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

City of Portland

1120-PBOT
Bureau of Transportation

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: 1120 - PBOT Transportation

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	10	38	4	0	2	3	0	1		
99 Employees	%	10.10	38.38	4.04	0.00	2.02	3.03	0.00	1.01		
2 - Professionals	#	18	25	10	2	2	3	1	0		
71 Employees	%	25.35	35.21	14.08	2.82	2.82	4.23	1.41	0.00		
3 - Technicians	#	9	16	5	2	0	2	0	0		
71 Employees	%	12.68	22.54	7.04	2.82	0.00	2.82	0.00	0.00		
5 - Protective Service Workers-Non-sworn	#	10	22	2	5	0	1	0	2		
55 Employees	%	18.18	40.00	3.64	9.09	0.00	1.82	0.00	3.64		
6 - Administrative Support	#	10	31	5	2	1	0	0	2		
43 Employees	%	23.26	72.09	11.63	4.65	2.33	0.00	0.00	4.65		
7 - Skilled Workers	#	17	11	8	4	2	2	0	1		
91 Employees	%	18.68	12.09	8.79	4.40	2.20	2.20	0.00	1.10		
8 - Service	#	41	27	6	23	5	5	0	2		
250 Employees	%	16.40	10.80	2.40	9.20	2.00	2.00	0.00	0.80		
680 Employees **Totals**	#	115	170	40	38	12	16	1	8		
	%	16.91	25.00	5.88	5.59	1.76	2.35	0.15	1.18		

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		#	0	2	0	0	0	0	0	0		
6 Employees	1	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	3	14	0	0	1	2	0	0		
42 Employees	1	%	7.14	33.33	0.00	0.00	2.38	4.76	0.00	0.00		
1FL - Officials/Admin - Financial		#	4	4	4	0	0	0	0	0		
7 Employees	1	%	57.14	57.14	57.14	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	0	5	0	0	0	0	0	0		
8 Employees	1	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00		
1GM - Officials/Admin - General Maintenance/Trades		#	0	5	0	0	0	0	0	0		
14 Employees	1	%	0.00	35.71	0.00	0.00	0.00	0.00	0.00	0.00		
1PL - Officials/Admin - Planning		#	1	0	0	0	1	0	0	0		
2 Employees	1	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	1	6	0	0	0	0	0	1		
14 Employees	1	%	7.14	42.86	0.00	0.00	0.00	0.00	0.00	7.14		
1SP - Officials/Admin - Store & Purchases		#	1	2	0	0	0	1	0	0		
6 Employees	1	%	16.67	33.33	0.00	0.00	0.00	16.67	0.00	0.00		
2AC - Professionals - Accounting		#	1	2	1	0	0	0	0	0		
2 Employees	2	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	0	1	0	0	0	0	0	0		
2 Employees	2	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	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		
2ER - Professionals - Engineering & Related		#	12	17	7	2	0	2	1	0		
50 Employees	2	%	24.00	34.00	14.00	4.00	0.00	4.00	2.00	0.00		
2GM - Professionals - General Maintenance/Trades		#	1	1	0	0	0	1	0	0		
1 Employee	2	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	2	0	0	0	0	0	0		
4 Employees	2	%	0.00	50.00	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		
2PL - Professionals - Planning		#	4	2	2	0	2	0	0	0		
11 Employees	2	%	36.36	18.18	18.18	0.00	18.18	0.00	0.00	0.00		
3EL - Technicians - Electronics		#	2	1	2	0	0	0	0	0		
3 Employees	3	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	6	14	3	1	0	2	0	0		
66 Employees	3	%	9.09	21.21	4.55	1.52	0.00	3.03	0.00	0.00		
3RM - Technicians - Risk Management		#	1	1	0	1	0	0	0	0		
2 Employees	3	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
5CI - Protective Service - Non-Sworn - Code Inspections		#	8	22	2	4	0	1	0	1		
52 Employees	5	%	15.38	42.31	3.85	7.69	0.00	1.92	0.00	1.92		
5GM - Protective Service - Non-Sworn - General Maintenan		#	2	0	0	1	0	0	0	1		
3 Employees	5	%	66.67	0.00	0.00	33.33	0.00	0.00	0.00	33.33		
6ER - Administrative Support - Engineering Related		#	0	3	0	0	0	0	0	0		
7 Employees	6	%	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	3	9	2	0	0	0	0	1		
10 Employees	6	%	30.00	90.00	20.00	0.00	0.00	0.00	0.00	10.00		
6OS - Administrative Support - Office Support		#	7	19	3	2	1	0	0	1		
24 Employees	6	%	29.17	79.17	12.50	8.33	4.17	0.00	0.00	4.17		
6WA - Administrative Support - Water		#	0	0	0	0	0	0	0	0		
2 Employees	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7ER - Skilled Craft-Engineering Related		#	0	1	0	0	0	0	0	0		
1 Employee	7	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	17	10	8	4	2	2	0	1		
90 Employees	7	%	18.89	11.11	8.89	4.44	2.22	2.22	0.00	1.11		
8CR - Service Maintenance - Community Relations		#	2	8	1	0	1	0	0	0		
14 Employees	8	%	14.29	57.14	7.14	0.00	7.14	0.00	0.00	0.00		
8ER - Service Maintenance - Engineering and Related		#	0	0	0	0	0	0	0	0		
1 Employee	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	39	19	5	23	4	5	0	2		
235 Employees	8	%	16.60	8.09	2.13	9.79	1.70	2.13	0.00	0.85		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
680 Employees	Totals	#	115	170	40	38	12	16	1	8		
		%	16.91	25.00	5.88	5.59	1.76	2.35	0.15	1.18		

