CITY TREASURER	3	Tot Min	0	Fem	1	1	0	0	0	0	0
1084		Total	1	Mal	0	0	0	0	0	0	0
ASSISTANT CITY TREASURER	1	Tot Min	1	Fem	1	0	1	0	0	0	0
8001		Total	1	Mal	1	1	0	0	0	0	0
CITY TREASURER	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 17		Total	5	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	4	3	1	0	0	0	0

Workforce Analysis

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ECC

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
5052		Total	5	Mal	1	0	1	0	0	0	0
INTERMITTENT ECC DISPATCHER	3	Tot Min	1	Fem	4	4	0	0	0	0	0
5032		Total	16	Mal	3	3	0	0	0	0	0
EMERG COMM TELECOMMUNICATOR	3	Tot Min	3	Fem	13	10	3	0	0	0	0
1019		Total	7	Mal	4	3	1	0	0	0	0
ECC SUPERVISOR	3	Tot Min	1	Fem	3	3	0	0	0	0	0
1090		Total	1	Mal	0	0	0	0	0	0	0
ECC OPERATIONS SUPERVISOR	3	Tot Min	1	Fem	1	0	1	0	0	0	0
1116		Total	1	Mal	1	1	0	0	0	0	0
ECC DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 18		Total	30	Mal	9	7	2	0	0	0	0
		Tot Min	6	Fem	21	17	4	0	0	0	0

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COMMUNITY DEVELOPMENT

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
5005		Total	5	Mal	4	2	2	0	0	0	0
CODE ENFORCEMENT AIDE	5	Tot Min	3	Fem	1	0	1	0	0	0	0
5018		Total	2	Mal	1	0	1	0	0	0	0
DEVELOPMENT TECHNICIAN	3	Tot Min	1	Fem	1	1	0	0	0	0	0
5027		Total	2	Mal	2	2	0	0	0	0	0
LEGAL ADMINISTRATIVE TECH	3	Tot Min	0	Fem	0	0	0	0	0	0	0
5030		Total	1	Mal	1	1	0	0	0	0	0
PROJECT COORDINATOR	3	Tot Min	0	Fem	0	0	0	0	0	0	0
5031		Total	5	Mal	3	1	1	0	1	0	0
CODE ENFORCEMENT INSPECTOR	3	Tot Min	2	Fem	2	2	0	0	0	0	0
5054		Total	1	Mal	1	1	0	0	0	0	0
BUSINESS LICENSE INSP	3	Tot Min	0	Fem	0	0	0	0	0	0	0
5060		Total	1	Mal	1	1	0	0	0	0	0
SENIOR CODE INSPECTOR	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

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COMMUNITY DEVELOPMENT

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
5037		Total	2	Mal	2	1	1	0	0	0	0	0
COMMUNITY SERVICES INSPECTOR	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
5057		Total	1	Mal	1	1	0	0	0	0	0	0
ELECTRICAL INSPECTOR	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1113		Total	1	Mal	0	0	0	0	0	0	0	0
ASSOC NEIGHBORD ENH COORD	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103		Total	1	Mal	0	0	0	0	0	0	0	0
ASSOCIATE MANAGEMENT ANALYST	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1007		Total	2	Mal	1	0	0	1	0	0	0	0
ASSOCIATE GRANTS COORDINATOR	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
1111		Total	1	Mal	0	0	0	0	0	0	0	0
HOUSING COORDINATOR	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5036		Total	3	Mal	3	2	0	0	1	0	0	0
BUILDING INSPECTOR	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
5044		Total	1	Mal	0	0	0	0	0	0	0	0
URBAN PLANNER	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1034		Total	1	Mal	1	1	0	0	0	0	0	0
LAND DEVELOPMENT MANAGER	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1020		Total	1	Mal	1	1	0	0	0	0	0	0
GRANTS COORDINATOR	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1008		Total	1	Mal	0	0	0	0	0	0	0	0
NEIGHBORHOOD ENHANCEMENT COOR	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1108		Total	1	Mal	1	0	0	0	1	0	0	0
CODE ENFORCEMENT MANAGER	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1104		Total	1	Mal	1	1	0	0	0	0	0	0
BUILDING SAFETY MANAGER	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5049		Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR URBAN PLANNER	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
1107		Total	1	Mal	0	0	0	0	0	0	0	0
GRANTS AND BUDGET MANAGER	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

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COMMUNITY DEVELOPMENT

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
1060		Total	1	Mal	0	0	0	0	0	0	0
ASST DIR COMMUNITY DEVELOPMENT	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1074		Total	1	Mal	1	1	0	0	0	0	0
COMMUNITY DEVELOPMENT DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 19		Total	39	Mal	26	17	5	1	3	0	0
		Tot Min	11	Fem	13	11	1	0	0	0	1

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POLICE

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
5007		Total	4	Mal	4	2	2	0	0	0	0
PARKING ENFORCEMENT METER TECH	8	Tot Min	2	Fem	0	0	0	0	0	0	0
9509		Total	2	Mal	0	0	0	0	0	0	0
POLICE CADET	6	Tot Min	1	Fem	2	1	1	0	0	0	0
5014		Total	4	Mal	0	0	0	0	0	0	0
ADMIN SPECIALIST III - POLICE	6	Tot Min	0	Fem	4	4	0	0	0	0	0
5020		Total	1	Mal	0	0	0	0	0	0	0
FISCAL TECHNICIAN II - POLICE	6	Tot Min	0	Fem	1	1	0	0	0	0	0
5009		Total	5	Mal	0	0	0	0	0	0	0
POLICE RECORDS TECH II	5	Tot Min	1	Fem	5	4	1	0	0	0	0
5011		Total	2	Mal	0	0	0	0	0	0	0
POLICE VIDEO TECHNICIAN	5	Tot Min	0	Fem	2	2	0	0	0	0	0
5010		Total	1	Mal	0	0	0	0	0	0	0
POLICE INFORMATION TECHNICIAN	5	Tot Min	1	Fem	1	0	1	0	0	0	0
5013		Total	1	Mal	0	0	0	0	0	0	0
UNIFORM CRIME REPORT SPEC	5	Tot Min	1	Fem	1	0	1	0	0	0	0
4002		Total	148	Mal	127	101	14	3	6	1	0
POLICE OFFICER	4	Tot Min	31	Fem	21	16	2	0	2	0	1
4000		Total	30	Mal	28	25	3	0	0	0	0
POLICE SERGEANT	4	Tot Min	4	Fem	2	1	1	0	0	0	0

