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

City of Portland

1150-PPB
Portland Police Bureau

Bureau Affirmative Action Reports

July 2013 Annual Reports

4th Quarter AAP Reporting Period

(07/01/2012 to 06/30/2013)

Job Group Analysis Summary By EEO Category Report

City of Portland

FY 12-13: July 2013 Annual Affirmative Action Plan (4th Qtr)

Sector: 1150 - PPB Portland Police Bureau

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	2	12	1	0	1	0	0	0		
25 Employees	%	8.00	48.00	4.00	0.00	4.00	0.00	0.00	0.00		
2 - Professionals	#	5	23	4	0	1	0	0	0		
33 Employees	%	15.15	69.70	12.12	0.00	3.03	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	#	141	150	58	36	37	5	1	4		
946 Employees	%	14.90	15.86	6.13	3.81	3.91	0.53	0.11	0.42		
5 - Protective Service Workers-Non-sworn	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
6 - Administrative Support	#	14	97	4	3	3	1	1	2		
122 Employees	%	11.48	79.51	3.28	2.46	2.46	0.82	0.82	1.64		
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		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
1162 Employees **Totals**	#	168	298	70	40	42	7	2	7		
	%	14.46	25.65	6.02	3.44	3.61	0.60	0.17	0.60		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	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	2	1	0	0	0	0	0		
2 Employees	1	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	0	7	0	0	0	0	0	0		
10 Employees	1	%	0.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00		
1LE - Officials/Admin - Law Enforcement		#	0	2	0	0	0	0	0	0		
7 Employees	1	%	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	1	1	0	0	1	0	0	0		
4 Employees	1	%	25.00	25.00	0.00	0.00	25.00	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	3	0	0	0	0	0	0		
3 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	3	0	0	0	0	0	0		
9 Employees	2	%	0.00	33.33	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		
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		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	0	0	0	0	0	0	0		
5 Employees	4	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level		#	9	5	2	2	3	1	0	1		
44 Employees	4	%	20.45	11.36	4.55	4.55	6.82	2.27	0.00	2.27		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level		#	26	43	12	8	5	1	0	0		
224 Employees	4	%	11.61	19.20	5.36	3.57	2.23	0.45	0.00	0.00		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry		#	106	102	44	26	29	3	1	3		
673 Employees	4	%	15.75	15.16	6.54	3.86	4.31	0.45	0.15	0.45		
5LE - Protective Service - Non-Sworn - Law Enforcement		#	0	1	0	0	0	0	0	0		
6 Employees	5	%	0.00	16.67	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		#	1	16	0	0	0	0	0	1		
17 Employees	6	%	5.88	94.12	0.00	0.00	0.00	0.00	0.00	5.88		
6LE - Administrative Support - Law Enforcement		#	6	36	1	2	0	1	1	1		
49 Employees	6	%	12.24	73.47	2.04	4.08	0.00	2.04	2.04	2.04		
6OS - Administrative Support - Office Support		#	6	40	2	1	3	0	0	0		
48 Employees	6	%	12.50	83.33	4.17	2.08	6.25	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	1	4	1	0	0	0	0	0		
7 Employees	6	%	14.29	57.14	14.29	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		
4 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		
1162 Employees	Totals	#	168	298	70	40	42	7	2	7		
		%	14.46	25.65	6.02	3.44	3.61	0.60	0.17	0.60		

Job Group Analysis Report

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000569 - Financial Analyst, 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		
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		
2 Employees Totals	#	1	2	1	0	0	0	0	0		
	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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	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		
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		
10 Employees Totals	#	0	7	0	0	0	0	0	0		
	%	0.00	70.00	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	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		
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	2	0	0	0	0	0	0		
	%	0.00	28.57	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		
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	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
4 Employees Totals	#	1	1	0	0	1	0	0	0		
	%	25.00	25.00	0.00	0.00	25.00	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	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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	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		
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		
9 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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	#	4	12	1	1	0	1	0	1		
15 Employees	%	26.67	80.00	6.67	6.67	0.00	6.67	0.00	6.67		
30000303 - Police Identification Technician,Trnee	#	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		
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	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		
5 Employees	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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		
12 Employees	%	16.67	16.67	8.33	0.00	0.00	0.00	0.00	8.33		
30000299 - Police Lieutenant	#	7	3	1	2	3	1	0	0		
32 Employees	%	21.88	9.38	3.13	6.25	9.38	3.13	0.00	0.00		
44 Employees Totals	#	9	5	2	2	3	1	0	1		
	%	20.45	11.36	4.55	4.55	6.82	2.27	0.00	2.27		