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		
30000836 - Development Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000732 - Development Supervisor 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		
30000197 - Sidewalk 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		
6 Employees Totals	#	0	2	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

1ER Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000683 - Engineer, 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		
30000853 - Transportation Dev & Engineering Grp 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		
30000682 - Engineer, Principal	#	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		
30000681 - Engineer, Supervising	#	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		
30000699 - Traffic Investigations 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		
30001258 - Capital Project Control 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		
30001259 - Capital Program 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		
30000687 - Capital Project Manager III	#	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		
30000696 - Engineering Survey 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		
30000697 - Right of Way Acquisition 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		
30000686 - Capital Project Manager II	#	0	3	0	0	0	0	0	0		
7 Employees	%	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00		
30000690 - Public Works Inspection Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000399 - Capital Project Manager I	#	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		
30000334 - Development Services Technician 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		
30000229 - Public Works Inspector, Sr	#	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		
30000228 - Public Works Inspector	#	3	4	0	0	1	2	0	0		
8 Employees	%	37.50	50.00	0.00	0.00	12.50	25.00	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		
42 Employees	Totals	#	3	14	0	0	1	2	0	0		
		%	7.14	33.33	0.00	0.00	2.38	4.76	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	#	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		
30000568 - Financial Analyst, Sr	#	2	1	2	0	0	0	0	0		
2 Employees	%	100.00	50.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000567 - Financial Analyst	#	1	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000566 - Financial Analyst, Assistant	#	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		
7 Employees Totals	#	4	4	4	0	0	0	0	0		
	%	57.14	57.14	57.14	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		
30000453 - Management 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		
30000441 - Business Operations Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	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		
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		
8 Employees Totals	#	0	5	0	0	0	0	0	0		
	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1GM Officials/Admin - General Maintenance/Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000854 - Transportation Systems Grp 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		
30000855 - Maintenance Group 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		
30000642 - Transportation Division Manager	#	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		
30000632 - Public Works Division Manager	#	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		
30000639 - Portland Streetcar Operations Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000839 - Portland Streetcar Operations Supvr	#	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		
14 Employees Totals	#	0	5	0	0	0	0	0	0		
	%	0.00	35.71	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1PL Officials/Admin - Planning

