City of Portland

1150-PPB
Portland Police Bureau

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	#	2	14	1	0	1	0	0	0		
28 Employees	%	7.14	50.00	3.57	0.00	3.57	0.00	0.00	0.00		
2 - Professionals	#	5	24	4	0	1	0	0	0		
34 Employees	%	14.71	70.59	11.76	0.00	2.94	0.00	0.00	0.00		
3 - Technicians	#	6	14	3	1	0	1	0	1		
21 Employees	%	28.57	66.67	14.29	4.76	0.00	4.76	0.00	4.76		
4 - Protective Service Workers-Sworn	#	139	153	58	36	36	5	1	3		
949 Employees	%	14.65	16.12	6.11	3.79	3.79	0.53	0.11	0.32		
5 - Protective Service Workers-Non-sworn	#	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		
6 - Administrative Support	#	16	103	5	3	3	1	1	3		
133 Employees	%	12.03	77.44	3.76	2.26	2.26	0.75	0.75	2.26		
7 - Skilled Workers	#	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		
8 - Service	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
1179 Employees **Totals**	#	168	309	71	40	41	7	2	7		
	%	14.25	26.21	6.02	3.39	3.48	0.59	0.17	0.59		

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	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	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		
1FL - Officials/Admin - Financial		#	1	1	1	0	0	0	0	0		
1 Employee	1	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	0	8	0	0	0	0	0	0		
11 Employees	1	%	0.00	72.73	0.00	0.00	0.00	0.00	0.00	0.00		
1LE - Officials/Admin - Law Enforcement		#	0	1	0	0	0	0	0	0		
7 Employees	1	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	1	3	0	0	1	0	0	0		
6 Employees	1	%	16.67	50.00	0.00	0.00	16.67	0.00	0.00	0.00		
1RM - Officials/Admin - Risk Management		#	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		
2AC - Professionals - Accounting		#	3	7	2	0	1	0	0	0		
7 Employees	2	%	42.86	100.00	28.57	0.00	14.29	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	1	1	1	0	0	0	0	0		
2 Employees	2	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
2GM - Professionals - General Maintenance/Trades		#	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		
2HR - Professionals - Human Resources		#	0	2	0	0	0	0	0	0		
2 Employees	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		
2LE - Professionals - Law Enforcement		#	0	5	0	0	0	0	0	0		
11 Employees	2	%	0.00	45.45	0.00	0.00	0.00	0.00	0.00	0.00		
2OS - Professionals - Office Support		#	1	8	1	0	0	0	0	0		
9 Employees	2	%	11.11	88.89	11.11	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		
3LE - Technicians - Law Enforcement		#	6	14	3	1	0	1	0	1		
20 Employees	3	%	30.00	70.00	15.00	5.00	0.00	5.00	0.00	5.00		
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		
4LE-4 - Protective Service-Sworn-Law Enfr-Executive		#	0	1	0	0	0	0	0	0		
5 Employees	4	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level		#	9	6	2	2	3	1	0	1		
45 Employees	4	%	20.00	13.33	4.44	4.44	6.67	2.22	0.00	2.22		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level		#	25	40	12	7	5	1	0	0		
221 Employees	4	%	11.31	18.10	5.43	3.17	2.26	0.45	0.00	0.00		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry		#	105	106	44	27	28	3	1	2		
678 Employees	4	%	15.49	15.63	6.49	3.98	4.13	0.44	0.15	0.29		
5LE - Protective Service - Non-Sworn - Law Enforcement		#	0	0	0	0	0	0	0	0		
6 Employees	5	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6AC - Administrative Support - Accounting		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	2	17	0	0	0	0	0	2		
19 Employees	6	%	10.53	89.47	0.00	0.00	0.00	0.00	0.00	10.53		
6LE - Administrative Support - Law Enforcement		#	6	39	1	2	0	1	1	1		
53 Employees	6	%	11.32	73.58	1.89	3.77	0.00	1.89	1.89	1.89		
6OS - Administrative Support - Office Support		#	7	42	3	1	3	0	0	0		
51 Employees	6	%	13.73	82.35	5.88	1.96	5.88	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	1	4	1	0	0	0	0	0		
9 Employees	6	%	11.11	44.44	11.11	0.00	0.00	0.00	0.00	0.00		
7LE - Skilled Craft - Law Enforcement		#	0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8AM - Service Maintenance - Auto Maintenance		#	0	0	0	0	0	0	0	0		
3 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	0	1	0	0	0	0	0	0		
2 Employees	8	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
8LE - Service Maintenance - Law Enforcement		#	0	0	0	0	0	0	0	0		
2 Employees	8	%	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		
1179 Employees	Totals	#	168	309	71	40	41	7	2	7		
		%	14.25	26.21	6.02	3.39	3.48	0.59	0.17	0.59		