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		
15 Employees	%	13.33	26.67	13.33	0.00	0.00	0.00	0.00	0.00		
30000302 - Police Detective	#	11	25	4	4	2	1	0	0		
89 Employees	%	12.36	28.09	4.49	4.49	2.25	1.12	0.00	0.00		
30000298 - Police Sergeant	#	13	14	6	4	3	0	0	0		
120 Employees	%	10.83	11.67	5.00	3.33	2.50	0.00	0.00	0.00		
224 Employees Totals	#	26	43	12	8	5	1	0	0		
	%	11.61	19.20	5.36	3.57	2.23	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		#	106	102	44	26	29	3	1	3		
673 Employees		%	15.75	15.16	6.54	3.86	4.31	0.45	0.15	0.45		
673 Employees	Totals	#	106	102	44	26	29	3	1	3		
		%	15.75	15.16	6.54	3.86	4.31	0.45	0.15	0.45		

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	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	16.67	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	#	0	7	0	0	0	0	0	0		
8 Employees	%	0.00	87.50	0.00	0.00	0.00	0.00	0.00	0.00		
17 Employees Totals	#	1	16	0	0	0	0	0	1		
	%	5.88	94.12	0.00	0.00	0.00	0.00	0.00	5.88		

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		
30000020 - Police Records Specialist	#	5	31	1	2	0	1	0	1		
43 Employees	%	11.63	72.09	2.33	4.65	0.00	2.33	0.00	2.33		
30000019 - Police Records Specialist, Trainee	#	1	2	0	0	0	0	1	0		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	33.33	0.00		
49 Employees Totals	#	6	36	1	2	0	1	1	1		
	%	12.24	73.47	2.04	4.08	0.00	2.04	2.04	2.04		

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	14	1	0	0	0	0	0		
16 Employees	%	6.25	87.50	6.25	0.00	0.00	0.00	0.00	0.00		
30000024 - Police Administrative Support Specialist	#	4	19	1	0	3	0	0	0		
24 Employees	%	16.67	79.17	4.17	0.00	12.50	0.00	0.00	0.00		
30000022 - Police Desk Clerk	#	1	7	0	1	0	0	0	0		
8 Employees	%	12.50	87.50	0.00	12.50	0.00	0.00	0.00	0.00		
48 Employees Totals	#	6	40	2	1	3	0	0	0		
	%	12.50	83.33	4.17	2.08	6.25	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		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000050 - Evidence Control Specialist	#	1	3	1	0	0	0	0	0		
6 Employees	%	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00		
7 Employees Totals	#	1	4	1	0	0	0	0	0		
	%	14.29	57.14	14.29	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		
4 Employees		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 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

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 %	13.13	18.66	5.09	2.48	3.08	0.53	1.48	0.47
Emp Less Avail?								
Statistical Value	0.869E	0.813E	0.949E	0.975E	0.969E	0.995E	0.985E	0.995E
Stat Significant?								
Shortfall								

1FL Officials/Admin - Financial

Total Emp: 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00
Availability %	3.72	73.14	3.26	0.03	0.38	0.03	0.00	0.02
Emp Less Avail?								
Statistical Value				0.999E	0.992E	0.999E		1.000E
Stat Significant?								
Shortfall								

1GA Officials/Admin - General Administrative

Total Emp: 10

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.70	47.68	2.44	0.79	2.20	1.67	0.06	0.54
Emp Less Avail?								
Statistical Value	0.449E		0.781E	0.924E	0.801E	0.845E	0.994E	0.947E
Stat Significant?								
Shortfall								

1LE Officials/Admin - Law Enforcement

Total Emp: 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	11.30	32.96	2.71	1.48	3.81	2.69	0.06	0.53
Emp Less Avail?								
Statistical Value	0.432E	0.579E	0.825E	0.901E	0.762E	0.826E	0.996E	0.963E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