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000741 - Transportation Planning 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		
30000733 - Development Services Manager	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
2 Employees Totals	#	1	0	0	0	1	0	0	0		
	%	50.00	0.00	0.00	0.00	50.00	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		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000465 - Program Manager	#	1	2	0	0	0	0	0	1		
4 Employees	%	25.00	50.00	0.00	0.00	0.00	0.00	0.00	25.00		
30001859 - Parking Pay Station 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		
30000464 - Program Coordinator	#	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		
30000463 - Program Specialist	#	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		
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		
14 Employees Totals	#	1	6	0	0	0	0	0	1		
	%	7.14	42.86	0.00	0.00	0.00	0.00	0.00	7.14		

Job Group Analysis

1SP Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000056 - Storekeeper/Acquisition Specialist III	#	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		
30000054 - Storekeeper/Acquisition Specialist II	#	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		
30000053 - Storekeeper/Acquisition Specialist I	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
6 Employees Totals	#	1	2	0	0	0	1	0	0		
	%	16.67	33.33	0.00	0.00	0.00	16.67	0.00	0.00		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

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

Job Group Analysis

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000493 - Community Outreach & Informtn Rep, 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		
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

2EN Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001810 - Env Policy & Hazardous Materials Coord	#	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

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	2	2	2	0	0	0	0	0		
8 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
30001734 - Engineer-Bridge	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	3	4	1	1	0	1	0	0		
8 Employees	%	37.50	50.00	12.50	12.50	0.00	12.50	0.00	0.00		
30000365 - Engineer-Civil	#	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		
30000679 - Public Works Permit Engineering 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		
30000362 - Engineering Associate, Sr-Structural	#	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		
30000358 - Engineering Associate, Sr-Civil	#	1	4	0	1	0	0	0	0		
8 Employees	%	12.50	50.00	0.00	12.50	0.00	0.00	0.00	0.00		
30000363 - Engineering Associate, Sr-Traffic	#	1	1	1	0	0	0	0	0		
7 Employees	%	14.29	14.29	14.29	0.00	0.00	0.00	0.00	0.00		
30000694 - Surveying 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		
30000331 - CAD 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		
30000353 - Engineering Associate-Civil	#	2	2	1	0	0	0	1	0		
3 Employees	%	66.67	66.67	33.33	0.00	0.00	0.00	33.33	0.00		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000225 - Surveyor I	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
50 Employees Totals	#	12	17	7	2	0	2	1	0		
	%	24.00	34.00	14.00	4.00	0.00	4.00	2.00	0.00		

Job Group Analysis

2GM Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000089 - Sign Maker	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
1 Employee Totals	#	1	1	0	0	0	1	0	0		
	%	100.00	100.00	0.00	0.00	0.00	100.00	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		
30000207 - Applications Analyst IV-Generalist	#	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		
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		
30000372 - Graphics Designer II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	2	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

2PL Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000739 - Transportation Planning Coordinator	#	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		
30000395 - Planner, Sr City-Transportation Modeling	#	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		
30000396 - Planner, Sr City-Transportation	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
30000393 - Planner, Sr City-Land Use	#	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		
30000385 - Planner II. City-Land Use	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000388 - Planner II. City-Transportation	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
11 Employees Totals	#	4	2	2	0	2	0	0	0		
	%	36.36	18.18	18.18	0.00	18.18	0.00	0.00	0.00		

Job Group Analysis

3EL Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000237 - Electronics Technician II:Traffic Signal	#	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		
3 Employees Totals	#	2	1	2	0	0	0	0	0		
	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000402 - Signals & Street Lighting Technician	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000978 - Mapping Data Technician II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000326 - Engineering Technician III	#	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		
30000343 - GIS Technician III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	3	7	1	1	0	1	0	0		
17 Employees	%	17.65	41.18	5.88	5.88	0.00	5.88	0.00	0.00		
30000329 - CAD Technician II	#	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		
30000342 - GIS Technician II	#	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		
30000327 - Mapping Data Technician 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		
30001079 - Survey Project Support Tech	#	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		
30001037 - Utility Locator	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000341 - GIS Technician 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		
30000324 - Engineering Technician I	#	1	3	1	0	0	0	0	0		
12 Employees	%	8.33	25.00	8.33	0.00	0.00	0.00	0.00	0.00		
30000224 - Surveying Aide II	#	1	0	1	0	0	0	0	0		
10 Employees	%	10.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00		
66 Employees Totals	#	6	14	3	1	0	2	0	0		
	%	9.09	21.21	4.55	1.52	0.00	3.03	0.00	0.00		