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		
30000494 - Community Outreach & Invlvmt Program 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		
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		
30000431 - Police 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		
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

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000566 - Financial Analyst, Assistant	#	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		
1 Employee Totals	#	1	1	1	0	0	0	0	0		
	%	100.00	100.00	100.00	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		
30000442 - Business Operations Manager, 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		
30000441 - Business Operations 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		
30000451 - Management Analyst	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000450 - Management Assistant	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees Totals	#	0	8	0	0	0	0	0	0		
	%	0.00	72.73	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1LE Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000784 - Police Chief, Assistant	#	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		
30001483 - Police Services, Director of	#	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		
30000833 - Police Evidence & Property 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		
30000774 - Police Program Specialist, 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		
30000837 - Police Evidence Control Supervisor	#	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		
7 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	14.29	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		
30000465 - 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		
30000464 - Program Coordinator	#	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		
30000463 - Program 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		
30000462 - Program Specialist, Assistant	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
6 Employees Totals	#	1	3	0	0	1	0	0	0		
	%	16.67	50.00	0.00	0.00	16.67	0.00	0.00	0.00		

Job Group Analysis

1RM Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000478 - Claims 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

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant II	#	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		
30000062 - Accountant I	#	2	6	2	0	0	0	0	0		
6 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
7 Employees Totals	#	3	7	2	0	1	0	0	0		
	%	42.86	100.00	28.57	0.00	14.29	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		
30000492 - Community Outreach & Informtn Rep	#	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		
2 Employees Totals	#	1	1	1	0	0	0	0	0		
	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2GM Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000079 - Equestrian Trainer	#	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

2HR Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000532 - Training & Development 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		
30000531 - Training & Development 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		
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

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		
30000448 - Business Systems Analyst	#	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

2LE Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000310 - Police Investigative Accountant	#	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		
30000772 - Police ID Technologies Coordinator	#	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		
30000778 - Police Data Research 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		
30000777 - Crime Analyst	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000309 - Crime Prevention Program Administrator	#	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		
11 Employees Totals	#	0	5	0	0	0	0	0	0		
	%	0.00	45.45	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2OS Professionals - Office Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	1	8	1	0	0	0	0	0		
9 Employees	%	11.11	88.89	11.11	0.00	0.00	0.00	0.00	0.00		
9 Employees Totals	#	1	8	1	0	0	0	0	0		
	%	11.11	88.89	11.11	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3LE Technicians - Law Enforcement

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000305 - Police Identification Technician, Lead	#	2	1	2	0	0	0	0	0		
3 Employees	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
30000304 - Police Identification Technician	#	3	11	1	1	0	1	0	0		
14 Employees	%	21.43	78.57	7.14	7.14	0.00	7.14	0.00	0.00		
30000303 - Police Identification Technician,Trnee	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
20 Employees Totals	#	6	14	3	1	0	1	0	1		
	%	30.00	70.00	15.00	5.00	0.00	5.00	0.00	5.00		

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

4LE-4	Protective Service-Sworn-Law Enfr-Executive	EEO Code: 4

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000301 - Police Commander		#	0	1	0	0	0	0	0	0		
5 Employees		%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4LE-3 Protective Service-Sworn-Law Enfr-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000300 - Police Captain	#	2	2	1	0	0	0	0	1		
13 Employees	%	15.38	15.38	7.69	0.00	0.00	0.00	0.00	7.69		
30000299 - Police Lieutenant	#	7	4	1	2	3	1	0	0		
32 Employees	%	21.88	12.50	3.13	6.25	9.38	3.13	0.00	0.00		
45 Employees Totals	#	9	6	2	2	3	1	0	1		
	%	20.00	13.33	4.44	4.44	6.67	2.22	0.00	2.22		

