City of Portland

1210-BDS
Bureau of Development Services

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	#	16	37	3	8	4	0	0	1		
120 Employees	%	13.33	30.83	2.50	6.67	3.33	0.00	0.00	0.83		
2 - Professionals	#	8	32	4	1	0	2	0	1		
52 Employees	%	15.38	61.54	7.69	1.92	0.00	3.85	0.00	1.92		
3 - Technicians	#	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 - Administrative Support	#	2	13	2	0	0	0	0	0		
16 Employees	%	12.50	81.25	12.50	0.00	0.00	0.00	0.00	0.00		
7 - Skilled Workers	#	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		
192 Employees **Totals**	#	26	83	9	9	4	2	0	2		
	%	13.54	43.23	4.69	4.69	2.08	1.04	0.00	1.04		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1BI - Officials/Admin - Building Inspections		#	9	10	1	5	3	0	0	0		
69 Employees	1	%	13.04	14.49	1.45	7.25	4.35	0.00	0.00	0.00		
1CI - Officials/Admin - Code Inspections		#	1	1	1	0	0	0	0	0		
6 Employees	1	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
1DR - Officials/Admin - Directors		#	1	0	0	1	0	0	0	0		
1 Employee	1	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	2	16	0	1	1	0	0	0		
28 Employees	1	%	7.14	57.14	0.00	3.57	3.57	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	1	1	1	0	0	0	0	0		
2 Employees	1	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	1	5	0	1	0	0	0	0		
7 Employees	1	%	14.29	71.43	0.00	14.29	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	1	4	0	0	0	0	0	1		
7 Employees	1	%	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29		
2AC - Professionals - Accounting		#	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		
2CR - Professionals - Community Relations		#	1	0	1	0	0	0	0	0		
1 Employee	2	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	2	3	1	0	0	0	0	1		
9 Employees	2	%	22.22	33.33	11.11	0.00	0.00	0.00	0.00	11.11		
2IT - Professionals - Information Technology		#	2	4	1	1	0	0	0	0		
6 Employees	2	%	33.33	66.67	16.67	16.67	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	3	25	1	0	0	2	0	0		
35 Employees	2	%	8.57	71.43	2.86	0.00	0.00	5.71	0.00	0.00		
3ER - Technicians - Engineering & Related		#	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		
6GA - Administrative Support - General Administrative		#	0	4	0	0	0	0	0	0		
4 Employees	6	%	0.00	100.00	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		
6OS - Administrative Support - Office Support		#	2	9	2	0	0	0	0	0		
12 Employees	6	%	16.67	75.00	16.67	0.00	0.00	0.00	0.00	0.00		
7BI - Skilled Craft - Building Inspections		#	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		
192 Employees	Totals	#	26	83	9	9	4	2	0	2		
		%	13.54	43.23	4.69	4.69	2.08	1.04	0.00	1.04		

Job Group Analysis Report

Job Group Analysis

1BI Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000736 - Inspection Manager	#	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		
30000730 - Plan Review 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		
30000836 - Development Supervisor 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		
30000232 - Plans Examiner, Sr	#	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		
30000165 - Plumbing Inspector, Sr	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000174 - Building Inspector, Sr	#	2	1	0	1	1	0	0	0		
11 Employees	%	18.18	9.09	0.00	9.09	9.09	0.00	0.00	0.00		
30000170 - Combination Inspector	#	1	2	0	0	1	0	0	0		
16 Employees	%	6.25	12.50	0.00	0.00	6.25	0.00	0.00	0.00		
30000231 - Plans Examiner, Commercial	#	1	3	1	0	0	0	0	0		
11 Employees	%	9.09	27.27	9.09	0.00	0.00	0.00	0.00	0.00		
30000164 - Plumbing Inspector	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000168 - Electrical Inspector	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000173 - Building Inspector II	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000179 - Site Development Inspector 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		
30000172 - Housing Inspector, Sr	#	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		

Job Group Analysis

1BI Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000171 - Housing Inspector		#	3	0	0	2	1	0	0	0		
4 Employees		%	75.00	0.00	0.00	50.00	25.00	0.00	0.00	0.00		
69 Employees	Totals	#	9	10	1	5	3	0	0	0		
		%	13.04	14.49	1.45	7.25	4.35	0.00	0.00	0.00		

