# City of Portland

**1140-BPS**

**Bureau of Planning & Sustainability**

# 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

# City of Portland

FY12-13 Semi-Annual (Quarter 2) Affirmative Action Update Plan

Sector: 1140 - BPS Planning and Sustainability

**Portland, OR**

## Job Group Analysis Summary by EEO Code

| EEO Code & Description | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 - Officials & Administrators | # | 9 | 18 | 4 | 0 | 0 | 0 | 0 | 5 | | |
| 23 Employees | % | 39.13 | 78.26 | 17.39 | 0.00 | 0.00 | 0.00 | 0.00 | 21.74 | | |
| 2 - Professionals | # | 11 | 38 | 2 | 3 | 0 | 0 | 0 | 6 | | |
| 70 Employees | % | 15.71 | 54.29 | 2.86 | 4.29 | 0.00 | 0.00 | 0.00 | 8.57 | | |
| 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 | | |
| 6 - Administrative Support | # | 4 | 7 | 0 | 2 | 0 | 1 | 0 | 1 | | |
| 11 Employees | % | 36.36 | 63.64 | 0.00 | 18.18 | 0.00 | 9.09 | 0.00 | 9.09 | | |
| **106 Employees** **Totals** | # | 24 | 64 | 6 | 5 | 0 | 1 | 0 | 12 | | |
| | % | 22.64 | 60.38 | 5.66 | 4.72 | 0.00 | 0.94 | 0.00 | 11.32 | | |

# Job Group Analysis Summary Report

# Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1CI - Officials/Admin - Code Inspections | | # | 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 | | |
| 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 | | |
| 1EN - Officials/Admin - Environmental | | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 2 Employees | 1 | % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |
| 1FL - Officials/Admin - Financial | | # | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | | |
| 2 Employees | 1 | % | 100.00 | 100.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |
| 1GA - Officials/Admin - General Administrative | | # | 3 | 5 | 2 | 0 | 0 | 0 | 0 | 1 | | |
| 7 Employees | 1 | % | 42.86 | 71.43 | 28.57 | 0.00 | 0.00 | 0.00 | 0.00 | 14.29 | | |
| 1PM - Officials/Admin - Program Management | | # | 3 | 9 | 1 | 0 | 0 | 0 | 0 | 2 | | |
| 10 Employees | 1 | % | 30.00 | 90.00 | 10.00 | 0.00 | 0.00 | 0.00 | 0.00 | 20.00 | | |
| 2AC - Professionals - Accounting | | # | 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 | | |
| 2CR - Professionals - Community Relations | | # | 6 | 19 | 0 | 1 | 0 | 0 | 0 | 5 | | |
| 27 Employees | 2 | % | 22.22 | 70.37 | 0.00 | 3.70 | 0.00 | 0.00 | 0.00 | 18.52 | | |
| 2IT - Professionals - Information Technology | | # | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | 2 | % | 20.00 | 60.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2PL - Professionals - Planning | | # | 3 | 15 | 1 | 1 | 0 | 0 | 0 | 1 | | |
| 37 Employees | 2 | % | 8.11 | 40.54 | 2.70 | 2.70 | 0.00 | 0.00 | 0.00 | 2.70 | | |
| 3EN - Technicians - Environmental | | # | 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 | | |
| 3ER - Technicians - Engineering & Related | | # | 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 | | |
| 6GA - Administrative Support - General Administrative | | # | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | | |
| 7 Employees | 6 | % | 28.57 | 42.86 | 0.00 | 0.00 | 0.00 | 14.29 | 0.00 | 14.29 | | |
| 6OS - Administrative Support - Office Support | | # | 2 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | | |
| 4 Employees | 6 | % | 50.00 | 100.00 | 0.00 | 50.00 | 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 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 106 Employees | Totals | # | 24 | 64 | 6 | 5 | 0 | 1 | 0 | 12 | | |
| | | % | 22.64 | 60.38 | 5.66 | 4.72 | 0.00 | 0.94 | 0.00 | 11.32 | | |

# Job Group Analysis Report

# Job Group Analysis

## 1CI Officials/Admin - Code Inspections

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000184 - Code 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 | | |
| 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

## 1DR Officials/Admin - Directors

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30001054 - Planning & Sustainability 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