Job Group Analysis

3RM	Technicians - Risk Management	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000486 - Safety & Risk Officer II	#	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		
30000481 - Risk Specialist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees Totals	#	1	1	0	1	0	0	0	0		
	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		

Job Group Analysis

5CI Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000185 - Parking Code Enforcement Officer	#	6	21	2	2	0	1	0	1		
50 Employees	%	12.00	42.00	4.00	4.00	0.00	2.00	0.00	2.00		
30001883 - Streetcar Officer	#	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		
30001158 - Parking Code Enfrcmnt Ofcr-Abandnd Auto	#	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		
52 Employees Totals	#	8	22	2	4	0	1	0	1		
	%	15.38	42.31	3.85	7.69	0.00	1.92	0.00	1.92		

Job Group Analysis

5GM	Protective Service - Non-Sworn - General Maintenan	EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000638 - Parking Control Manager	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000637 - Parking Enforcement Supervisor	#	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		
3 Employees Totals	#	2	0	0	1	0	0	0	1		
	%	66.67	0.00	0.00	33.33	0.00	0.00	0.00	33.33		

Job Group Analysis

6ER Administrative Support - Engineering Related

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent III	#	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		
30000349 - Right of Way Agent II	#	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		
30000348 - Right of Way Agent 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		
7 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	42.86	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	#	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		
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	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		
30000434 - Administrative Assistant	#	1	5	1	0	0	0	0	0		
5 Employees	%	20.00	100.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
10 Employees Totals	#	3	9	2	0	0	0	0	1		
	%	30.00	90.00	20.00	0.00	0.00	0.00	0.00	10.00		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	1	4	0	1	0	0	0	0		
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
30001558 - Timekeeping Specialist	#	2	5	1	0	0	0	0	1		
5 Employees	%	40.00	100.00	20.00	0.00	0.00	0.00	0.00	20.00		
30000029 - Service Dispatcher	#	3	5	1	1	1	0	0	0		
8 Employees	%	37.50	62.50	12.50	12.50	12.50	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	1	5	1	0	0	0	0	0		
7 Employees	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		
24 Employees Totals	#	7	19	3	2	1	0	0	1		
	%	29.17	79.17	12.50	8.33	4.17	0.00	0.00	4.17		

Job Group Analysis

6WA	Administrative Support - Water	EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000644 - Maintenance Planner/Scheduler		#	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		

Job Group Analysis

7ER	Skilled Craft-Engineering Related	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000347 - Materials Quality Compliance Specialist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000640 - Portland Streetcar Maintenance 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		
30000634 - Electrical Supervisor	#	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		
30000117 - Electrician, Lead	#	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		
30000630 - Public Works Supervisor II	#	4	3	1	1	1	0	0	1		
20 Employees	%	20.00	15.00	5.00	5.00	5.00	0.00	0.00	5.00		
30000643 - Portland Streetcar Maintenance Supvr	#	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		
30000116 - Electrician	#	2	2	0	1	1	0	0	0		
14 Employees	%	14.29	14.29	0.00	7.14	7.14	0.00	0.00	0.00		
30000100 - Parking Pay Station Technician, Lead	#	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		
30000091 - Street Maintenance Crew Leader	#	2	0	1	0	0	1	0	0		
7 Employees	%	28.57	0.00	14.29	0.00	0.00	14.29	0.00	0.00		
30000107 - Concrete Finisher	#	0	0	0	0	0	0	0	0		
11 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000110 - Carpenter	#	1	1	0	0	0	1	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00		
30000112 - Painter	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000092 - Traffic Crew Leader	#	1	2	1	0	0	0	0	0		
7 Employees	%	14.29	28.57	14.29	0.00	0.00	0.00	0.00	0.00		
30000127 - General Mechanic	#	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		
30000099 - Parking Pay Station Technician	#	2	2	2	0	0	0	0	0		
7 Employees	%	28.57	28.57	28.57	0.00	0.00	0.00	0.00	0.00		
30000090 - Asphalt Raker	#	4	0	2	2	0	0	0	0		
9 Employees	%	44.44	0.00	22.22	22.22	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
90 Employees	Totals	#	17	10	8	4	2	2	0	1		
		%	18.89	11.11	8.89	4.44	2.22	2.22	0.00	1.11		

