City of Portland

1020-PF&R
Portland Fire & Rescue

Bureau Affirmative Action Plan Reports

Quarter 2 (Semi-Annual) Reports (07/01/2012 to 12/31/2012)

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

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	#	4	10	1	0	2	0	0	1		
21 Employees	%	19.05	47.62	4.76	0.00	9.52	0.00	0.00	4.76		
2 - Professionals	#	1	3	0	0	0	0	0	1		
9 Employees	%	11.11	33.33	0.00	0.00	0.00	0.00	0.00	11.11		
3 - Technicians	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 - Protective Service Workers-Sworn	#	123	46	38	25	31	22	1	6		
646 Employees	%	19.04	7.12	5.88	3.87	4.80	3.41	0.15	0.93		
6 - Administrative Support	#	4	11	2	0	1	0	1	0		
15 Employees	%	26.67	73.33	13.33	0.00	6.67	0.00	6.67	0.00		
7 - Skilled Workers	#	0	0	0	0	0	0	0	0		
17 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 - Service	#	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		
711 Employees **Totals**	#	132	71	41	25	34	22	2	8		
	%	18.57	9.99	5.77	3.52	4.78	3.09	0.28	1.13		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1CR - Officials/Admin - Community Relations		#	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		
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		
1ER - Officials/Admin - Engineering & Related		#	1	3	0	0	1	0	0	0		
3 Employees	1	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
1FI - Officials/Admin - Fire		#	1	0	0	0	0	0	0	1		
8 Employees	1	%	12.50	0.00	0.00	0.00	0.00	0.00	0.00	12.50		
1FL - Officials/Admin - Financial		#	1	1	0	0	1	0	0	0		
1 Employee	1	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	1	4	1	0	0	0	0	0		
6 Employees	1	%	16.67	66.67	16.67	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		
2AC - Professionals - Accounting		#	1	2	0	0	0	0	0	1		
2 Employees	2	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
2FI - Professionals - Fire		#	0	0	0	0	0	0	0	0		
3 Employees	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2GA - Professionals - General Administrative		#	0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	0	0	0	0	0	0	0		
2 Employees	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2VI - Professionals - Video		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3PM - Technicians - Program Management		#	0	1	0	0	0	0	0	0		
1 Employee	3	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3VI - Technicians - Video		#	0	0	0	0	0	0	0	0		
1 Employee	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4FI-4 - Portective Service-Sworn-Fire-Executive		#	1	0	1	0	0	0	0	0		
16 Employees	4	%	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00		
4FI-3 - Protective Serivce-Sworn-Fire-Senior Level		#	8	4	3	2	2	1	0	0		
41 Employees	4	%	19.51	9.76	7.32	4.88	4.88	2.44	0.00	0.00		
4FI-2 - Protective Service-Sworn-Fire-Mid Level		#	29	14	11	7	6	4	0	1		
154 Employees	4	%	18.83	9.09	7.14	4.55	3.90	2.60	0.00	0.65		
4FI-1 - Protective Service-Sworn-Fire-Entry		#	85	28	23	16	23	17	1	5		
435 Employees	4	%	19.54	6.44	5.29	3.68	5.29	3.91	0.23	1.15		
6AC - Administrative Support - Accounting		#	1	2	1	0	0	0	0	0		
2 Employees	6	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
6FI - Administrative Support - Fire		#	0	1	0	0	0	0	0	0		
3 Employees	6	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	2	7	1	0	0	0	1	0		
8 Employees	6	%	25.00	87.50	12.50	0.00	0.00	0.00	12.50	0.00		
6OS - Administrative Support - Office Support		#	1	1	0	0	1	0	0	0		
2 Employees	6	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
7AM - Skilled Craft - Auto Maintenance		#	0	0	0	0	0	0	0	0		
9 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	0	0	0	0	0	0	0	0		
5 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	0	0	0	0	0	0	0	0		
3 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	0	0	0	0	0	0	0	0		
1 Employee	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
711 Employees	Totals	#	132	71	41	25	34	22	2	8		
		%	18.57	9.99	5.77	3.52	4.78	3.09	0.28	1.13		