Workforce Analysis

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POLICE

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
4001		Total	12	Mal	12	11	0	1	0	0	0	0
POLICE LIEUTENANT	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0
5012		Total	2	Mal	1	1	0	0	0	0	0	0
PROPERTY & EVIDENCE TECHNICIAN	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5025		Total	1	Mal	0	0	0	0	0	0	0	0
LEAD POLICE RECORDS TECHNICIAN	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1121		Total	1	Mal	1	0	1	0	0	0	0	0
POLICE COMM ENGAGEMENT COORD	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1097		Total	1	Mal	0	0	0	0	0	0	0	0
PD SR ADMIN SPECIALIST	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
1120		Total	1	Mal	0	0	0	0	0	0	0	0
COM RELA CRIME PREV MGR	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1115		Total	1	Mal	0	0	0	0	0	0	0	0
POLICE GRANTS COORDINATOR	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0
1106		Total	1	Mal	0	0	0	0	0	0	0	0
POLICE COMM SPEC	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
1021		Total	1	Mal	1	1	0	0	0	0	0	0
MANAGEMENT ANALYST - POLICE	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1091		Total	1	Mal	1	1	0	0	0	0	0	0
POLICE TECH ADMINISTRATOR	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1065		Total	3	Mal	3	2	1	0	0	0	0	0
POLICE CAPTAIN	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1071		Total	1	Mal	1	1	0	0	0	0	0	0
ASST POLICE CHIEF	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1080		Total	1	Mal	1	0	0	0	1	0	0	0
POLICE CHIEF	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 21		Total	225	Mal	180	145	21	4	7	1	0	2
		Tot Min	49	Fem	45	31	9	1	3	0	0	1

Workforce Analysis

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FIRE

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2012		Total 2	2	2	0	0	0	0	0	0
FIRE MECHANIC	7	Tot Min 0	0	0	0	0	0	0	0	0
2014		Total 1	1	1	0	0	0	0	0	0
FIRE MECHANIC CREW CHIEF	7	Tot Min 0	0	0	0	0	0	0	0	0
5002		Total 1	0	0	0	0	0	0	0	0
ADMIN SPECIALIST II - FIRE	6	Tot Min 1	1	0	1	0	0	0	0	0
5056		Total 2	0	0	0	0	0	0	0	0
FIRE RESCUE ADMIN ASSISTANT	6	Tot Min 0	2	2	0	0	0	0	0	0
5064		Total 1	0	0	0	0	0	0	0	0
FIRE RESCUE FISCAL OPER SPEC	6	Tot Min 0	1	1	0	0	0	0	0	0
3001		Total 51	48	34	7	0	4	1	0	2
FIREFIGHTER	4	Tot Min 14	3	3	0	0	0	0	0	0
3006		Total 52	52	45	4	1	1	0	0	1
FIRE ENGINEER	4	Tot Min 7	0	0	0	0	0	0	0	0
3010		Total 52	52	46	3	1	1	0	0	1
FIRE CAPTAIN	4	Tot Min 6	0	0	0	0	0	0	0	0
3014		Total 1	1	1	0	0	0	0	0	0
HAZARDOUS MATERIALS INSP. III	4	Tot Min 0	0	0	0	0	0	0	0	0
3016		Total 2	2	1	1	0	0	0	0	0
FIRE TRAINING SUPERVISOR	4	Tot Min 1	0	0	0	0	0	0	0	0
3013		Total 2	2	2	0	0	0	0	0	0
FIRE INVESTIGATOR III	4	Tot Min 0	0	0	0	0	0	0	0	0
3011		Total 1	1	1	0	0	0	0	0	0
FIRE INSPECTOR III	4	Tot Min 0	0	0	0	0	0	0	0	0
3005		Total 2	2	2	0	0	0	0	0	0
HAZARDOUS MATERIALS COORD.	4	Tot Min 0	0	0	0	0	0	0	0	0
HC100		Total 1	1	1	0	0	0	0	0	0
Hazmat Coordinator	4	Tot Min 0	0	0	0	0	0	0	0	0
3019		Total 1	1	1	0	0	0	0	0	0
EMS QAO	4	Tot Min 0	0	0	0	0	0	0	0	0

Workforce Analysis

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FIRE

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
3015		Total	6	Mal	6	6	0	0	0	0	0
FIRE BATTALION CHIEF	4	Tot Min	0	Fem	0	0	0	0	0	0	0
3018		Total	1	Mal	1	0	0	0	0	0	1
FIRE BATTALION CHIEF-SPECL OPR	4	Tot Min	1	Fem	0	0	0	0	0	0	0
1064		Total	3	Mal	2	2	0	0	0	0	0
FIRE DIVISION EXECUTIVE	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1070		Total	2	Mal	2	0	2	0	0	0	0
ASST FIRE CHIEF	1	Tot Min	2	Fem	0	0	0	0	0	0	0
1079		Total	1	Mal	1	1	0	0	0	0	0
FIRE CHIEF	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 22		Total	185	Mal	177	146	17	2	6	1	0
		Tot Min	32	Fem	8	7	1	0	0	0	0

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PUBLIC WORKS

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
9517		Total	7	Mal	7	5	1	1	0	0	0
TEMP TEAMSTER	7	Tot Min	2	Fem	0	0	0	0	0	0	0
2019		Total	1	Mal	1	1	0	0	0	0	0
CART TECHNICIAN	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2009		Total	1	Mal	1	1	0	0	0	0	0
PAINTER	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2003		Total	15	Mal	15	9	4	0	2	0	0
MAINT WORKER II TEAM	7	Tot Min	6	Fem	0	0	0	0	0	0	0
2002		Total	14	Mal	13	9	3	1	0	0	0
MAINT WORKER II LAB	7	Tot Min	4	Fem	1	1	0	0	0	0	0
2011		Total	2	Mal	2	2	0	0	0	0	0
EQUIPMENT MECHANIC	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2010		Total	1	Mal	1	1	0	0	0	0	0
BODY REPAIR TECH/MECHANIC	7	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