Job Group Analysis

8CR Service Maintenance - Community Relations

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000352 - Transportation Demand Mgmt Spec II	#	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		
30000351 - Transportation Demand Mgmt Spec I	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
30001183 - Transportation Demand Mgmt 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		
14 Employees Totals	#	2	8	1	0	1	0	0	0		
	%	14.29	57.14	7.14	0.00	7.14	0.00	0.00	0.00		

Job Group Analysis

8ER Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000166 - Lighting & Signal Inspector	#	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

8GM Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000095 - Environmental Systems Crew Leader	#	0	0	0	0	0	0	0	0		
9 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000123 - Welder	#	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		
30001808 - Collection System Video Inspector	#	1	0	0	1	0	0	0	0		
6 Employees	%	16.67	0.00	0.00	16.67	0.00	0.00	0.00	0.00		
30001809 - Collection System Investigator	#	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		
30000105 - Construction Equipment Operator	#	2	1	0	1	0	1	0	0		
14 Employees	%	14.29	7.14	0.00	7.14	0.00	7.14	0.00	0.00		
30000102 - Automotive Equip Oper II: Sewer Vacuum	#	2	0	0	1	1	0	0	0		
9 Employees	%	22.22	0.00	0.00	11.11	11.11	0.00	0.00	0.00		
30000103 - Automotive Equip Oper II: Street Sweeper	#	2	0	0	2	0	0	0	0		
9 Employees	%	22.22	0.00	0.00	22.22	0.00	0.00	0.00	0.00		
30000104 - Automotive Equip Oper II: Tractor-Trailr	#	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		
30000077 - Utility Worker II	#	19	10	4	10	2	3	0	0		
126 Employees	%	15.08	7.94	3.17	7.94	1.59	2.38	0.00	0.00		
30000101 - Automotive Equipment Oper I	#	10	4	1	5	1	1	0	2		
45 Employees	%	22.22	8.89	2.22	11.11	2.22	2.22	0.00	4.44		
30000076 - Utility Worker I	#	3	4	0	3	0	0	0	0		
11 Employees	%	27.27	36.36	0.00	27.27	0.00	0.00	0.00	0.00		
235 Employees Totals	#	39	19	5	23	4	5	0	2		
	%	16.60	8.09	2.13	9.79	1.70	2.13	0.00	0.85		

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: 6

	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 %	4.12	13.93	1.41	0.38	1.41	0.90	0.00	0.02
Emp Less Avail?								
Statistical Value	0.777E		0.918E	0.977E	0.918E	0.947E		0.999E
Stat Significant?								
Shortfall								

1ER Officials/Admin - Engineering & Related

Total Emp: 42

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	7.14	33.33	0.00	0.00	2.38	4.76	0.00	0.00
Availability %	6.99	19.98	2.66	0.76	2.00	1.03	0.09	0.45
Emp Less Avail?			YES					
Statistical Value			1.071	0.567			0.195	0.436
Stat Significant?								
Shortfall			1					

