City of Portland
Bureau of
Human Resources
Knowledgeable | Helpful | Responsive

# City of Portland

1200 BOEC-Bureau of Emergency Communications

# Bureau Affirmative Action Reports

# July 2012 Annual Reports

***Quarter 4 Reporting Period***
***(07/01/2011 to 06/30/2012)***

# Job Group Analysis Summary By EEO Category Report

# Job Group Analysis Summary by EEO Code

| EEO Code & Description | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 - Officials & Administrators | # | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 10 Employees | % | 0.00 | 80.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 - Professionals | # | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 33.33 | 66.67 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 5 - Protective Service Workers-Non-Sworn | # | 9 | 69 | 0 | 1 | 6 | 1 | 0 | 1 | | |
| 101 Employees | % | 8.91 | 68.32 | 0.00 | 0.99 | 5.94 | 0.99 | 0.00 | 0.99 | | |
| 6 - Administrative Support | # | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 17 Employees | % | 0.00 | 76.47 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| **131 Employees** **Totals** | # | 10 | 92 | 0 | 2 | 6 | 1 | 0 | 1 | | |
| | % | 7.63 | 70.23 | 0.00 | 1.53 | 4.58 | 0.76 | 0.00 | 0.76 | | |

# Job Group Analysis Summary Report

# Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1DR - Officials/Admin - Directors | | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | 1 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1EC - Officials/Admin - Emergency Communication | | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 4 Employees | 1 | % | 0.00 | 75.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1FL - Officials/Admin - Financial | | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | 1 | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1GA - Officials/Admin - General Administrative | | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | 1 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1PM - Officials/Admin - Program Management | | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | 1 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2EC - Professionals - Emergency Communication | | # | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 1 Employee | 2 | % | 100.00 | 100.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2IT - Professionals - Information Technology | | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | 2 | % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 5EC - Protective Service - Non-Sworn - Emergency Communi | | # | 9 | 69 | 0 | 1 | 6 | 1 | 0 | 1 | | |
| 101 Employees | 5 | % | 8.91 | 68.32 | 0.00 | 0.99 | 5.94 | 0.99 | 0.00 | 0.99 | | |
| 6EC - Administrative Support - Emergency Communication | | # | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 12 Employees | 6 | % | 0.00 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6GA - Administrative Support - General Administrative | | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | 6 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6OS - Administrative Support - Office Support | | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | 6 | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 131 Employees | Totals | # | 10 | 92 | 0 | 2 | 6 | 1 | 0 | 1 | | |
| | | % | 7.63 | 70.23 | 0.00 | 1.53 | 4.58 | 0.76 | 0.00 | 0.76 | | |

# Job Group Analysis Report

# Job Group Analysis

## 1DR Officials/Admin - Directors

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000429 - Emergency Communications Director | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee Totals | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 1EC Officials/Admin - Emergency Communication

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000786 - Emerg Commun Operations Mgr | # | 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 | | |
| 30000787 - Emerg Commun Operations Mgr, Assistant | # | 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 | | |
| 30000789 - Emerg Commun Program Coord | # | 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 | | |
| 4 Employees Totals | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 75.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 1FL Officials/Admin - Financial

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000568 - Financial Analyst, Sr | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee Totals | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 1GA Officials/Admin - General Administrative

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000441 - Business Operations 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 | | |
| 30000452 - Management Analyst, Sr | # | 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 | | |
| 30000451 - Management Analyst | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 3 Employees Totals | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 1PM Officials/Admin - Program Management

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000487 - Emergency Management Program 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 | | |
| 1 Employee Totals | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 2EC Professionals - Emergency Communication

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000788 - Emerg Commun Training Officer | # | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 100.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee Totals | # | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| | % | 100.00 | 100.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 2IT Professionals - Information Technology

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000448 - Business Systems Analyst | # | 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 | | |
| 30001533 - Business Systems Analyst, Principal | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 Employees Totals | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 5EC Protective Service - Non-Sworn - Emergency Communi