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PUBLIC WORKS

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
2008		Total	2	Mal	2	2	0	0	0	0	0	0
TRAFFIC PAINTER	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2005		Total	6	Mal	6	5	0	0	1	0	0	0
OPERATOR - TEAMSTER	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2004		Total	5	Mal	5	3	2	0	0	0	0	0
OPERATOR - LABORER	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
2017		Total	1	Mal	1	1	0	0	0	0	0	0
CARPENTER	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2007		Total	1	Mal	1	1	0	0	0	0	0	0
FOREMAN - TEAMSTER	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2006		Total	2	Mal	2	2	0	0	0	0	0	0
FOREMAN - LABORER	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2013		Total	2	Mal	2	2	0	0	0	0	0	0
EQUIPMENT MECHANIC CREW CHIEF	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2018		Total	1	Mal	1	1	0	0	0	0	0	0
CARPENTER LEAD	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2015		Total	5	Mal	5	4	1	0	0	0	0	0
SIGNAL ELECTRICIAN	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
LE100		Total	1	Mal	1	1	0	0	0	0	0	0
Lead Electrician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2016		Total	1	Mal	1	1	0	0	0	0	0	0
SIGNAL ELECTRICIAN - LEAD	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2020		Total	1	Mal	1	1	0	0	0	0	0	0
MECHANICAL SYSTEMS MAINT WRKR	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5017		Total	1	Mal	0	0	0	0	0	0	0	0
ADMIN SPECIALIST III - PW	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5008		Total	1	Mal	1	1	0	0	0	0	0	0
PARTS TECHNICIAN	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5058		Total	1	Mal	0	0	0	0	0	0	0	0
FISCAL TECHNICIAN II - PW	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

30

PUBLIC WORKS

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
5035		Total	1	Mal	0	0	0	0	0	0	0	0
PW FISCAL OPERATIONS SPEC	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
5051		Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC TECHNICIAN	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1036		Total	4	Mal	4	2	2	0	0	0	0	0
PUBLIC WORKS PRGRM SUPERVISOR	3	Tot Min	2	Fem	0	0	0	0	0	0	0	0
5038		Total	1	Mal	0	0	0	0	0	0	0	0
GIS ASSET MGMT COORDINATOR	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1099		Total	1	Mal	0	0	0	0	0	0	0	0
PW SUPERVISORY ADMIN ASST	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1096		Total	1	Mal	1	1	0	0	0	0	0	0
PW COMM SPEC	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
5063		Total	1	Mal	1	0	1	0	0	0	0	0
GREEN INFRASTRUCTURE COORD	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1053		Total	1	Mal	1	1	0	0	0	0	0	0
FLEET SERVICES MANAGER	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1051		Total	1	Mal	1	1	0	0	0	0	0	0
FACILITIES MANAGER	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1110		Total	1	Mal	1	1	0	0	0	0	0	0
PW FINANCE MANAGER	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1066		Total	1	Mal	1	1	0	0	0	0	0	0
ASST PW DIRECTOR OF OPERATIONS	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1105		Total	1	Mal	0	0	0	0	0	0	0	0
ASSISTANT CITY ENGINEER	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
1067		Total	1	Mal	0	0	0	0	0	0	0	0
CITY ENGINEER	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1081		Total	1	Mal	1	1	0	0	0	0	0	0
PUBLIC WORKS DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 30		Total	89	Mal	81	62	14	2	3	0	0	0
		Tot Min	20	Fem	8	7	0	0	1	0	0	0

Workforce Analysis

40

DIVERSITY & INCLUSION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
9501		Total 5	Mal	2	1	1	0	0	0	0
CORPS MEMBER	6	Tot Min 3	Fem	3	1	2	0	0	0	0
1005		Total 1	Mal	0	0	0	0	0	0	0
CREW SUPERVISOR	3	Tot Min 1	Fem	1	0	1	0	0	0	0
1124		Total 1	Mal	0	0	0	0	0	0	0
DEI GENERALIST	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1049		Total 1	Mal	0	0	0	0	0	0	0
CHIEF DIVERSITY & INCL OFFICER	1	Tot Min 1	Fem	1	0	1	0	0	0	0
Total for 40		Total 8	Mal	2	1	1	0	0	0	0
		Tot Min 5	Fem	6	2	4	0	0	0	0

60

CULTURE & RECREATION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
7000		Total 104	Mal	48	46	1	0	0	0	1
BAND MEMBER	6	Tot Min 7	Fem	56	51	4	0	1	0	0
Total for 60		Total 104	Mal	48	46	1	0	0	0	1
		Tot Min 7	Fem	56	51	4	0	1	0	0

82

LIBRARY

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
6006		Total 4	Mal	3	1	1	0	1	0	0
CUSTODIAL & MAINTENANCE	8	Tot Min 2	Fem	1	1	0	0	0	0	0
6012		Total 10	Mal	3	3	0	0	0	0	0
STUDENT PAGE	6	Tot Min 7	Fem	7	0	3	3	1	0	0
6011		Total 3	Mal	1	1	0	0	0	0	0
LIBRARY ASSISTANT - PART TIME	6	Tot Min 0	Fem	2	2	0	0	0	0	0
6008		Total 16	Mal	1	0	0	0	1	0	0
LIBRARY ASSISTANT	6	Tot Min 2	Fem	15	14	1	0	0	0	0