1FL Officials/Admin - Financial

Total Emp: 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	57.14	57.14	57.14	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?		YES						
Statistical Value		0.283E		0.998E	0.974E	0.998E		0.999E
Stat Significant?								
Shortfall		1						

1GA Officials/Admin - General Administrative

Total Emp: 8

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	62.50	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	0.527E		0.821E	0.939E	0.837E	0.874E	0.995E	0.958E
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

1GM	Officials/Admin - General Maintenance/Trades							
Total Emp 14	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	35.71	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	8.42	24.75	2.92	0.94	2.89	0.94	0.10	0.63
Emp Less Avail?	YES							
Statistical Value	0.292E		0.660E	0.876E	0.663E	0.876E	0.986E	0.915E
Stat Significant?								
Shortfall	1							

1PL	Officials/Admin - Planning							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
Availability %	7.69	12.59	1.84	0.69	3.21	1.18	0.27	0.50
Emp Less Avail?								
Statistical Value		0.764E	0.964E	0.986E		0.977E	0.995E	0.990E
Stat Significant?								
Shortfall								

1PM	Officials/Admin - Program Management							
Total Emp 14	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	7.14	42.86	0.00	0.00	0.00	0.00	0.00	7.14
Availability %	11.92	55.72	3.99	1.67	3.30	2.08	0.15	0.70
Emp Less Avail?		YES						
Statistical Value	0.490E	0.241E	0.565E	0.790E	0.625E	0.745E	0.979E	
Stat Significant?								
Shortfall		1						

1SP	Officials/Admin - Store & Purchases							
Total Emp 6	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	33.33	0.00	0.00	0.00	16.67	0.00	0.00
Availability %	7.80	54.65	1.19	0.81	3.91	1.41	0.34	0.13
Emp Less Avail?		YES						
Statistical Value		0.261E	0.931E	0.952E	0.787E		0.980E	0.992E
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

2AC	Professionals - Accounting							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00
Availability %	17.35	60.03	1.57	14.64	0.66	0.33	0.02	0.13
Emp Less Avail?								
Statistical Value				0.729E	0.987E	0.993E	1.000E	0.997E
Stat Significant?								
Shortfall								

2CR	Professionals - Community Relations							
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 %	14.62	48.72	1.77	2.82	4.15	4.48	0.35	1.05
Emp Less Avail?								
Statistical Value	0.729E		0.965E	0.944E	0.919E	0.912E	0.993E	0.979E
Stat Significant?								
Shortfall								

2EN	Professionals - Environmental							
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 %	4.73	23.01	2.62	0.00	1.00	1.05	0.01	0.03
Emp Less Avail?								
Statistical Value	0.953E	0.770E	0.974E		0.990E	0.990E	1.000E	1.000E
Stat Significant?								
Shortfall								

2ER	Professionals - Engineering & Related							
Total Emp 50	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	24.00	34.00	14.00	4.00	0.00	4.00	2.00	0.00
Availability %	9.22	10.22	4.03	1.99	1.80	0.34	0.00	1.05
Emp Less Avail?								
Statistical Value					0.957			0.728
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 %	100.00	100.00	0.00	0.00	0.00	100.00	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			0.982E	0.984E	0.951E			0.997E
Stat Significant?								
Shortfall								

2IT	Professionals - Information Technology							
Total Emp 4	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 %	12.66	36.42	5.28	1.75	3.81	0.95	0.09	0.79
Emp Less Avail?								
Statistical Value	0.582E		0.805E	0.932E	0.856E	0.963E	0.996E	0.969E
Stat Significant?								
Shortfall								

2PL	Professionals - Planning							
Total Emp 11	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	36.36	18.18	18.18	0.00	18.18	0.00	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						
Statistical Value		0.227E		0.563E				
Stat Significant?								
Shortfall		1						

3EL	Technicians - Electronics							
Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00
Availability %	18.74	20.75	9.94	1.49	5.71	0.69	0.57	0.34
Emp Less Avail?								
Statistical Value				0.956E	0.838E	0.979E	0.983E	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