## 1EN Officials/Admin - Environmental

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30001658 - Plg & Sust Policy, Rsrch & Oper Mgr | # | 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 | | |
| 30000508 - Solid Waste & Recycling Program Manager | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 1 Employee | % | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | | |
| 2 Employees Totals | # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| | % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |

# 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 | # | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 100.00 | 100.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000567 - Financial Analyst | # | 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 | # | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | | |
| | % | 100.00 | 100.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | | |

# Job Group Analysis

## 1GA Officials/Admin - General Administrative

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000451 - Management Analyst | # | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 66.67 | 66.67 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000450 - Management Assistant | # | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 4 Employees | % | 25.00 | 75.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 | | |
| 7 Employees Totals | # | 3 | 5 | 2 | 0 | 0 | 0 | 0 | 1 | | |
| | % | 42.86 | 71.43 | 28.57 | 0.00 | 0.00 | 0.00 | 0.00 | 14.29 | | |

# Job Group Analysis

## 1PM Officials/Admin - Program Management

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000509 - Conservation 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 | | |
| 30000466 - Program Manager, 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 | | |
| 30000464 - Program Coordinator | # | 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 | | |
| 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 | | |
| 30000462 - Program Specialist, Assistant | # | 3 | 6 | 1 | 0 | 0 | 0 | 0 | 2 | | |
| 6 Employees | % | 50.00 | 100.00 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 33.33 | | |
| 10 Employees Totals | # | 3 | 9 | 1 | 0 | 0 | 0 | 0 | 2 | | |
| | % | 30.00 | 90.00 | 10.00 | 0.00 | 0.00 | 0.00 | 0.00 | 20.00 | | |

# Job Group Analysis

## 2AC Professionals - Accounting

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000063 - Accountant II | # | 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

## 2CR Professionals - Community Relations

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000495 - Public Information Officer | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000507 - Conservation Program Coordinator, Sr | # | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 2 | | |
| 6 Employees | % | 33.33 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 33.33 | | |
| 30000506 - Conservation Program Coordinator | # | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 5 Employees | % | 20.00 | 60.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 20.00 | | |
| 30000505 - Conservation Program Specialist | # | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 7 Employees | % | 0.00 | 57.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000492 - Community Outreach & Informtn Rep | # | 3 | 7 | 0 | 1 | 0 | 0 | 0 | 2 | | |
| 8 Employees | % | 37.50 | 87.50 | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 | 25.00 | | |
| 27 Employees Totals | # | 6 | 19 | 0 | 1 | 0 | 0 | 0 | 5 | | |
| | % | 22.22 | 70.37 | 0.00 | 3.70 | 0.00 | 0.00 | 0.00 | 18.52 | | |

# Job Group Analysis

## 2IT Professionals - Information Technology

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000373 - Graphics Designer III | # | 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 | | |
| 30000212 - ISTA IV-Vertical GIS Specialty | # | 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 | | |
| 30000372 - Graphics Designer 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 | | |
| 30001509 - Web Designer | # | 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 | | |
| 30000447 - Business Systems Analyst, Assistant | # | 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 | | |
| 5 Employees Totals | # | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 20.00 | 60.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

# Job Group Analysis

## 2PL Professionals - Planning

EEO Code: 2

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30001053 - Planner, Chief | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000725 - Planner, Principal | # | 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 | | |
| 30000724 - Planner, Supervising | # | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 5 Employees | % | 20.00 | 40.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000391 - Planner, Sr City-Economic | # | 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 | | |
| 30000392 - Planner, Sr City-Environmental | # | 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 | | |
| 30000396 - Planner, Sr City-Transportation | # | 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 | | |
| 30000397 - Planner, Sr City-Urban Design | # | 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 | | |
| 30000393 - Planner, Sr City-Land Use | # | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 9 Employees | % | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000385 - Planner II. City-Land Use | # | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 11 Employees | % | 9.09 | 45.45 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 9.09 | | |
| 30000389 - Planner II. City-Urban Design | # | 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 | | |
| 30000383 - Planner II. City-Economic | # | 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 | | |
| 30000375 - Planner, Associate | # | 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 | | |
| 37 Employees Totals | # | 3 | 15 | 1 | 1 | 0 | 0 | 0 | 1 | | |
| | % | 8.11 | 40.54 | 2.70 | 2.70 | 0.00 | 0.00 | 0.00 | 2.70 | | |