EEO Code: 5

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000037 - Emerg Commun Dispatcher, Sr-Coach/Lead | # | 2 | 12 | 0 | 0 | 1 | 0 | 0 | 1 | | |
| 19 Employees | % | 10.53 | 63.16 | 0.00 | 0.00 | 5.26 | 0.00 | 0.00 | 5.26 | | |
| 30000034 - Emerg Commun Dispatcher, Sr | # | 4 | 36 | 0 | 1 | 3 | 0 | 0 | 0 | | |
| 51 Employees | % | 7.84 | 70.59 | 0.00 | 1.96 | 5.88 | 0.00 | 0.00 | 0.00 | | |
| 30000035 - Emerg Commun Police Dispatcher | # | 1 | 6 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 8 Employees | % | 12.50 | 75.00 | 0.00 | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 | | |
| 30000038 - Emerg Commun Call Taker-Coach/Lead | # | 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 | | |
| 30000031 - Emerg Commun Call Taker | # | 1 | 10 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 12 Employees | % | 8.33 | 83.33 | 0.00 | 0.00 | 8.33 | 0.00 | 0.00 | 0.00 | | |
| 30000032 - Emerg Commun Dispatcher, Trainee | # | 1 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| 10 Employees | % | 10.00 | 40.00 | 0.00 | 0.00 | 0.00 | 10.00 | 0.00 | 0.00 | | |
| 101 Employees Totals | # | 9 | 69 | 0 | 1 | 6 | 1 | 0 | 1 | | |
| | % | 8.91 | 68.32 | 0.00 | 0.99 | 5.94 | 0.99 | 0.00 | 0.99 | | |

# Job Group Analysis

## 6EC Administrative Support - Emergency Communication

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000785 - Emerg Commun Supervisor | # | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 11 Employees | % | 0.00 | 63.64 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000835 - Emerg Commun Support Specialist | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 12 Employees Totals | # | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 6GA Administrative Support - General Administrative

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000436 - Administrative Supervisor I | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000434 - Administrative Assistant | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 Employees Totals | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 6OS Administrative Support - Office Support

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000013 - Office Support Specialist III | # | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30001558 - Timekeeping Specialist | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 3 Employees Totals | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Incumbency vs. Estimated Availability Report

(If Employment is less than Availability, the Availability % becomes the Placement Goal)

# Incumbency vs. Estimated Availability

## 1DR Officials/Admin - Directors

Total Emp: 1

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 11.96 | 18.64 | 3.61 | 2.51 | 3.11 | 0.53 | 1.72 | 0.48 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.880E | | 0.964E | 0.975E | 0.969E | 0.995E | 0.983E | 0.995E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 1EC Officials/Admin - Emergency Communication

Total Emp: 4

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 0.00 | 75.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 17.82 | 35.73 | 2.64 | 10.83 | 2.52 | 1.20 | 0.09 | 0.58 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.456E | | 0.899E | 0.632E | 0.903E | 0.953E | 0.996E | 0.977E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 1FL Officials/Admin - Financial

Total Emp: 1

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 3.71 | 51.92 | 3.25 | 0.03 | 0.38 | 0.03 | 0.00 | 0.02 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.963E | 0.481E | 0.968E | 1.000E | 0.996E | 1.000E | | 1.000E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 1GA Officials/Admin - General Administrative

Total Emp: 3

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 7.62 | 47.64 | 2.42 | 0.77 | 2.18 | 1.64 | 0.06 | 0.54 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.788E | | 0.929E | 0.977E | 0.936E | 0.952E | 0.998E | 0.984E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

In the Statistical Value section, standard deviations of 2.00 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: 1

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 11.86 | 55.35 | 4.01 | 1.65 | 3.32 | 2.07 | 0.14 | 0.69 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.881E | | 0.960E | 0.984E | 0.967E | 0.979E | 0.999E | 0.993E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 2EC — Professionals - Emergency Communication