3ER	Technicians - Engineering & Related							
Total Emp 66	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	9.09	21.21	4.55	1.52	0.00	3.03	0.00	0.00
Availability %	16.37	18.12	7.28	1.02	4.17	1.87	0.82	1.21
Emp Less Avail?	YES		YES		YES			
Statistical Value	1.598		0.855		1.695		0.739	0.899
Stat Significant?								
Shortfall	4		1		2			

3RM	Technicians - Risk Management							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00
Availability %	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00
Emp Less Avail?								
Statistical Value			0.942E		0.927E	0.971E	0.988E	
Stat Significant?								
Shortfall								

5CI	Protective Service - Non-Sworn - Code Inspections							
Total Emp 52	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	15.38	42.31	3.85	7.69	0.00	1.92	0.00	1.92
Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
Emp Less Avail?		YES			YES			
Statistical Value		0.738			1.338		0.541	
Stat Significant?								
Shortfall		2			1			

5GM	Protective Service - Non-Sworn - General Maintenan							
Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	66.67	0.00	0.00	33.33	0.00	0.00	0.00	33.33
Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
Emp Less Avail?		YES						
Statistical Value		0.145E	0.912E		0.903E	0.983E	0.983E	
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

6ER	Administrative Support - Engineering Related							
Total Emp 7	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	10.12	81.31	3.73	0.45	2.73	2.46	0.00	0.76
Emp Less Avail?		YES						
Statistical Value	0.474E	0.053E	0.766E	0.969E	0.824E	0.840E		0.948E
Stat Significant?								
Shortfall		2						

6GA	Administrative Support - General Administrative							
Total Emp 10	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	30.00	90.00	20.00	0.00	0.00	0.00	0.00	10.00
Availability %	9.78	89.73	2.18	1.37	3.87	1.68	0.15	0.53
Emp Less Avail?								
Statistical Value				0.871E	0.674E	0.844E	0.985E	
Stat Significant?								
Shortfall								

6OS	Administrative Support - Office Support							
Total Emp 24	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	29.17	79.17	12.50	8.33	4.17	0.00	0.00	4.17
Availability %	13.56	84.55	3.33	2.78	4.48	1.54	0.40	1.03
Emp Less Avail?		YES						
Statistical Value		0.309E			0.708E	0.689E	0.908E	
Stat Significant?								
Shortfall		1						

6WA	Administrative Support - Water							
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 %	14.96	36.24	5.12	1.27	7.47	0.64	0.07	0.40
Emp Less Avail?								
Statistical Value	0.723E	0.407E	0.900E	0.975E	0.856E	0.987E	0.999E	0.992E
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

7ER	Skilled Craft-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 %	6.99	2.27	0.00	0.00	6.99	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value	0.930E				0.930E			
Stat Significant?								
Shortfall								

7GM	Skilled Craft - General Maintenance/Trades							
Total Emp 90	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	18.89	11.11	8.89	4.44	2.22	2.22	0.00	1.11
Availability %	12.32	4.03	1.65	1.08	6.58	1.93	0.36	0.70
Emp Less Avail?					YES			
Statistical Value					1.667		0.570	
Stat Significant?								
Shortfall					3			

8CR	Service Maintenance - Community Relations							
Total Emp 14	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.29	57.14	7.14	0.00	7.14	0.00	0.00	0.00
Availability %	15.48	13.49	3.97	0.00	7.54	0.00	3.97	0.00
Emp Less Avail?								
Statistical Value	0.628E				0.715E		0.567E	
Stat Significant?								
Shortfall								

8ER	Service Maintenance - Engineering and Related							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14
Emp Less Avail?								
Statistical Value	0.737E	0.606E	0.931E	0.985E	0.856E	0.982E	0.994E	0.989E
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

8GM	Service Maintenance - General Maintenance/Trades								
Total Emp 235		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.60	8.09	2.13	9.79	1.70	2.13	0.00	0.85
	Availability %	29.73	7.41	1.39	2.33	22.04	2.54	0.56	0.88
	Emp Less Avail?	YES				YES		YES	
	Statistical Value	4.405				7.521	0.402	1.150	0.047
	Stat Significant?	YES				YES			
	Shortfall	30				47		1	