Job Group Analysis Report

Job Group Analysis

1CR Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000497 - Public Information Manager	#	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

1DR	Officials/Admin - Directors	EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000432 - Fire Chief		#	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

1ER Officials/Admin - Engineering & Related

EEO Code: 1

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

Job Group Analysis

1FI	Officials/Admin - Fire	EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000825 - Fire Division Chief	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000823 - Fire Chief, Deputy	#	1	0	0	0	0	0	0	1		
6 Employees	%	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67		
8 Employees Totals	#	1	0	0	0	0	0	0	1		
	%	12.50	0.00	0.00	0.00	0.00	0.00	0.00	12.50		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000566 - Financial Analyst, Assistant	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1 Employee Totals	#	1	1	0	0	1	0	0	0		
	%	100.00	100.00	0.00	0.00	100.00	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		
30000442 - Business Operations Manager, Sr	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
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		
30000453 - Management 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		
30000440 - Business Operations Supervisor	#	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		
6 Employees Totals	#	1	4	1	0	0	0	0	0		
	%	16.67	66.67	16.67	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		
30000463 - Program Specialist		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000062 - Accountant I	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
2 Employees Totals	#	1	2	0	0	0	0	0	1		
	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis

2FI Professionals - Fire

EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training Officer		#	0	0	0	0	0	0	0	0		
3 Employees		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	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

2GA Professionals - General Administrative

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000474 - EAP Specialist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT	Professionals - Information Technology	EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000449 - Business Systems 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		
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	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

2VI Professionals - Video

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000519 - Video Production Manager	#	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

3PM	Technicians - Program Management	EEO Code: 3

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000489 - EMS 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

3VI	Technicians - Video	EEO Code: 3

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000518 - Video Production Specialist		#	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

4FI-4 Portective Service-Sworn-Fire-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000826 - Fire Marshal	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000807 - Fire Battalion Chief, Staff	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000806 - Fire Battalion Chief	#	0	0	0	0	0	0	0	0		
13 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
16 Employees Totals	#	1	0	1	0	0	0	0	0		
	%	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4FI-3	Protective Serivce-Sworn-Fire-Senior Level	EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000805 - Fire Training Captain	#	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		
30000811 - Fire Inspector, Sr	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000803 - Fire Captain	#	6	2	1	2	2	1	0	0		
29 Employees	%	20.69	6.90	3.45	6.90	6.90	3.45	0.00	0.00		
41 Employees Totals	#	8	4	3	2	2	1	0	0		
	%	19.51	9.76	7.32	4.88	4.88	2.44	0.00	0.00		

Job Group Analysis

4FI-2 Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000812 - Fire Inspector/Specialist	#	3	3	1	0	1	1	0	0		
12 Employees	%	25.00	25.00	8.33	0.00	8.33	8.33	0.00	0.00		
30000801 - Fire Lieutenant, Staff	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000815 - Fire Investigator	#	1	3	0	1	0	0	0	0		
8 Employees	%	12.50	37.50	0.00	12.50	0.00	0.00	0.00	0.00		
30000808 - Fire Inspector	#	7	2	0	2	3	1	0	1		
18 Employees	%	38.89	11.11	0.00	11.11	16.67	5.56	0.00	5.56		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
11 Employees	%	27.27	0.00	18.18	0.00	0.00	9.09	0.00	0.00		
30000798 - Fire Lieutenant	#	15	6	8	4	2	1	0	0		
99 Employees	%	15.15	6.06	8.08	4.04	2.02	1.01	0.00	0.00		
154 Employees Totals	#	29	14	11	7	6	4	0	1		
	%	18.83	9.09	7.14	4.55	3.90	2.60	0.00	0.65		