Workforce Analysis

82

LIBRARY

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
6004		Total	16	Mal	3	2	0	0	0	0	0	1
REFERENCE ASSISTANT	6	Tot Min	4	Fem	13	10	2	1	0	0	0	0
6010		Total	1	Mal	1	1	0	0	0	0	0	0
LIBRARIAN - PART TIME	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
6002		Total	8	Mal	3	2	1	0	0	0	0	0
SUPERVISING REFERENCE ASSIST	3	Tot Min	2	Fem	5	4	1	0	0	0	0	0
6005		Total	1	Mal	0	0	0	0	0	0	0	0
SUPERVISING CLERK	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
6007		Total	8	Mal	1	1	0	0	0	0	0	0
LIBRARIAN	2	Tot Min	1	Fem	7	6	1	0	0	0	0	0
6003		Total	7	Mal	0	0	0	0	0	0	0	0
SUPERVISING LIBRARIAN	2	Tot Min	0	Fem	7	7	0	0	0	0	0	0
6001		Total	1	Mal	0	0	0	0	0	0	0	0
ASSISTANT LIBRARY DIRECTOR	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
6000		Total	1	Mal	1	1	0	0	0	0	0	0
LIBRARY DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 82		Total	76	Mal	17	12	2	0	2	0	0	1
		Tot Min	19	Fem	59	45	9	4	1	0	0	0

Annotated Employee List by Department

There are currently no annotated employees for this plan.

City of Peoria, Illinois

January 1, 2023 Annual Affirmative Action Plan

Peoria, IL

Job Group Analysis

1

Officials and Administrators

EEO Code: 1

Job Code & Title		Min	Fem							
1082 - CITY MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
1076 - ASSISTANT CITY MANAGER	#	1	1							
1 Employee	%	100.00	100.00							
1079 - FIRE CHIEF	#	0	0							
1 Employee	%	0.00	0.00							
1080 - POLICE CHIEF	#	1	0							
1 Employee	%	100.00	0.00							
1077 - CORPORATION COUNSEL	#	0	0							
1 Employee	%	0.00	0.00							
1070 - ASST FIRE CHIEF	#	2	0							
2 Employees	%	100.00	0.00							
1071 - ASST POLICE CHIEF	#	0	0							
1 Employee	%	0.00	0.00							
1081 - PUBLIC WORKS DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
1075 - HUMAN RESOURCES DIRECTOR	#	0	1							
1 Employee	%	0.00	100.00							
1078 - FINANCE DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
1074 - COMMUNITY DEVELOPMENT DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
1062 - DEPUTY CORPORATION COUNSEL	#	0	1							
1 Employee	%	0.00	100.00							
1064 - FIRE DIVISION EXECUTIVE	#	0	1							
3 Employees	%	0.00	33.33							
1065 - POLICE CAPTAIN	#	1	0							
3 Employees	%	33.33	0.00							

Job Group Analysis

1

Officials and Administrators

EEO Code: 1

Job Code & Title		Min	Fem							
1067 - CITY ENGINEER	#	0	1							
1 Employee	%	0.00	100.00							
1060 - ASST DIR COMMUNITY DEVELOPMENT	#	0	1							
1 Employee	%	0.00	100.00							
1072 - CHIEF INFORMATION OFFICER	#	0	1							
1 Employee	%	0.00	100.00							
1116 - ECC DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
8001 - CITY TREASURER	#	0	0							
1 Employee	%	0.00	0.00							
1049 - CHIEF DIVERSITY & INCL OFFICER	#	1	1							
1 Employee	%	100.00	100.00							
8000 - CITY CLERK	#	0	1							
1 Employee	%	0.00	100.00							
1105 - ASSISTANT CITY ENGINEER	#	1	1							
1 Employee	%	100.00	100.00							
6000 - LIBRARY DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
6001 - ASSISTANT LIBRARY DIRECTOR	#	0	1							
1 Employee	%	0.00	100.00							
1083 - CHIEF DEPUTY CITY CLERK	#	1	1							
1 Employee	%	100.00	100.00							
1084 - ASSISTANT CITY TREASURER	#	1	1							
1 Employee	%	100.00	100.00							
8003 - MAYOR	#	1	1							
1 Employee	%	100.00	100.00							
8002 - COUNCIL MEMBER	#	3	2							
10 Employees	%	30.00	20.00							
8500 - COMMISSION MEMBER	#	4	1							
7 Employees	%	57.14	14.29							

Job Group Analysis

1

Officials and Administrators

EEO Code: 1

Job Code & Title

49 Employees

		Min	Fem							
Totals	#	17	17							
	%	34.69	34.69							

Job Group Analysis

2

Professionals

EEO Code: 2

Job Code & Title		Min	Fem							
1066 - ASST PW DIRECTOR OF OPERATIONS	#	0	0							
1 Employee	%	0.00	0.00							
1122 - ECONOMIC DEVELOPMENT MANAGER	#	0	1							
1 Employee	%	0.00	100.00							
1118 - CYBER SECURITY MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
1110 - PW FINANCE MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
1046 - SR.HUMAN RESOURCES SPECIALIST	#	0	0							
1 Employee	%	0.00	0.00							
1107 - GRANTS AND BUDGET MANAGER	#	0	1							
1 Employee	%	0.00	100.00							
1052 - FINANCE MANAGER	#	1	1							
1 Employee	%	100.00	100.00							
5046 - NETWORK ADMINISTRATOR	#	0	0							
1 Employee	%	0.00	0.00							
5049 - SENIOR URBAN PLANNER	#	1	1							
2 Employees	%	50.00	50.00							
1047 - STRATEGIC COMMUNICATIONS MGR	#	0	1							
1 Employee	%	0.00	100.00							
1100 - BENEFITS ADMINISTRATOR II	#	0	1							
1 Employee	%	0.00	100.00							
1056 - PURCHASING MANAGER	#	1	0							
1 Employee	%	100.00	0.00							
1051 - FACILITIES MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
1053 - FLEET SERVICES MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
1117 - TECHNOLOGY PROGRAMS MANAGER	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