Job Group Analysis

4LE-2 Protective Service-Sworn-Law Enfr-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000307 - Police Criminalist	#	2	4	2	0	0	0	0	0		
16 Employees	%	12.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00		
30000302 - Police Detective	#	10	23	4	3	2	1	0	0		
87 Employees	%	11.49	26.44	4.60	3.45	2.30	1.15	0.00	0.00		
30000298 - Police Sergeant	#	13	13	6	4	3	0	0	0		
118 Employees	%	11.02	11.02	5.08	3.39	2.54	0.00	0.00	0.00		
221 Employees Totals	#	25	40	12	7	5	1	0	0		
	%	11.31	18.10	5.43	3.17	2.26	0.45	0.00	0.00		

Job Group Analysis

4LE-1	Protective Service-Sworn-Law Enfr-Entry	EEO Code: 4

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000297 - Police Officer		#	105	106	44	27	28	3	1	2		
678 Employees		%	15.49	15.63	6.49	3.98	4.13	0.44	0.15	0.29		
678 Employees	Totals	#	105	106	44	27	28	3	1	2		
		%	15.49	15.63	6.49	3.98	4.13	0.44	0.15	0.29		

Job Group Analysis

5LE	Protective Service - Non-Sworn - Law Enforcement	EEO Code: 5

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000775 - Police Internal Affairs Investigator		#	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		
6 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

6AC Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000017 - Customer Accounts Specialist 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		
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

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor 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		
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	#	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		
30000434 - Administrative Assistant	#	1	4	0	0	0	0	0	1		
4 Employees	%	25.00	100.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000433 - Administrative Specialist, Sr	#	1	8	0	0	0	0	0	1		
10 Employees	%	10.00	80.00	0.00	0.00	0.00	0.00	0.00	10.00		
19 Employees Totals	#	2	17	0	0	0	0	0	2		
	%	10.53	89.47	0.00	0.00	0.00	0.00	0.00	10.53		

Job Group Analysis

6LE Administrative Support - Law Enforcement

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000771 - Alarm Program Coord	#	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		
30000779 - Police Records Supervisor	#	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		
30000770 - Home Security Specialist, 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		
30000020 - Police Records Specialist	#	5	35	1	2	0	1	0	1		
48 Employees	%	10.42	72.92	2.08	4.17	0.00	2.08	0.00	2.08		
30000019 - Police Records Specialist, Trainee	#	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		
53 Employees Totals	#	6	39	1	2	0	1	1	1		
	%	11.32	73.58	1.89	3.77	0.00	1.89	1.89	1.89		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000025 - Police Administrative Support Spec, Sr	#	1	12	1	0	0	0	0	0		
14 Employees	%	7.14	85.71	7.14	0.00	0.00	0.00	0.00	0.00		
30000024 - Police Administrative Support Specialist	#	5	21	2	0	3	0	0	0		
26 Employees	%	19.23	80.77	7.69	0.00	11.54	0.00	0.00	0.00		
30000022 - Police Desk Clerk	#	1	9	0	1	0	0	0	0		
11 Employees	%	9.09	81.82	0.00	9.09	0.00	0.00	0.00	0.00		
51 Employees Totals	#	7	42	3	1	3	0	0	0		
	%	13.73	82.35	5.88	1.96	5.88	0.00	0.00	0.00		

Job Group Analysis

6SP	Administrative Support - Store & Purchases	EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000051 - Evidence Control Specialist, Lead	#	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		
30000050 - Evidence Control Specialist	#	1	3	1	0	0	0	0	0		
7 Employees	%	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00		
9 Employees Totals	#	1	4	1	0	0	0	0	0		
	%	11.11	44.44	11.11	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7LE	Skilled Craft - Law Enforcement	EEO Code: 7