Job Group Analysis

1CI Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000737 - Noise Control Officer	#	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		
30000186 - Code Specialist 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		
30000184 - Code Specialist II	#	1	0	1	0	0	0	0	0		
4 Employees	%	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00		
6 Employees Totals	#	1	1	1	0	0	0	0	0		
	%	16.67	16.67	16.67	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		
30000426 - Development Services Director		#	1	0	0	1	0	0	0	0		
1 Employee		%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	1	0	0	0	0		
		%	100.00	0.00	0.00	100.00	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		
30000681 - Engineer, Supervising	#	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		
30000335 - Development Services Project Coord	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000334 - Development Services Technician III	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	2	8	0	1	1	0	0	0		
16 Employees	%	12.50	50.00	0.00	6.25	6.25	0.00	0.00	0.00		
30000332 - Development Services Technician I	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
28 Employees Totals	#	2	16	0	1	1	0	0	0		
	%	7.14	57.14	0.00	3.57	3.57	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		
30000569 - Financial 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		
30000567 - Financial Analyst	#	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		
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

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		
30000452 - Management Analyst, Sr	#	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		
30000451 - Management Analyst	#	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		
30000450 - Management Assistant	#	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		
7 Employees Totals	#	1	5	0	1	0	0	0	0		
	%	14.29	71.43	0.00	14.29	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		
30000466 - Program Manager, Sr	#	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		
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	#	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		
30000462 - Program Specialist, Assistant	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees Totals	#	1	4	0	0	0	0	0	1		
	%	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000062 - Accountant 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		
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

2CR Professionals - Community Relations

EEO Code: 2

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

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, 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		
30000369 - Engineer-Structural	#	1	1	0	0	0	0	0	1		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000368 - Engineer-Mechanical	#	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		
30000367 - Engineer-Geotechnical	#	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		
9 Employees Totals	#	2	3	1	0	0	0	0	1		
	%	22.22	33.33	11.11	0.00	0.00	0.00	0.00	11.11		

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	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		
30000448 - Business Systems Analyst	#	1	2	0	1	0	0	0	0		
4 Employees	%	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000447 - Business Systems 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		
6 Employees Totals	#	2	4	1	1	0	0	0	0		
	%	33.33	66.67	16.67	16.67	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		
30000725 - Planner, Principal	#	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		
30000724 - Planner, Supervising	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	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		
30000397 - Planner, Sr City-Urban Design	#	1	1	0	0	0	1	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000393 - Planner, Sr City-Land Use	#	0	6	0	0	0	0	0	0		
7 Employees	%	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00		
30000385 - Planner II. City-Land Use	#	1	8	0	0	0	1	0	0		
9 Employees	%	11.11	88.89	0.00	0.00	0.00	11.11	0.00	0.00		
30000389 - Planner II. City-Urban Design	#	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		
30000384 - Planner II. 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		
30000377 - Planner I, City-Land Use	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000381 - Planner I, City-Urban Design	#	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		
30000375 - Planner, Associate	#	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		
35 Employees Totals	#	3	25	1	0	0	2	0	0		
	%	8.57	71.43	2.86	0.00	0.00	5.71	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		
30000325 - Engineering 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

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		
30000433 - Administrative Specialist, Sr	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	4	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III		#	0	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		
30000014 - Office Support Specialist, Lead		#	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		
30000012 - Office Support Specialist II		#	1	4	1	0	0	0	0	0		
7 Employees		%	14.29	57.14	14.29	0.00	0.00	0.00	0.00	0.00		
12 Employees	Totals	#	2	9	2	0	0	0	0	0		
		%	16.67	75.00	16.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7BI	Skilled Craft - Building Inspections	EEO Code: 7

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000735 - Inspection Supervisor		#	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		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1BI Officials/Admin - Building Inspections

Total Emp: 69

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	13.04	14.49	1.45	7.25	4.35	0.00	0.00	0.00
Availability %	7.45	17.26	1.41	0.38	1.41	0.90	0.00	3.35
Emp Less Avail?		YES						YES
Statistical Value		0.608				0.792		1.546
Stat Significant?								
Shortfall		1						2

1CI Officials/Admin - Code Inspections

Total Emp: 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	16.67	16.67	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?		YES						
Statistical Value		0.105E		0.914E	0.863E	0.839E		0.969E
Stat Significant?								
Shortfall		2						

1DR Officials/Admin - Directors

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	0.00	0.00	100.00	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		0.814E	0.964E		0.969E	0.995E	0.983E	0.995E
Stat Significant?								
Shortfall								

1ER Officials/Admin - Engineering & Related

Total Emp: 28

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	7.14	57.14	0.00	3.57	3.57	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			0.466E			0.744E	0.970E	0.894E
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: 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 %	3.71	51.92	3.25	0.03	0.38	0.03	0.00	0.02
Emp Less Avail?								
Statistical Value		0.730E		0.999E	0.992E	0.999E		1.000E
Stat Significant?								
Shortfall								