2

Professionals

EEO Code: 2

Job Code & Title		Min	Fem							
1104 - BUILDING SAFETY MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
1108 - CODE ENFORCEMENT MANAGER	#	1	0							
1 Employee	%	100.00	0.00							
1093 - AFFIRMATIVE EMPLOYMENT SPEC.	#	1	1							
1 Employee	%	100.00	100.00							
1017 - ATTORNEY I	#	1	1							
2 Employees	%	50.00	50.00							
1089 - SR ECON ENGAGEMENT SPEC	#	1	0							
1 Employee	%	100.00	0.00							
1091 - POLICE TECH ADMINISTRATOR	#	0	0							
1 Employee	%	0.00	0.00							
1029 - ACCOUNTS RECV SUPERVISOR	#	0	1							
1 Employee	%	0.00	100.00							
1031 - GEOGRAPHIC IS (GIS) MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
1124 - DEI GENERALIST	#	0	1							
1 Employee	%	0.00	100.00							
5063 - GREEN INFRASTRUCTURE COORD	#	1	0							
1 Employee	%	100.00	0.00							
1012 - HUMAN RESOURCES COORDINATOR	#	1	1							
1 Employee	%	100.00	100.00							
1021 - MANAGEMENT ANALYST - POLICE	#	0	0							
1 Employee	%	0.00	0.00							
1011 - DEVELOPMENT SPECIALIST	#	0	0							
2 Employees	%	0.00	0.00							
1008 - NEIGHBORHOOD ENHANCEMENT COOR	#	0	1							
1 Employee	%	0.00	100.00							
1016 - ACCOUNTANT - FINANCE	#	1	2							
3 Employees	%	33.33	66.67							

Job Group Analysis

2

Professionals

EEO Code: 2

Job Code & Title		Min	Fem							
1020 - GRANTS COORDINATOR	#	0	0							
1 Employee	%	0.00	0.00							
1034 - LAND DEVELOPMENT MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
1096 - PW COMM SPEC	#	0	0							
1 Employee	%	0.00	0.00							
1099 - PW SUPERVISORY ADMIN ASST	#	0	1							
1 Employee	%	0.00	100.00							
1106 - POLICE COMM SPEC	#	1	1							
1 Employee	%	100.00	100.00							
1114 - CLASS AND COMP SPECIALIST	#	0	0							
1 Employee	%	0.00	0.00							
1115 - POLICE GRANTS COORDINATOR	#	1	1							
1 Employee	%	100.00	100.00							
1120 - COM RELA CRIME PREV MGR	#	1	1							
1 Employee	%	100.00	100.00							
1123 - MANAGEMENT ANALYST - FINANCE	#	1	1							
1 Employee	%	100.00	100.00							
6003 - SUPERVISING LIBRARIAN	#	0	7							
7 Employees	%	0.00	100.00							
5038 - GIS ASSET MGMT COORDINATOR	#	0	1							
1 Employee	%	0.00	100.00							
1097 - PD SR ADMIN SPECIALIST	#	1	1							
1 Employee	%	100.00	100.00							
5044 - URBAN PLANNER	#	0	1							
1 Employee	%	0.00	100.00							
5036 - BUILDING INSPECTOR	#	1	0							
3 Employees	%	33.33	0.00							
1111 - HOUSING COORDINATOR	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

2

Professionals

EEO Code: 2

Job Code & Title		Min	Fem							
1007 - ASSOCIATE GRANTS COORDINATOR	#	1	1							
2 Employees	%	50.00	50.00							
1103 - ASSOCIATE MANAGEMENT ANALYST	#	0	1							
1 Employee	%	0.00	100.00							
1113 - ASSOC NEIGHBORD ENH COORD	#	0	1							
1 Employee	%	0.00	100.00							
1119 - PARALEGAL	#	0	1							
1 Employee	%	0.00	100.00							
1121 - POLICE COMM ENGAGEMENT COORD	#	1	0							
1 Employee	%	100.00	0.00							
6007 - LIBRARIAN	#	1	7							
8 Employees	%	12.50	87.50							
1109 - LAND BANK LEGAL ASSISTANT	#	1	1							
1 Employee	%	100.00	100.00							
73 Employees	Totals #	20	42							
	%	27.40	57.53							

Job Group Analysis

3

Technicians

EEO Code: 3

Job Code & Title		Min	Fem							
1043 - DESKTOP SERVICES MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
1090 - ECC OPERATIONS SUPERVISOR	#	1	1							
1 Employee	%	100.00	100.00							
1085 - DEPUTY CITY TREASURER	#	0	1							
1 Employee	%	0.00	100.00							
1036 - PUBLIC WORKS PRGRM SUPERVISOR	#	2	0							
4 Employees	%	50.00	0.00							
5061 - TELECOMMUNICATIONS SPECIALIST	#	1	0							
1 Employee	%	100.00	0.00							
1026 - PAYROLL SUPERVISOR	#	0	0							
1 Employee	%	0.00	0.00							
5051 - TRAFFIC TECHNICIAN	#	0	0							
1 Employee	%	0.00	0.00							
1019 - ECC SUPERVISOR	#	1	3							
7 Employees	%	14.29	42.86							
6005 - SUPERVISING CLERK	#	1	1							
1 Employee	%	100.00	100.00							
5041 - PROGRAMMER/ANALYST	#	1	1							
2 Employees	%	50.00	50.00							
1005 - CREW SUPERVISOR	#	1	1							
1 Employee	%	100.00	100.00							
5057 - ELECTRICAL INSPECTOR	#	0	0							
1 Employee	%	0.00	0.00							
1087 - DEPUTY CLERK II	#	0	1							
1 Employee	%	0.00	100.00							
5037 - COMMUNITY SERVICES INSPECTOR	#	1	0							
2 Employees	%	50.00	0.00							
5060 - SENIOR CODE INSPECTOR	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