Total Emp: 1

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 100.00 | 100.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 10.41 | 64.97 | 3.55 | 0.61 | 6.25 | 0.00 | 0.00 | 0.00 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | | | 0.964E | | 0.938E | | | |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 2IT — Professionals - Information Technology

Total Emp: 2

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 12.71 | 36.31 | 5.27 | 1.78 | 3.82 | 0.97 | 0.08 | 0.78 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.762E | | 0.897E | 0.965E | 0.925E | 0.981E | 0.998E | 0.984E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 5EC — Protective Service - Non-Sworn - Emergency Communi

Total Emp: 101

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 8.91 | 68.32 | 0.00 | 0.99 | 5.94 | 0.99 | 0.00 | 0.99 |
| Availability % | 9.99 | 47.42 | 3.04 | 1.39 | 3.33 | 0.56 | 0.56 | 1.11 |
| Emp Less Avail? | YES | | YES | | | | | |
| Statistical Value | 0.362E | | 1.780E | 0.343E | | | 0.754E | 0.115E |
| Stat Significant? | | | | | | | | |
| Shortfall | 1 | | 3 | | | | | |

## 6EC — Administrative Support - Emergency Communication

Total Emp: 12

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 0.00 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 9.96 | 70.94 | 2.09 | 1.22 | 4.20 | 1.54 | 0.20 | 0.70 |
| Emp Less Avail? | YES | | | | | | | |
| Statistical Value | 0.284E | 0.478E | 0.776E | 0.863E | 0.598E | 0.830E | 0.976E | 0.919E |
| Stat Significant? | | | | | | | | |
| Shortfall | 1 | | | | | | | |

In the Statistical Value section, standard deviations of 2.00 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

| 6GA | Administrative Support - General Administrative | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Total Emp 2 | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 9.77 | 89.76 | 2.17 | 1.38 | 3.85 | 1.69 | 0.14 | 0.53 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.814E | | 0.957E | 0.973E | 0.924E | 0.966E | 0.997E | 0.989E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

| 6OS | Administrative Support - Office Support | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Total Emp 3 | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| Employment % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Availability % | 13.71 | 84.74 | 3.43 | 2.71 | 4.56 | 1.61 | 0.40 | 1.00 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.643E | | 0.901E | 0.921E | 0.869E | 0.952E | 0.988E | 0.970E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

Total Employment: 131

W - Whole Person Rule

A group is considered underutilized when employment is less than the plan availability by at least one whole person.

In the Statistical Value section, standard deviations of 2.00 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
# (Persons Required)

**(This is a supplemental report
to the
"Incumbency vs. Estimated Availability"
Report)**

# Shortfall

## 1DR — Officials/Admin - Directors

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

## 1EC — Officials/Admin - Emergency Communication

| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | # Employed | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.7 | 1.4 | 0.1 | 0.4 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

## 1FL — Officials/Admin - Financial

| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.0 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

## 1GA — Officials/Admin - General Administrative

| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 3 | # Employed | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 1.4 | 0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

## 1PM — Officials/Admin - Program Management

| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.1 | 0.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

## 2EC — Professionals - Emergency Communication

| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | # Employed | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.1 | 0.6 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

## 2IT — Professionals - Information Technology

| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.3 | 0.7 | 0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

# Shortfall

| 5EC | Protective Service - Non-Sworn - Emergency Communi | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 101 | # Employed | 9 | 69 | 0 | 1 | 6 | 1 | 0 | 1 | | |
| | # Available | 10.1 | 47.9 | 3.1 | 1.4 | 3.4 | 0.6 | 0.6 | 1.1 | | |
| | Persons Required | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | | |

| 6EC | Administrative Support - Emergency Communication | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 12 | # Employed | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 1.2 | 8.5 | 0.3 | 0.1 | 0.5 | 0.2 | 0.0 | 0.1 | | |
| | Persons Required | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 6GA | Administrative Support - General Administrative | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 1.8 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | 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 | | |
| 3 | # Employed | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.4 | 2.5 | 0.1 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.