1GA — Officials/Admin - General Administrative

Total Emp: 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.29	71.43	0.00	14.29	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			0.842E		0.857E	0.891E	0.996E	0.963E
Stat Significant?								
Shortfall								

1PM — Officials/Admin - Program Management

Total Emp: 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29
Availability %	11.86	55.35	4.01	1.65	3.32	2.07	0.14	0.69
Emp Less Avail?								
Statistical Value			0.751E	0.890E	0.790E	0.864E	0.990E	
Stat Significant?								
Shortfall								

2AC — Professionals - Accounting

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 %	12.00	61.82	1.57	9.29	0.66	0.33	0.02	0.13
Emp Less Avail?								
Statistical Value	0.880E	0.382E	0.984E	0.907E	0.993E	0.997E	1.000E	0.999E
Stat Significant?								
Shortfall								

2CR — Professionals - Community Relations

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	0.00	100.00	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		0.525E		0.972E	0.959E	0.952E	0.996E	0.990E
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

2ER Professionals - Engineering & Related

Total Emp 9

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.22	33.33	11.11	0.00	0.00	0.00	0.00	11.11
Availability %	9.14	10.20	3.96	2.01	1.81	0.33	0.00	1.04
Emp Less Avail?								
Statistical Value				0.833E	0.848E	0.971E		
Stat Significant?								
Shortfall								

2IT Professionals - Information Technology

Total Emp 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	66.67	16.67	16.67	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					0.792E	0.943E	0.995E	0.954E
Stat Significant?								
Shortfall								

2PL Professionals - Planning

Total Emp 35

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	8.57	71.43	2.86	0.00	0.00	5.71	0.00	0.00
Availability %	13.42	33.66	4.55	5.09	3.79	0.00	0.00	0.00
Emp Less Avail?	YES			YES	YES			
Statistical Value	0.842		0.481	1.370	1.174			
Stat Significant?								
Shortfall	1			1	1			

3ER Technicians - Engineering & Related

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

6GA Administrative Support - General Administrative

Total Emp 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53
Emp Less Avail?								
Statistical Value	0.663E		0.916E	0.946E	0.855E	0.934E	0.994E	0.979E
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

6OS	Administrative Support - Office Support								
Total Emp 12		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.67	75.00	16.67	0.00	0.00	0.00	0.00	0.00
	Availability %	13.71	84.74	3.43	2.71	4.56	1.61	0.40	1.00
	Emp Less Avail?		YES						
	Statistical Value		0.273E		0.719E	0.571E	0.823E	0.953E	0.886E
	Stat Significant?								
	Shortfall		1						

7BI	Skilled Craft - Building Inspections								
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 %	9.27	2.53	0.62	1.64	4.66	1.84	0.21	0.29
	Emp Less Avail?								
	Statistical Value	0.747E	0.926E	0.982E	0.952E	0.867E	0.946E	0.994E	0.991E
	Stat Significant?								
	Shortfall								

Total Employment: 192

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

1BI — Officials/Admin - Building Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
69	# Employed	9	10	1	5	3	0	0	0		
	# Available	5.1	11.9	1.0	0.3	1.0	0.6	0.0	2.3		
	Persons Required	0	1	0	0	0	0	0	2		

1CI — Officials/Admin - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.8	3.0	0.3	0.1	0.1	0.2	0.0	0.0		
	Persons Required	0	2	0	0	0	0	0	0		

1DR — Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	1	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		
28	# Employed	2	16	0	1	1	0	0	0		
	# Available	1.9	5.3	0.8	0.2	0.6	0.3	0.0	0.1		
	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	1	1	1	0	0	0	0	0		
	# 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	1	5	0	1	0	0	0	0		
	# 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		
7	# Employed	1	4	0	0	0	0	0	1		
	# Available	0.8	3.9	0.3	0.1	0.2	0.1	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		
1	# Employed	0	0	0	0	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		

2CR	Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	1	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		

2ER	Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	2	3	1	0	0	0	0	1		
	# Available	0.8	0.9	0.4	0.2	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2IT	Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	4	1	1	0	0	0	0		
	# Available	0.8	2.2	0.3	0.1	0.2	0.1	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		
35	# Employed	3	25	1	0	0	2	0	0		
	# Available	4.7	11.8	1.6	1.8	1.3	0.0	0.0	0.0		
	Persons Required	1	0	0	1	1	0	0	0		

3ER	Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	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		
4	# Employed	0	4	0	0	0	0	0	0		
	# Available	0.4	3.6	0.1	0.1	0.2	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		
12	# Employed	2	9	2	0	0	0	0	0		
	# Available	1.6	10.2	0.4	0.3	0.5	0.2	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

7BI	Skilled Craft - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.1	0.0	0.0	0.1	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.