3

Technicians

EEO Code: 3

Job Code & Title		Min	Fem							
5059 - TECHNICAL SUPPORT COORD	#	0	1							
1 Employee	%	0.00	100.00							
5035 - PW FISCAL OPERATIONS SPEC	#	0	1							
1 Employee	%	0.00	100.00							
6002 - SUPERVISING REFERENCE ASSIST	#	2	5							
8 Employees	%	25.00	62.50							
5054 - BUSINESS LICENSE INSP	#	0	0							
1 Employee	%	0.00	0.00							
1101 - PAYROLL TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							
5032 - EMERG COMM TELECOMMUNICATOR	#	3	13							
16 Employees	%	18.75	81.25							
5031 - CODE ENFORCEMENT INSPECTOR	#	2	2							
5 Employees	%	40.00	40.00							
5034 - PC SPECIALIST	#	0	0							
3 Employees	%	0.00	0.00							
5025 - LEAD POLICE RECORDS TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							
1013 - LEGAL TECHNICIAN	#	0	2							
2 Employees	%	0.00	100.00							
5012 - PROPERTY & EVIDENCE TECHNICIAN	#	0	1							
2 Employees	%	0.00	50.00							
5030 - PROJECT COORDINATOR	#	0	0							
1 Employee	%	0.00	0.00							
5027 - LEGAL ADMINISTRATIVE TECH	#	0	0							
2 Employees	%	0.00	0.00							
5028 - PURCHASING COORDINATOR	#	0	0							
1 Employee	%	0.00	0.00							
5018 - DEVELOPMENT TECHNICIAN	#	1	1							
2 Employees	%	50.00	50.00							

Job Group Analysis

3

Technicians

EEO Code: 3

Job Code & Title		Min	Fem							
5052 - INTERMITTENT ECC DISPATCHER	#	1	4							
5 Employees	%	20.00	80.00							
78 Employees	Totals	#	18	41						
		%	23.08	52.56						

Job Group Analysis

4

Protective Service Workers

EEO Code: 4

Job Code & Title		Min	Fem							
4001 - POLICE LIEUTENANT	#	1	0							
12 Employees	%	8.33	0.00							
3018 - FIRE BATTALION CHIEF-SPECL OPR	#	1	0							
1 Employee	%	100.00	0.00							
3015 - FIRE BATTALION CHIEF	#	0	0							
6 Employees	%	0.00	0.00							
3019 - EMS QAO	#	0	0							
1 Employee	%	0.00	0.00							
HC100 - Hazmat Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
4000 - POLICE SERGEANT	#	4	2							
30 Employees	%	13.33	6.67							
3005 - HAZARDOUS MATERIALS COORD.	#	0	0							
2 Employees	%	0.00	0.00							
3011 - FIRE INSPECTOR III	#	0	0							
1 Employee	%	0.00	0.00							
3013 - FIRE INVESTIGATOR III	#	0	0							
2 Employees	%	0.00	0.00							
3016 - FIRE TRAINING SUPERVISOR	#	1	0							
2 Employees	%	50.00	0.00							
3014 - HAZARDOUS MATERIALS INSP. III	#	0	0							
1 Employee	%	0.00	0.00							
3010 - FIRE CAPTAIN	#	6	0							
52 Employees	%	11.54	0.00							
3006 - FIRE ENGINEER	#	7	0							
52 Employees	%	13.46	0.00							
4002 - POLICE OFFICER	#	31	21							
148 Employees	%	20.95	14.19							
3001 - FIREFIGHTER	#	14	3							
51 Employees	%	27.45	5.88							

Job Group Analysis

4

Protective Service Workers

EEO Code: 4

Job Code & Title

362 Employees

Totals

	Min	Fem								
#	65	26								
%	17.96	7.18								

Job Group Analysis

5

Paraprofessionals

EEO Code: 5

Job Code & Title		Min	Fem							
5013 - UNIFORM CRIME REPORT SPEC	#	1	1							
1 Employee	%	100.00	100.00							
5010 - POLICE INFORMATION TECHNICIAN	#	1	1							
1 Employee	%	100.00	100.00							
5011 - POLICE VIDEO TECHNICIAN	#	0	2							
2 Employees	%	0.00	100.00							
5009 - POLICE RECORDS TECH II	#	1	5							
5 Employees	%	20.00	100.00							
5005 - CODE ENFORCEMENT AIDE	#	3	1							
5 Employees	%	60.00	20.00							
14 Employees	Totals	#	6	10						
		%	42.86	71.43						

Job Group Analysis

6

Administrative Support

EEO Code: 6

Job Code & Title		Min	Fem							
5064 - FIRE RESCUE FISCAL OPER SPEC	#	0	1							
1 Employee	%	0.00	100.00							
5020 - FISCAL TECHNICIAN II - POLICE	#	0	1							
1 Employee	%	0.00	100.00							
6010 - LIBRARIAN - PART TIME	#	0	0							
1 Employee	%	0.00	0.00							
1001 - ADMIN ASST TO CITY MGR	#	0	1							
1 Employee	%	0.00	100.00							
1002 - ADMIN ASST TO MAYOR & COUNCIL	#	1	1							
1 Employee	%	100.00	100.00							
5014 - ADMIN SPECIALIST III - POLICE	#	0	4							
4 Employees	%	0.00	100.00							
5022 - ACCOUNTS PAYABLE TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							
5050 - FISCAL TECHNICIAN II - TREASUR	#	0	2							
2 Employees	%	0.00	100.00							
5058 - FISCAL TECHNICIAN II - PW	#	0	1							
1 Employee	%	0.00	100.00							
5056 - FIRE RESCUE ADMIN ASSISTANT	#	0	2							
2 Employees	%	0.00	100.00							
5006 - ACCOUNTS RECEIVABLE TECHNICIAN	#	2	2							
3 Employees	%	66.67	66.67							
5008 - PARTS TECHNICIAN	#	0	0							
1 Employee	%	0.00	0.00							
6004 - REFERENCE ASSISTANT	#	4	13							
16 Employees	%	25.00	81.25							
5017 - ADMIN SPECIALIST III - PW	#	0	1							
1 Employee	%	0.00	100.00							
5002 - ADMIN SPECIALIST II - FIRE	#	1	1							
1 Employee	%	100.00	100.00							

Job Group Analysis

6

Administrative Support

EEO Code: 6

Job Code & Title		Min	Fem							
6008 - LIBRARY ASSISTANT	#	2	15							
16 Employees	%	12.50	93.75							
6011 - LIBRARY ASSISTANT - PART TIME	#	0	2							
3 Employees	%	0.00	66.67							
6012 - STUDENT PAGE	#	7	7							
10 Employees	%	70.00	70.00							
9501 - CORPS MEMBER	#	3	3							
5 Employees	%	60.00	60.00							
7000 - BAND MEMBER	#	7	56							
104 Employees	%	6.73	53.85							
9509 - POLICE CADET	#	1	2							
2 Employees	%	50.00	100.00							
177 Employees										
	Totals	#	28	116						
		%	15.82	65.54						