Job Group Analysis

4FI-1	Protective Service-Sworn-Fire-Entry	EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	2	0	0	0	1	1	0	0		
9 Employees	%	22.22	0.00	0.00	0.00	11.11	11.11	0.00	0.00		
30000793 - Fire Fighter	#	83	28	23	16	22	16	1	5		
426 Employees	%	19.48	6.57	5.40	3.76	5.16	3.76	0.23	1.17		
435 Employees Totals	#	85	28	23	16	23	17	1	5		
	%	19.54	6.44	5.29	3.68	5.29	3.91	0.23	1.15		

Job Group Analysis

6AC Administrative Support - Accounting

EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting Technician		#	1	2	1	0	0	0	0	0		
2 Employees		%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	2	1	0	0	0	0	0		
		%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6FI Administrative Support - Fire

EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist		#	0	1	0	0	0	0	0	0		
3 Employees		%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	33.33	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		
30000435 - Executive Assistant, Director's	#	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		
30000436 - Administrative Supervisor I	#	1	1	0	0	0	0	1	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00		
30000434 - Administrative 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		
30000433 - Administrative Specialist, Sr	#	1	3	1	0	0	0	0	0		
4 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
8 Employees Totals	#	2	7	1	0	0	0	1	0		
	%	25.00	87.50	12.50	0.00	0.00	0.00	12.50	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	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees Totals	#	1	1	0	0	1	0	0	0		
	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		

Job Group Analysis

7AM	Skilled Craft - Auto Maintenance	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000708 - Vehicle Maintenance Supervisor II	#	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		
30000707 - Vehicle Maintenance Supervisor I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000131 - Vehicle & Equipment Mechanic	#	0	0	0	0	0	0	0	0		
7 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees 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

7BT	Skilled Craft - Building Trades	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000714 - Facilities Maintenance Supervisor, 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		
30000713 - Facilities Maintenance Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000071 - Facilities Maintenance Technician	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees 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

7GM	Skilled Craft - General Maintenance/Trades	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000112 - Painter	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000110 - Carpenter	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees 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

8GM	Service Maintenance - General Maintenance/Trades	EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000077 - Utility Worker II	#	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		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1CR Officials/Admin - Community Relations

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 %	11.35	51.61	3.55	0.56	1.37	0.57	0.00	5.30
Emp Less Avail?								
Statistical Value	0.886E	0.484E	0.964E	0.994E	0.986E	0.994E		0.947E
Stat Significant?								
Shortfall								

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								

1ER Officials/Admin - Engineering & Related

Total Emp 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00
Availability %	6.92	18.89	2.69	0.71	1.98	1.05	0.11	0.40
Emp Less Avail?								
Statistical Value			0.921E	0.979E		0.969E	0.997E	0.988E
Stat Significant?								
Shortfall								

1FI Officials/Admin - Fire

Total Emp 8

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	12.50	0.00	0.00	0.00	0.00	0.00	0.00	12.50
Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value								
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

1FL Officials/Admin - Financial

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	0.00	100.00	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			0.968E	1.000E		1.000E		1.000E
Stat Significant?								
Shortfall								

1GA Officials/Admin - General Administrative

Total Emp 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	66.67	16.67	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				0.955E	0.876E	0.906E	0.996E	0.968E
Stat Significant?								
Shortfall								

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								

2AC Professionals - Accounting

Total Emp 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00
Availability %	12.00	61.82	1.57	9.29	0.66	0.33	0.02	0.13
Emp Less Avail?								
Statistical Value			0.969E	0.823E	0.987E	0.993E	1.000E	
Stat Significant?								
Shortfall								

2FI Professionals - Fire

Total Emp 3

	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 %	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00
Emp Less Avail?		YES						
Statistical Value	0.719E	0.086E	0.897E	0.982E	0.824E			
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