# Job Group Analysis

## 3EN Technicians - Environmental

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000338 - Environmental Technician 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 | | |
| 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

| 3ER | Technicians - Engineering & Related | EEO Code: 3 |
|---|---|---|

| Job Code & Title | | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000342 - GIS Technician 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 | | |

# 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 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| 1 Employee | % | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | | |
| 30000433 - Administrative Specialist, Sr | # | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| 5 Employees | % | 20.00 | 40.00 | 0.00 | 0.00 | 0.00 | 20.00 | 0.00 | 0.00 | | |
| 7 Employees Totals | # | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | | |
| | % | 28.57 | 42.86 | 0.00 | 0.00 | 0.00 | 14.29 | 0.00 | 14.29 | | |

# Job Group Analysis

## 6OS Administrative Support - Office Support

EEO Code: 6

| Job Code & Title | | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 30000012 - Office Support Specialist II | | # | 2 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | | |
| 4 Employees | | % | 50.00 | 100.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 4 Employees | Totals | # | 2 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | | |
| | | % | 50.00 | 100.00 | 0.00 | 50.00 | 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

## 1CI Officials/Admin - Code Inspections

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 % | 12.96 | 50.45 | 5.64 | 1.49 | 2.42 | 2.89 | 0.00 | 0.52 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.870E | | 0.944E | 0.985E | 0.976E | 0.971E | | 0.995E |
| 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 | | | | | | | | |

## 1EN Officials/Admin - Environmental

Total Emp 2

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 |
| Availability % | 22.88 | 33.36 | 10.13 | 0.41 | 1.73 | 0.41 | 0.01 | 10.18 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | | 0.444E | 0.808E | 0.992E | 0.966E | 0.992E | 1.000E | |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 1FL Officials/Admin - Financial

Total Emp 2

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 100.00 | 100.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 |
| Availability % | 3.71 | 51.92 | 3.25 | 0.03 | 0.38 | 0.03 | 0.00 | 0.02 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | | | | 0.999E | 0.992E | 0.999E | | |
| 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

## 1GA — Officials/Admin - General Administrative

Total Emp: 7

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 42.86 | 71.43 | 28.57 | 0.00 | 0.00 | 0.00 | 0.00 | 14.29 |
| Availability % | 7.62 | 47.64 | 2.42 | 0.77 | 2.18 | 1.64 | 0.06 | 0.54 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | | | | 0.947E | 0.857E | 0.891E | 0.996E | |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 1PM — Officials/Admin - Program Management

Total Emp: 10

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 30.00 | 90.00 | 10.00 | 0.00 | 0.00 | 0.00 | 0.00 | 20.00 |
| Availability % | 11.86 | 55.35 | 4.01 | 1.65 | 3.32 | 2.07 | 0.14 | 0.69 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | | | | 0.847E | 0.713E | 0.811E | 0.986E | |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 2AC — Professionals - Accounting

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 % | 12.00 | 61.82 | 1.57 | 9.29 | 0.66 | 0.33 | 0.02 | 0.13 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | | | 0.984E | | 0.993E | 0.997E | 1.000E | 0.999E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 2CR — Professionals - Community Relations

Total Emp: 27

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 22.22 | 70.37 | 0.00 | 3.70 | 0.00 | 0.00 | 0.00 | 18.52 |
| Availability % | 14.75 | 47.54 | 1.74 | 2.76 | 4.12 | 4.77 | 0.35 | 1.02 |
| Emp Less Avail? | | | | | YES | YES | | |
| Statistical Value | | | 0.623E | | 0.321E | 0.267E | 0.910E | |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | 1 | 1 | | |

## 2IT — Professionals - Information Technology

Total Emp: 5

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 20.00 | 60.00 | 20.00 | 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 | | | | 0.914E | 0.823E | 0.952E | 0.996E | 0.962E |
| 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