Job Group Analysis

7

Skilled Craft Worker

EEO Code: 7

Job Code & Title		Min	Fem							
2020 - MECHANICAL SYSTEMS MAINT WRKR	#	0	0							
1 Employee	%	0.00	0.00							
2016 - SIGNAL ELECTRICIAN - LEAD	#	0	0							
1 Employee	%	0.00	0.00							
LE100 - Lead Electrician	#	0	0							
1 Employee	%	0.00	0.00							
2015 - SIGNAL ELECTRICIAN	#	1	0							
5 Employees	%	20.00	0.00							
2018 - CARPENTER LEAD	#	0	0							
1 Employee	%	0.00	0.00							
2013 - EQUIPMENT MECHANIC CREW CHIEF	#	0	0							
2 Employees	%	0.00	0.00							
2014 - FIRE MECHANIC CREW CHIEF	#	0	0							
1 Employee	%	0.00	0.00							
2006 - FOREMAN - LABORER	#	0	0							
2 Employees	%	0.00	0.00							
2007 - FOREMAN - TEAMSTER	#	0	0							
1 Employee	%	0.00	0.00							
2017 - CARPENTER	#	0	0							
1 Employee	%	0.00	0.00							
2004 - OPERATOR - LABORER	#	2	0							
5 Employees	%	40.00	0.00							
2005 - OPERATOR - TEAMSTER	#	1	0							
6 Employees	%	16.67	0.00							
2008 - TRAFFIC PAINTER	#	0	0							
2 Employees	%	0.00	0.00							
2010 - BODY REPAIR TECH/MECHANIC	#	0	0							
1 Employee	%	0.00	0.00							
2011 - EQUIPMENT MECHANIC	#	0	0							
2 Employees	%	0.00	0.00							

Job Group Analysis

7

Skilled Craft Worker

EEO Code: 7

Job Code & Title		Min	Fem							
2012 - FIRE MECHANIC	#	0	0							
2 Employees	%	0.00	0.00							
2002 - MAINT WORKER II LAB	#	4	1							
14 Employees	%	28.57	7.14							
2003 - MAINT WORKER II TEAM	#	6	0							
15 Employees	%	40.00	0.00							
2009 - PAINTER	#	0	0							
1 Employee	%	0.00	0.00							
2019 - CART TECHNICIAN	#	0	0							
1 Employee	%	0.00	0.00							
9517 - TEMP TEAMSTER	#	2	0							
7 Employees	%	28.57	0.00							
72 Employees	Totals	#	16	1						
		%	22.22	1.39						

Job Group Analysis

8

Service-Maintenance

EEO Code: 8

Job Code & Title		Min	Fem							
5007 - PARKING ENFORCEMENT METER TECH	#	2	0							
4 Employees	%	50.00	0.00							
6006 - CUSTODIAL & MAINTENANCE	#	2	1							
4 Employees	%	50.00	25.00							
8 Employees	Totals	#	4	1						
		%	50.00	12.50						

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Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem							
1 - Officials and Administrators		#	17	17							
49 Employees	1	%	34.69	34.69							
2 - Professionals		#	20	42							
73 Employees	2	%	27.40	57.53							
3 - Technicians		#	18	41							
78 Employees	3	%	23.08	52.56							
4 - Protective Service Workers		#	65	26							
362 Employees	4	%	17.96	7.18							
5 - Paraprofessionals		#	6	10							
14 Employees	5	%	42.86	71.43							
6 - Administrative Support		#	28	116							
177 Employees	6	%	15.82	65.54							
7 - Skilled Craft Worker		#	16	1							
72 Employees	7	%	22.22	1.39							
8 - Service-Maintenance		#	4	1							
8 Employees	8	%	50.00	12.50							
833 Employees	Totals	#	174	254							
		%	20.89	30.49							

Annotated Employee List

There are currently no annotated employees for this plan.

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Availability Factor Computation Form

1 - Officials and Administrators

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	19.82	30.92								Illinois
		Weighted Factor	17.84	27.83								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	21.43	7.14								Feeder Job Computations
		Weighted Factor	2.14	0.71								
		Availability	19.98	28.54								

Availability Factor Computation Form

2 - Professionals

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	9.13	60.00									Peoria, IL Metro Area
		Weighted Factor	8.22	54.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	25.00	75.00									Feeder Job Computations
		Weighted Factor	2.50	7.50									
		Availability	10.72	61.50									

Availability Factor Computation Form

3 - Technicians

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	21.64	55.72									Peoria, IL Metro Area
		Weighted Factor	19.48	50.15									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	60.00	20.00									Feeder Job Computations
		Weighted Factor	6.00	2.00									
		Availability	25.48	52.15									

Availability Factor Computation Form

4 - Protective Service Workers

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	11.29	17.16									Peoria, IL Metro Area
		Weighted Factor	10.16	15.44									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	66.67	100.00									Feeder Job Computations
		Weighted Factor	6.67	10.00									
		Availability	16.83	25.44									

Availability Factor Computation Form

5 - Paraprofessionals

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.49	70.19								Peoria, IL Metro Area
		Weighted Factor	12.49	70.19								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			12.49	70.19								

Availability Factor Computation Form

6 - Administrative Support

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.72	63.06								Peoria, IL Metro Area
		Weighted Factor	11.72	63.06								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			11.72	63.06								

Availability Factor Computation Form

7 - Skilled Craft Worker

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.09	5.25								Peoria, IL Metro Area
		Weighted Factor	6.09	5.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			6.09	5.25								

Availability Factor Computation Form

8 - Service-Maintenance

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.09	24.93								Peoria, IL Metro Area
		Weighted Factor	14.09	24.93								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			14.09	24.93								