1PM	Officials/Admin - Program Management							
Total Emp 4	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00
Availability %	11.92	55.72	3.99	1.67	3.30	2.08	0.15	0.70
Emp Less Avail?		YES						
Statistical Value		0.232E	0.850E	0.935E		0.919E	0.994E	0.972E
Stat Significant?								
Shortfall		1						

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 %	17.35	60.03	1.57	14.64	0.66	0.33	0.02	0.13
Emp Less Avail?				YES				
Statistical Value				0.330E		0.977E	0.999E	0.991E
Stat Significant?								
Shortfall				1				

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 %	14.62	48.72	1.77	2.82	4.15	4.48	0.35	1.05
Emp Less Avail?								
Statistical Value				0.944E	0.919E	0.912E	0.993E	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

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 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	19.14	71.43	11.54	2.01	3.42	1.24	0.29	0.64
Emp Less Avail?								
Statistical Value	0.529E		0.692E	0.941E	0.901E	0.963E	0.991E	0.981E
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 %	12.66	36.42	5.28	1.75	3.81	0.95	0.09	0.79
Emp Less Avail?								
Statistical Value	0.763E	0.404E	0.897E	0.965E	0.925E	0.981E	0.998E	0.984E
Stat Significant?								
Shortfall								

2LE	Professionals - Law Enforcement							
Total Emp 9	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	13.09	57.49	3.08	3.38	4.18	1.13	0.36	0.93
Emp Less Avail?	YES	YES						
Statistical Value	0.283E	0.130E	0.755E	0.734E	0.681E	0.903E	0.968E	0.919E
Stat Significant?								
Shortfall	1	2						

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

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								

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	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	15.57	16.24	7.50	0.20	0.23	0.14	0.00	7.50
Emp Less Avail?								
Statistical Value	0.429E	0.412E	0.677E	0.990E	0.989E	0.993E		0.677E
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

4LE-3	Protective Service-Sworn-Law Enfr-Senior Level							
Total Emp 44	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.45	11.36	4.55	4.55	6.82	2.27	0.00	2.27
Availability %	11.02	18.52	4.82	3.41	2.24	0.55	0.00	0.00
Emp Less Avail?		YES						
Statistical Value		1.222	0.085					
Stat Significant?								
Shortfall		3						

4LE-2	Protective Service-Sworn-Law Enfr-Mid Level							
Total Emp 224	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.61	19.20	5.36	3.57	2.23	0.45	0.00	0.00
Availability %	15.08	15.93	5.92	3.73	4.23	0.67	0.14	0.41
Emp Less Avail?	YES		YES		YES			
Statistical Value	1.452		0.357	0.125	1.486	0.410	0.560	0.960
Stat Significant?								
Shortfall	7		1		4			

4LE-1	Protective Service-Sworn-Law Enfr-Entry							
Total Emp 673	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	15.75	15.16	6.54	3.86	4.31	0.45	0.15	0.45
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	0.722				3.143	2.810	0.787	1.388
Stat Significant?					YES	YES		
Shortfall	6				21	10	1	3

5LE	Protective Service - Non-Sworn - Law Enforcement							
Total Emp 6	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	16.67	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	0.135E	0.831E	0.919E	0.816E	0.967E	0.967E	0.935E
Stat Significant?								
Shortfall		1						

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

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 %	12.42	75.29	2.32	3.22	3.68	3.07	0.03	0.08
Emp Less Avail?								
Statistical Value	0.876E		0.977E	0.968E	0.963E	0.969E	1.000E	0.999E
Stat Significant?								
Shortfall								

6GA Administrative Support - General Administrative

Total Emp 17

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	5.88	94.12	0.00	0.00	0.00	0.00	0.00	5.88
Availability %	9.78	89.73	2.18	1.37	3.87	1.68	0.15	0.53
Emp Less Avail?								
Statistical Value	0.494E		0.687E	0.791E	0.511E	0.750E	0.975E	
Stat Significant?								
Shortfall								