2GA — Professionals - General Administrative

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 %	11.02	57.28	5.40	1.25	2.66	0.96	0.16	0.59
Emp Less Avail?								
Statistical Value	0.890E		0.946E	0.988E	0.973E	0.990E	0.998E	0.994E
Stat Significant?								
Shortfall								

2IT — Professionals - Information Technology

Total Emp: 2

	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 %	12.71	36.31	5.27	1.78	3.82	0.97	0.08	0.78
Emp Less Avail?								
Statistical Value	0.762E	0.406E	0.897E	0.965E	0.925E	0.981E	0.998E	0.984E
Stat Significant?								
Shortfall								

2VI — Professionals - Video

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 %	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value	0.896E	0.350E	0.964E	0.994E	0.938E			
Stat Significant?								
Shortfall								

3PM — Technicians - 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 %	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00
Emp Less Avail?								
Statistical Value	0.912E		0.970E		0.963E	0.985E	0.994E	
Stat Significant?								
Shortfall								

3VI — Technicians - Video

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 %	3.68	13.92	0.00	1.67	1.56	0.00	0.00	0.45
Emp Less Avail?								
Statistical Value	0.963E	0.861E		0.983E	0.984E			0.996E
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

4FI-4 Portective Service-Sworn-Fire-Executive

Total Emp 16

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00
Availability %	17.63	8.79	6.43	4.28	4.28	2.51	0.00	0.11
Emp Less Avail?	YES	YES						
Statistical Value	0.199E	0.229E	0.725E	0.497E	0.497E	0.666E		0.983E
Stat Significant?								
Shortfall	1	1						

4FI-3 Protective Serivce-Sworn-Fire-Senior Level

Total Emp 41

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	19.51	9.76	7.32	4.88	4.88	2.44	0.00	0.00
Availability %	17.74	7.67	6.31	4.01	4.11	3.21	0.00	0.09
Emp Less Avail?								
Statistical Value						0.280		0.192
Stat Significant?								
Shortfall								

4FI-2 Protective Service-Sworn-Fire-Mid Level

Total Emp 154

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	18.83	9.09	7.14	4.55	3.90	2.60	0.00	0.65
Availability %	17.78	6.05	4.81	3.81	4.97	3.92	0.20	0.08
Emp Less Avail?					YES	YES		
Statistical Value					0.613	0.846	0.556	
Stat Significant?								
Shortfall					1	2		

4FI-1 Protective Service-Sworn-Fire-Entry

Total Emp 435

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	19.54	6.44	5.29	3.68	5.29	3.91	0.23	1.15
Availability %	15.19	6.09	1.64	2.18	6.60	4.02	0.07	0.66
Emp Less Avail?					YES			
Statistical Value					1.103	0.119		
Stat Significant?								
Shortfall					5			

6AC Administrative Support - Accounting

Total Emp 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00
Availability %	12.38	75.56	2.33	3.19	3.68	3.05	0.03	0.09
Emp Less Avail?								
Statistical Value				0.937E	0.928E	0.940E	0.999E	0.998E
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

6FI Administrative Support - Fire

Total Emp 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.65	69.55	1.98	1.07	4.19	1.56	0.17	0.67
Emp Less Avail?		YES						
Statistical Value	0.738E	0.222E	0.942E	0.968E	0.879E	0.954E	0.995E	0.980E
Stat Significant?								
Shortfall		1						

6GA Administrative Support - General Administrative

Total Emp 8

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.00	87.50	12.50	0.00	0.00	0.00	12.50	0.00
Availability %	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53
Emp Less Avail?								
Statistical Value		0.579E		0.895E	0.730E	0.873E		0.958E
Stat Significant?								
Shortfall								

6OS Administrative Support - Office Support

Total Emp 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	50.00	0.00	0.00	50.00	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		0.282E	0.933E	0.947E		0.968E	0.992E	0.980E
Stat Significant?								
Shortfall								