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000769 - Home Security 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

8AM Service Maintenance - Auto Maintenance

EEO Code: 8

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000096 - Auto Servicer		#	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

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

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000083 - Stable Attendant		#	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		
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

8LE	Service Maintenance - Law Enforcement	EEO Code: 8

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec		#	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		
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		

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	100.00	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		0.964E	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	0.00	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	0.814E	0.964E	0.975E	0.969E	0.995E	0.983E	0.995E
Stat Significant?								
Shortfall								

1FL Officials/Admin - Financial

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	100.00	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				1.000E	0.996E	1.000E		1.000E
Stat Significant?								
Shortfall								

1GA Officials/Admin - General Administrative

Total Emp: 11

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	72.73	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	0.418E		0.764E	0.918E	0.785E	0.834E	0.993E	0.942E
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

1LE — Officials/Admin - Law Enforcement

Total Emp: 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	11.98	33.55	2.55	1.60	4.10	3.19	0.05	0.50
Emp Less Avail?		YES						
Statistical Value	0.409E	0.259E	0.835E	0.893E	0.746E	0.797E	0.997E	0.966E
Stat Significant?								
Shortfall		1						

1PM — Officials/Admin - Program Management

Total Emp: 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	50.00	0.00	0.00	16.67	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		0.551E	0.782E	0.905E		0.882E	0.992E	0.959E
Stat Significant?								
Shortfall								

1RM — Officials/Admin - Risk Management

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 %	10.88	62.37	2.98	1.43	2.99	2.82	0.31	0.35
Emp Less Avail?								
Statistical Value	0.891E	0.376E	0.970E	0.986E	0.970E	0.972E	0.997E	0.996E
Stat Significant?								
Shortfall								

2AC — Professionals - Accounting

Total Emp: 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	42.86	100.00	28.57	0.00	14.29	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				0.505E		0.977E	0.999E	0.991E
Stat Significant?								
Shortfall								

2CR — Professionals - Community Relations

Total Emp: 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00
Availability %	14.75	47.54	1.74	2.76	4.12	4.77	0.35	1.02
Emp Less Avail?								
Statistical Value				0.946E	0.919E	0.907E	0.993E	0.980E
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

2GM — Professionals - General Maintenance/Trades

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 %	9.43	61.78	1.76	1.63	4.88	0.89	0.00	0.29
Emp Less Avail?								
Statistical Value	0.906E		0.982E	0.984E	0.951E	0.991E		0.997E
Stat Significant?								
Shortfall								

2HR — Professionals - Human Resources

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 %	19.14	71.43	11.54	2.01	3.42	1.24	0.29	0.64
Emp Less Avail?								
Statistical Value	0.654E		0.783E	0.960E	0.933E	0.975E	0.994E	0.987E
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								

2LE — Professionals - Law Enforcement

Total Emp: 11

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	45.45	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	12.15	54.95	3.03	3.08	3.82	1.02	0.33	0.86
Emp Less Avail?	YES	YES						
Statistical Value	0.241E	0.368E	0.713E	0.709E	0.652E	0.893E	0.964E	0.909E
Stat Significant?								
Shortfall	1	1						

2OS — Professionals - Office Support

Total Emp: 9

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.11	88.89	11.11	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				0.946E	0.559E			
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

3LE	Technicians - Law Enforcement							
Total Emp 20	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	30.00	70.00	15.00	5.00	0.00	5.00	0.00	5.00
Availability %	21.39	55.99	8.08	0.86	6.50	3.39	1.07	1.50
Emp Less Avail?					YES			
Statistical Value					0.261E		0.806E	
Stat Significant?								
Shortfall					1			

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								

4LE-4	Protective Service-Sworn-Law Enfr-Executive							
Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	14.41	15.08	6.92	0.20	0.23	0.14	0.00	6.92
Emp Less Avail?								
Statistical Value	0.459E		0.699E	0.990E	0.989E	0.993E		0.699E
Stat Significant?								
Shortfall								