6LE Administrative Support - Law Enforcement

Total Emp 49

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	12.24	73.47	2.04	4.08	0.00	2.04	2.04	2.04
Availability %	20.09	89.32	6.84	0.10	8.04	5.04	0.02	0.05
Emp Less Avail?	YES	YES	YES		YES	YES		
Statistical Value	1.371	3.592	1.331		2.070	0.960		
Stat Significant?		YES			YES			
Shortfall	3	7	2		3	1		

6OS Administrative Support - Office Support

Total Emp 48

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	12.50	83.33	4.17	2.08	6.25	0.00	0.00	0.00
Availability %	13.56	84.55	3.33	2.78	4.48	1.54	0.40	1.03
Emp Less Avail?								
Statistical Value	0.215	0.233		0.294		0.866	0.439	0.707
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

6SP	Administrative Support - Store & Purchases							
Total Emp 7	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.29	57.14	14.29	0.00	0.00	0.00	0.00	0.00
Availability %	11.07	70.90	2.46	1.43	5.04	1.71	0.05	0.39
Emp Less Avail?								
Statistical Value		0.333E		0.904E	0.696E	0.886E	0.997E	0.973E
Stat Significant?								
Shortfall								

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 4	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	0.388E	0.554E	0.942E	0.900E	0.618E	0.830E		0.955E
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 %	29.73	7.41	1.39	2.33	22.04	2.54	0.56	0.88
Emp Less Avail?								
Statistical Value	0.494E		0.972E	0.954E	0.608E	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: 1162

W - Whole Person Rule

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

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Shortfall Report (Persons Required)

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

Shortfall

1DR — Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.2	0.1	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		
2	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.1	1.5	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		
10	# Employed	0	7	0	0	0	0	0	0		
	# Available	0.8	4.8	0.2	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	2	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	0	0	0	0	0	0	0		

1PM — Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.5	2.2	0.2	0.1	0.1	0.1	0.0	0.0		
	Persons Required	0	1	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		

2AC — Professionals - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	3	7	2	0	1	0	0	0		
	# Available	1.2	4.2	0.1	1.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	1	0	0	0	0		

Shortfall

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		
3	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.6	2.1	0.3	0.1	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		
9	# Employed	0	3	0	0	0	0	0	0		
	# Available	1.2	5.2	0.3	0.3	0.4	0.1	0.0	0.1		
	Persons Required	1	2	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		

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		

Shortfall

4LE-4	Protective Service-Sworn-Law Enfr-Executive										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.8	0.8	0.4	0.0	0.0	0.0	0.0	0.4		
	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		
44	# Employed	9	5	2	2	3	1	0	1		
	# Available	4.8	8.1	2.1	1.5	1.0	0.2	0.0	0.0		
	Persons Required	0	3	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		
224	# Employed	26	43	12	8	5	1	0	0		
	# Available	33.8	35.7	13.3	8.4	9.5	1.5	0.3	0.9		
	Persons Required	7	0	1	0	4	0	0	0		

4LE-1	Protective Service-Sworn-Law Enfr-Entry										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
673	# Employed	106	102	44	26	29	3	1	3		
	# Available	113.0	91.1	16.7	24.0	50.5	13.1	2.2	6.5		
	Persons Required	6	0	0	0	21	10	1	3		

5LE	Protective Service - Non-Sworn - Law Enforcement										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	1	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	1	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		
17	# Employed	1	16	0	0	0	0	0	1		
	# Available	1.7	15.3	0.4	0.2	0.7	0.3	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6LE	Administrative Support - Law Enforcement										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
49	# Employed	6	36	1	2	0	1	1	1		
	# Available	9.8	43.8	3.4	0.0	3.9	2.5	0.0	0.0		
	Persons Required	3	7	2	0	3	1	0	0		

Shortfall

6OS	Administrative Support - Office Support										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
48	# Employed	6	40	2	1	3	0	0	0		
	# Available	6.5	40.6	1.6	1.3	2.2	0.7	0.2	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

6SP	Administrative Support - Store & Purchases										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	4	1	0	0	0	0	0		
	# Available	0.8	5.0	0.2	0.1	0.4	0.1	0.0	0.0		
	Persons Required	0	0	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		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.8	0.5	0.1	0.1	0.5	0.2	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.