## 2PL — Professionals - Planning

Total Emp: 37

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 8.11 | 40.54 | 2.70 | 2.70 | 0.00 | 0.00 | 0.00 | 2.70 |
| Availability % | 13.42 | 33.66 | 4.55 | 5.09 | 3.79 | 0.00 | 0.00 | 0.00 |
| Emp Less Avail? | YES | | | | YES | | | |
| Statistical Value | 0.948 | | 0.539 | 0.661 | 1.207 | | | |
| Stat Significant? | | | | | | | | |
| Shortfall | 1 | | | | 1 | | | |

## 3EN — Technicians - Environmental

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 % | 21.33 | 55.18 | 8.12 | 0.87 | 6.48 | 3.33 | 1.06 | 1.48 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.787E | | 0.919E | 0.991E | 0.935E | 0.967E | 0.989E | 0.985E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 3ER — Technicians - Engineering & Related

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 % | 16.29 | 18.03 | 7.19 | 1.00 | 4.11 | 1.91 | 0.83 | 1.24 |
| Emp Less Avail? | | | | | | | | |
| Statistical Value | 0.837E | 0.820E | 0.928E | 0.990E | 0.959E | 0.981E | 0.992E | 0.988E |
| Stat Significant? | | | | | | | | |
| Shortfall | | | | | | | | |

## 6GA — Administrative Support - General Administrative

Total Emp: 7

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 28.57 | 42.86 | 0.00 | 0.00 | 0.00 | 14.29 | 0.00 | 14.29 |
| Availability % | 9.77 | 89.76 | 2.17 | 1.38 | 3.85 | 1.69 | 0.14 | 0.53 |
| Emp Less Avail? | | YES | | | | | | |
| Statistical Value | | 0.006E | 0.858E | 0.907E | 0.760E | | 0.990E | |
| Stat Significant? | | YES | | | | | | |
| Shortfall | | 3 | | | | | | |

## 6OS — Administrative Support - Office Support

Total Emp: 4

| | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
|---|---|---|---|---|---|---|---|---|
| Employment % | 50.00 | 100.00 | 0.00 | 50.00 | 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 | | | 0.870E | | 0.830E | 0.937E | 0.984E | 0.961E |
| 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

## Total Employment: 106

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

## 1CI — Officials/Admin - Code Inspections

| 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 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

## 1DR — Officials/Admin - Directors

| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | | |

## 1EN — Officials/Admin - Environmental

| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 | # Employed | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| | # Available | 0.5 | 0.7 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.2 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

## 1FL — Officials/Admin - Financial

| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 | # Employed | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | | |
| | # Available | 0.1 | 1.0 | 0.1 | 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 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 7 | # Employed | 3 | 5 | 2 | 0 | 0 | 0 | 0 | 1 | | |
| | # Available | 0.5 | 3.3 | 0.2 | 0.1 | 0.2 | 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 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 10 | # Employed | 3 | 9 | 1 | 0 | 0 | 0 | 0 | 2 | | |
| | # Available | 1.2 | 5.5 | 0.4 | 0.2 | 0.3 | 0.2 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

## 2AC — Professionals - Accounting

| 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 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

# Shortfall

| 2CR | Professionals - Community Relations | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 27 | # Employed | 6 | 19 | 0 | 1 | 0 | 0 | 0 | 5 | | |
| | # Available | 4.0 | 12.8 | 0.5 | 0.7 | 1.1 | 1.3 | 0.1 | 0.3 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | | |

| 2IT | Professionals - Information Technology | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 5 | # Employed | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.6 | 1.8 | 0.3 | 0.1 | 0.2 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2PL | Professionals - Planning | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 37 | # Employed | 3 | 15 | 1 | 1 | 0 | 0 | 0 | 1 | | |
| | # Available | 5.0 | 12.5 | 1.7 | 1.9 | 1.4 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | |

| 3EN | Technicians - Environmental | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 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 | | |

| 3ER | Technicians - Engineering & Related | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.2 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 6GA | Administrative Support - General Administrative | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 7 | # Employed | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | | |
| | # Available | 0.7 | 6.3 | 0.2 | 0.1 | 0.3 | 0.1 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 6OS | Administrative Support - Office Support | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 4 | # Employed | 2 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.5 | 3.4 | 0.1 | 0.1 | 0.2 | 0.1 | 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.