7AM Skilled Craft - Auto Maintenance

Total Emp 9

	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 %	16.40	2.66	2.96	1.13	9.33	1.57	0.28	1.14
Emp Less Avail?	YES							
Statistical Value	0.199E	0.785E	0.763E	0.903E	0.414E	0.867E	0.975E	0.902E
Stat Significant?								
Shortfall	1							

7BT Skilled Craft - Building Trades

Total Emp 5

	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 %	11.62	3.99	2.43	1.34	5.96	1.42	0.05	0.39
Emp Less Avail?								
Statistical Value	0.539E	0.816E	0.884E	0.935E	0.735E	0.931E	0.998E	0.981E
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

7GM	Skilled Craft - General Maintenance/Trades							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment % 0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability % 12.34	3.98	1.67	1.04	6.57	1.93	0.37	0.73
	Emp Less Avail?							
	Statistical Value 0.674E	0.885E	0.951E	0.969E	0.816E	0.943E	0.989E	0.978E
	Stat Significant?							
	Shortfall							

8GM	Service Maintenance - General Maintenance/Trades							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment % 0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability % 29.85	7.44	1.39	2.33	22.19	2.53	0.56	0.88
	Emp Less Avail?							
	Statistical Value 0.702E	0.926E	0.986E	0.977E	0.778E	0.975E	0.994E	0.991E
	Stat Significant?							
	Shortfall							

Total Employment: 711

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

1CR Officials/Admin - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1DR Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	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		

1ER Officials/Admin - Engineering & Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	0	0	1	0	0	0		
	# Available	0.2	0.6	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FI Officials/Admin - Fire

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	1	0	0	0	0	0	0	1		
	# Available	0.0	0.0	0.0	0.0	0.0	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	1	1	0	0	1	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		
6	# Employed	1	4	1	0	0	0	0	0		
	# Available	0.5	2.9	0.1	0.0	0.1	0.1	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		

Shortfall

2AC	Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	0	0	0	0	1		
	# Available	0.2	1.2	0.0	0.2	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2FI	Professionals - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	1.9	0.1	0.0	0.2	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

2GA	Professionals - General Administrative									
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	0.1	0.0	0.0	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	0	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		

2VI	Professionals - Video									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	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		

3PM	Technicians - 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	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

3VI	Technicians - Video									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

4FI-4	Portective Service-Sworn-Fire-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	1	0	1	0	0	0	0	0		
	# Available	2.8	1.4	1.0	0.7	0.7	0.4	0.0	0.0		
	Persons Required	1	1	0	0	0	0	0	0		

Shortfall

4FI-3	Protective Serivce-Sworn-Fire-Senior Level										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
41	# Employed	8	4	3	2	2	1	0	0		
	# Available	7.3	3.1	2.6	1.6	1.7	1.3	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

4FI-2	Protective Service-Sworn-Fire-Mid Level										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
154	# Employed	29	14	11	7	6	4	0	1		
	# Available	27.4	9.3	7.4	5.9	7.7	6.0	0.3	0.1		
	Persons Required	0	0	0	0	1	2	0	0		

4FI-1	Protective Service-Sworn-Fire-Entry										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
435	# Employed	85	28	23	16	23	17	1	5		
	# Available	66.1	26.5	7.1	9.5	28.7	17.5	0.3	2.9		
	Persons Required	0	0	0	0	5	0	0	0		

6AC	Administrative Support - Accounting										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.2	1.5	0.0	0.1	0.1	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6FI	Administrative Support - Fire										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	2.1	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

6GA	Administrative Support - General Administrative										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	7	1	0	0	0	1	0		
	# Available	0.8	7.2	0.2	0.1	0.3	0.1	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		
2	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.3	1.7	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7AM	Skilled Craft - Auto Maintenance										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.5	0.2	0.3	0.1	0.8	0.1	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

Shortfall

7BT	Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	0.2	0.1	0.1	0.3	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7GM	Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.1	0.1	0.0	0.2	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8GM	Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.1	0.0	0.0	0.2	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.