Total Employment: 680

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		
6	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.2	0.8	0.1	0.0	0.1	0.1	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		
42	# Employed	3	14	0	0	1	2	0	0		
	# Available	2.9	8.4	1.1	0.3	0.8	0.4	0.0	0.2		
	Persons Required	0	0	1	0	0	0	0	0		

1FL Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	4	4	4	0	0	0	0	0		
	# Available	0.3	5.1	0.2	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

1GA Officials/Admin - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	5	0	0	0	0	0	0		
	# Available	0.6	3.8	0.2	0.1	0.2	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1GM Officials/Admin - General Maintenance/Trades

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	0	5	0	0	0	0	0	0		
	# Available	1.2	3.5	0.4	0.1	0.4	0.1	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

1PL Officials/Admin - Planning

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.2	0.3	0.0	0.0	0.1	0.0	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		
14	# Employed	1	6	0	0	0	0	0	1		
	# Available	1.7	7.8	0.6	0.2	0.5	0.3	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

1SP	Officials/Admin - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	2	0	0	0	1	0	0		
	# Available	0.5	3.3	0.1	0.0	0.2	0.1	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

2AC	Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.3	1.2	0.0	0.3	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	0	1	0	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		

2EN	Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.0	0.2	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		
50	# Employed	12	17	7	2	0	2	1	0		
	# Available	4.6	5.1	2.0	1.0	0.9	0.2	0.0	0.5		
	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	1	1	0	0	0	1	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		

2IT	Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	1.5	0.2	0.1	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2PL	Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	4	2	2	0	2	0	0	0		
	# Available	1.5	3.7	0.5	0.6	0.4	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

3EL	Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	1	2	0	0	0	0	0		
	# Available	0.6	0.6	0.3	0.0	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

3ER	Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
66	# Employed	6	14	3	1	0	2	0	0		
	# Available	10.8	12.0	4.8	0.7	2.8	1.2	0.5	0.8		
	Persons Required	4	0	1	0	2	0	0	0		

3RM	Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	0	1	0	0	0	0		
	# Available	0.2	0.9	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

5CI	Protective Service - Non-Sworn - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
52	# Employed	8	22	2	4	0	1	0	1		
	# Available	5.2	24.7	1.6	0.7	1.7	0.3	0.3	0.6		
	Persons Required	0	2	0	0	1	0	0	0		

5GM	Protective Service - Non-Sworn - General Maintenan									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	0	0	1	0	0	0	1		
	# Available	0.3	1.4	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

6ER	Administrative Support - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.7	5.7	0.3	0.0	0.2	0.2	0.0	0.1		
	Persons Required	0	2	0	0	0	0	0	0		

6GA	Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	9	2	0	0	0	0	1		
	# Available	1.0	9.0	0.2	0.1	0.4	0.2	0.0	0.1		
	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		
24	# Employed	7	19	3	2	1	0	0	1		
	# Available	3.3	20.3	0.8	0.7	1.1	0.4	0.1	0.2		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

6WA	Administrative Support - Water									
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		

7ER	Skilled Craft-Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7GM	Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
90	# Employed	17	10	8	4	2	2	0	1		
	# Available	11.1	3.6	1.5	1.0	5.9	1.7	0.3	0.6		
	Persons Required	0	0	0	0	3	0	0	0		

8CR	Service Maintenance - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	2	8	1	0	1	0	0	0		
	# Available	2.2	1.9	0.6	0.0	1.1	0.0	0.6	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8ER	Service Maintenance - Engineering and Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.4	0.1	0.0	0.1	0.0	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		
235	# Employed	39	19	5	23	4	5	0	2		
	# Available	69.9	17.4	3.3	5.5	51.8	6.0	1.3	2.1		
	Persons Required	30	0	0	0	47	0	1	0		

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.