4LE-3	Protective Service-Sworn-Law Enfr-Senior Level							
Total Emp 45	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	13.33	4.44	4.44	6.67	2.22	0.00	2.22
Availability %	11.21	17.60	4.91	3.48	2.27	0.55	0.00	0.00
Emp Less Avail?		YES						
Statistical Value		0.752	0.145					
Stat Significant?								
Shortfall		1						

4LE-2	Protective Service-Sworn-Law Enfr-Mid Level							
Total Emp 221	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.31	18.10	5.43	3.17	2.26	0.45	0.00	0.00
Availability %	14.33	16.11	5.75	3.72	3.81	0.66	0.14	0.27
Emp Less Avail?	YES			YES	YES			
Statistical Value	1.280		0.204	0.434	1.202	0.381	0.557	0.774
Stat Significant?								
Shortfall	6			1	3			

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

4LE-1 Protective Service-Sworn-Law Enfr-Entry

Total Emp 678

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	15.49	15.63	6.49	3.98	4.13	0.44	0.15	0.29
Availability %	16.79	13.54	2.48	3.57	7.50	1.94	0.32	0.97
Emp Less Avail?	YES				YES	YES	YES	YES
Statistical Value	0.908				3.332	2.827	0.795	1.793
Stat Significant?					YES	YES		
Shortfall	8				22	10	1	4

5LE Protective Service - Non-Sworn - Law Enforcement

Total Emp 6

	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 %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
Emp Less Avail?		YES						
Statistical Value	0.532E	0.042E	0.831E	0.919E	0.816E	0.967E	0.967E	0.935E
Stat Significant?		YES						
Shortfall		2						

6AC Administrative Support - Accounting

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 %	12.38	75.56	2.33	3.19	3.68	3.05	0.03	0.09
Emp Less Avail?								
Statistical Value	0.876E		0.977E	0.968E	0.963E	0.970E	1.000E	0.999E
Stat Significant?								
Shortfall								

6GA Administrative Support - General Administrative

Total Emp 19

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	10.53	89.47	0.00	0.00	0.00	0.00	0.00	10.53
Availability %	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53
Emp Less Avail?								
Statistical Value		0.593E	0.659E	0.768E	0.474E	0.723E	0.974E	
Stat Significant?								
Shortfall								

6LE Administrative Support - Law Enforcement

Total Emp 53

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.32	73.58	1.89	3.77	0.00	1.89	1.89	1.89
Availability %	19.92	88.74	6.72	0.17	7.97	4.96	0.02	0.07
Emp Less Avail?	YES	YES	YES		YES	YES		
Statistical Value	1.567	3.490	1.405		2.142	1.030		
Stat Significant?		YES			YES			
Shortfall	4	8	2		4	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

6OS — Administrative Support - Office Support

Total Emp: 51

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	13.73	82.35	5.88	1.96	5.88	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?		YES						
Statistical Value		0.474		0.330		0.914	0.453	0.718
Stat Significant?								
Shortfall		1						

6SP — Administrative Support - Store & Purchases

Total Emp: 9

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.11	44.44	11.11	0.00	0.00	0.00	0.00	0.00
Availability %	10.74	71.46	2.38	1.57	4.66	1.65	0.05	0.43
Emp Less Avail?		YES						
Statistical Value		0.082E		0.867E	0.651E	0.861E	0.996E	0.962E
Stat Significant?								
Shortfall		2						

7LE — Skilled Craft - Law Enforcement

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 %	5.86	4.69	5.86	0.00	0.00	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value	0.941E	0.953E	0.941E					
Stat Significant?								
Shortfall								

8AM — Service Maintenance - Auto Maintenance

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 %	21.06	13.71	1.47	2.59	11.33	4.55	0.00	1.14
Emp Less Avail?								
Statistical Value	0.492E	0.643E	0.957E	0.924E	0.697E	0.870E		0.966E
Stat Significant?								
Shortfall								

8GM — Service Maintenance - General Maintenance/Trades

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 %	29.85	7.44	1.39	2.33	22.19	2.53	0.56	0.88
Emp Less Avail?								
Statistical Value	0.492E		0.972E	0.954E	0.605E	0.950E	0.989E	0.982E
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