Availability Rationale

1 - Officials and Administrators

Factor 1: Illinois- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 3, 4- This pool of feeder positions for this job group was chosen based on reasonable paths of progression and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2 - Professionals

Factor 1: Peoria, IL Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 3- This pool of feeder positions for this job group was chosen based on reasonable paths of progression and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3 - Technicians

Factor 1: Peoria, IL Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 5- This pool of feeder positions for this job group was chosen based on reasonable paths of progression and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4 - Protective Service Workers

Factor 1: Peoria, IL Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 5, 6- This pool of feeder positions for this job group was chosen based on reasonable paths of progression and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5 - Paraprofessionals

Factor 1: Peoria, IL Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6 - Administrative Support

Factor 1: Peoria, IL Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

7 - Skilled Craft Worker

Factor 1: Peoria, IL Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

Availability Rationale

8 - Service-Maintenance

Factor 1: Peoria, IL Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

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Incumbency vs. Estimated Availability

1		Officials and Administrators	
Total Emp 49	Employment %	Min	Fem
	Availability %	34.69	34.69
	Statistical Value	19.98	28.54
2		Professionals	
Total Emp 73	Employment %	Min	Fem
	Availability %	27.40	57.53
	Statistical Value	10.72	61.50
			0.696
3		Technicians	
Total Emp 78	Employment %	Min	Fem
	Availability %	23.08	52.56
	Statistical Value	25.48	52.15
		0.487	
4		Protective Service Workers	
Total Emp 362	Employment %	Min	Fem
	Availability %	17.96	7.18
	Statistical Value	16.83	25.44
			7.976
5		Paraprofessionals	
Total Emp 14	Employment %	Min	Fem
	Availability %	42.86	71.43
	Statistical Value	12.49	70.19
6		Administrative Support	
Total Emp 177	Employment %	Min	Fem
	Availability %	15.82	65.54
	Statistical Value	11.72	63.06

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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

7		Skilled Craft Worker	
Total Emp 72	Employment %	Min	Fem
		22.22	1.39
	Availability %	6.09	5.25
	Statistical Value		1.469
8		Service-Maintenance	
Total Emp 8	Employment %	Min	Fem
		50.00	12.50
	Availability %	14.09	24.93
	Statistical Value		0.689E

Total Employment: 833

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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.

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Placement Goals

Job Group & Name	Min	Fem								
4 - Protective Service Workers		25.44								

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Goal Attainment

4		Protective Service Workers																		
	Total	Min	Fem																	
Prior Year Goal			21.98																	
New Hire	39		2	5.13																
Promotion	3		2	66.67																
Total Opps	42		4	9.52																
Achieved? *			NO																	

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.

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Applicant Summary

For Period: 1/1/2022 to 12/31/2022

EEO Code 1 Officials & Administrators

		Total	Unk Race	Unk Gend	Min	Fem								
1	S	4	0	0	2	2								
Officials and Administrators	P	4	0	0	2	2								

EEO Code 2 Professionals

		Total	Unk Race	Unk Gend	Min	Fem								
2	S	18	0	0	5	10								
Professionals	P	509	11	0	144	271								

EEO Code 3 Technicians

		Total	Unk Race	Unk Gend	Min	Fem								
3	S	22	0	0	8	11								
Technicians	P	682	29	0	215	396								

EEO Code 4 Protective Service Workers

		Total	Unk Race	Unk Gend	Min	Fem								
4	S	39	0	0	17	2								
Protective Service Workers	P	354	12	0	121	46								

S - Selected, P - Pool

Applicant Summary

For Period: 1/1/2022 to 12/31/2022

EEO Code 5 Paraprofessionals

		Total	Unk Race	Unk Gend	Min	Fem								
5	S	9	0	0	5	5								
Paraprofessionals	P	198	11	0	87	120								

EEO Code 6 Administrative Support

		Total	Unk Race	Unk Gend	Min	Fem								
6	S	51	0	0	41	35								
Administrative Support	P	399	23	0	154	307								

EEO Code 7 Skilled Workers

		Total	Unk Race	Unk Gend	Min	Fem								
7	S	31	0	0	11	0								
Skilled Craft Worker	P	284	15	0	97	6								

EEO Code 8 Service

		Total	Unk Race	Unk Gend	Min	Fem								
8	S	5	0	0	3	0								
Service-Maintenance	P	14	1	0	7	4								

		Total	Unk Race	Unk Gend	Min	Fem								
Totals	S	179	0	0	92	65								
	%		0.00	0.00	51.40	36.31								
	P	2,444	102	0	827	1,152								
	%		4.17	0.00	33.84	47.14								

S - Selected, P - Pool

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New Hire Summary

For Period: 1/1/2022 to 12/31/2022

	Total	Min	Fem								
1 - Officials and Administrators	4	2	2								
2 - Professionals	18	5	10								
3 - Technicians	22	8	11								
4 - Protective Service Workers	39	17	2								
5 - Paraprofessionals	9	5	5								
6 - Administrative Support	51	41	35								
7 - Skilled Craft Worker	31	11	0								
8 - Service-Maintenance	5	3	0								
Totals	# 179	92	65								
	%	51.40	36.31								

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Promotion Summary by Old Job

For Period: 1/1/2022 to 12/31/2022

	Total	Min	Fem								
1 - Officials and Administrators	3	2	0								
2 - Professionals	2	0	1								
3 - Technicians	15	5	9								
4 - Protective Service Workers	44	7	0								
5 - Paraprofessionals	10	8	2								
6 - Administrative Support	4	3	4								
7 - Skilled Craft Worker	15	3	0								
Totals	# 93	28	16								
	%	30.11	17.20								

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Termination Summary

For Period: 1/1/2022 to 12/31/2022

	Total	Min	Fem								
1 - Officials and Administrators	2	0	0								
2 - Professionals	8	3	4								
3 - Technicians	8	5	5								
4 - Protective Service Workers	33	15	5								
5 - Paraprofessionals	4	4	2								
6 - Administrative Support	38	30	25								
7 - Skilled Craft Worker	21	8	0								
8 - Service-Maintenance	2	0	0								
Totals	# 116	65	41								
	%	56.03	35.34								