8LE	Service Maintenance - Law Enforcement								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	5.48	55.25	1.34	0.53	2.54	1.07	0.00	0.00
	Emp Less Avail?		YES						
	Statistical Value	0.893E	0.200E	0.973E	0.989E	0.950E	0.979E		
	Stat Significant?								
	Shortfall		1						

Total Employment: 1179

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	1	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	0	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		

1FL Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	1	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		
11	# Employed	0	8	0	0	0	0	0	0		
	# Available	0.8	5.2	0.3	0.1	0.2	0.2	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1LE Officials/Admin - Law Enforcement

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.8	2.3	0.2	0.1	0.3	0.2	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

1PM Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	3	0	0	1	0	0	0		
	# Available	0.7	3.3	0.2	0.1	0.2	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1RM Officials/Admin - Risk Management

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	0.0	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		
7	# Employed	3	7	2	0	1	0	0	0		
	# Available	0.8	4.3	0.1	0.7	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2CR	Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.3	1.0	0.0	0.1	0.1	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2GM	Professionals - General Maintenance/Trades									
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		

2HR	Professionals - Human Resources									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.4	1.4	0.2	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	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		

2LE	Professionals - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	0	5	0	0	0	0	0	0		
	# Available	1.3	6.0	0.3	0.3	0.4	0.1	0.0	0.1		
	Persons Required	1	1	0	0	0	0	0	0		

2OS	Professionals - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	1	8	1	0	0	0	0	0		
	# Available	0.9	5.8	0.3	0.1	0.6	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

3LE	Technicians - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
20	# Employed	6	14	3	1	0	1	0	1		
	# Available	4.3	11.2	1.6	0.2	1.3	0.7	0.2	0.3		
	Persons Required	0	0	0	0	1	0	0	0		

Shortfall

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		

4LE-4	Protective Service-Sworn-Law Enfr-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.7	0.8	0.3	0.0	0.0	0.0	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

4LE-3	Protective Service-Sworn-Law Enfr-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
45	# Employed	9	6	2	2	3	1	0	1		
	# Available	5.0	7.9	2.2	1.6	1.0	0.2	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

4LE-2	Protective Service-Sworn-Law Enfr-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
221	# Employed	25	40	12	7	5	1	0	0		
	# Available	31.7	35.6	12.7	8.2	8.4	1.5	0.3	0.6		
	Persons Required	6	0	0	1	3	0	0	0		

4LE-1	Protective Service-Sworn-Law Enfr-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
678	# Employed	105	106	44	27	28	3	1	2		
	# Available	113.8	91.8	16.8	24.2	50.9	13.2	2.2	6.6		
	Persons Required	8	0	0	0	22	10	1	4		

5LE	Protective Service - Non-Sworn - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	2.8	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	2	0	0	0	0	0	0		

6AC	Administrative Support - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.8	0.0	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		
19	# Employed	2	17	0	0	0	0	0	2		
	# Available	1.9	17.1	0.4	0.3	0.7	0.3	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6LE	Administrative Support - Law Enforcement										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
53	# Employed	6	39	1	2	0	1	1	1		
	# Available	10.6	47.0	3.6	0.1	4.2	2.6	0.0	0.0		
	Persons Required	4	8	2	0	4	1	0	0		

6OS	Administrative Support - Office Support										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
51	# Employed	7	42	3	1	3	0	0	0		
	# Available	7.0	43.2	1.7	1.4	2.3	0.8	0.2	0.5		
	Persons Required	0	1	0	0	0	0	0	0		

6SP	Administrative Support - Store & Purchases										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	1	4	1	0	0	0	0	0		
	# Available	1.0	6.4	0.2	0.1	0.4	0.1	0.0	0.0		
	Persons Required	0	2	0	0	0	0	0	0		

7LE	Skilled Craft - Law Enforcement										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8AM	Service Maintenance - Auto Maintenance										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	0.4	0.0	0.1	0.3	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		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.6	0.1	0.0	0.0	0.4	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8LE	Service Maintenance - Law Enforcement										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	1.1	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	1	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.