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

City of Portland

1020-PF&R
Portland Fire & Rescue

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

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	4	9	1	0	2	0	0	1		
20 Employees	%	20.00	45.00	5.00	0.00	10.00	0.00	0.00	5.00		
2 - Professionals	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
3 - Technicians	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 - Protective Service Workers-Sworn	#	121	46	38	25	30	21	1	6		
642 Employees	%	18.85	7.17	5.92	3.89	4.67	3.27	0.16	0.93		
6 - Administrative Support	#	4	13	2	0	1	0	1	0		
16 Employees	%	25.00	81.25	12.50	0.00	6.25	0.00	6.25	0.00		
7 - Skilled Workers	#	0	0	0	0	0	0	0	0		
17 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 - Service	#	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		
704 Employees **Totals**	#	129	71	41	25	33	21	2	7		
	%	18.32	10.09	5.82	3.55	4.69	2.98	0.28	0.99		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1CR - Officials/Admin - Community Relations		#	0	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		
1DR - Officials/Admin - Directors		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	1	2	0	0	1	0	0	0		
2 Employees	1	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
1FI - Officials/Admin - Fire		#	1	0	0	0	0	0	0	1		
8 Employees	1	%	12.50	0.00	0.00	0.00	0.00	0.00	0.00	12.50		
1FL - Officials/Admin - Financial		#	1	1	0	0	1	0	0	0		
1 Employee	1	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	1	4	1	0	0	0	0	0		
6 Employees	1	%	16.67	66.67	16.67	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	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		
2FI - Professionals - Fire		#	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		
2GA - Professionals - General Administrative		#	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		
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		
2VI - Professionals - Video		#	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		
3PM - Technicians - Program Management		#	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		
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		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4FI-4 - Portective Service-Sworn-Fire-Executive		#	1	0	1	0	0	0	0	0		
16 Employees	4	%	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00		
4FI-3 - Protective Serivce-Sworn-Fire-Senior Level		#	8	4	3	2	2	1	0	0		
42 Employees	4	%	19.05	9.52	7.14	4.76	4.76	2.38	0.00	0.00		
4FI-2 - Protective Service-Sworn-Fire-Mid Level		#	31	15	12	7	6	4	0	2		
165 Employees	4	%	18.79	9.09	7.27	4.24	3.64	2.42	0.00	1.21		
4FI-1 - Protective Service-Sworn-Fire-Entry		#	81	27	22	16	22	16	1	4		
419 Employees	4	%	19.33	6.44	5.25	3.82	5.25	3.82	0.24	0.95		
6AC - Administrative Support - Accounting		#	1	2	1	0	0	0	0	0		
2 Employees	6	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
6FI - Administrative Support - Fire		#	0	1	0	0	0	0	0	0		
2 Employees	6	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	3	7	1	0	1	0	1	0		
9 Employees	6	%	33.33	77.78	11.11	0.00	11.11	0.00	11.11	0.00		
6OS - Administrative Support - Office Support		#	0	3	0	0	0	0	0	0		
3 Employees	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7AM - Skilled Craft - Auto Maintenance		#	0	0	0	0	0	0	0	0		
9 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	0	0	0	0	0	0	0	0		
5 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	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		
8GM - Service Maintenance - General Maintenance/Trades		#	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		
704 Employees	Totals	#	129	71	41	25	33	21	2	7		
		%	18.32	10.09	5.82	3.55	4.69	2.98	0.28	0.99		

Job Group Analysis Report

Job Group Analysis

1CR Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000497 - Public Information 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		
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

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000432 - Fire Chief	#	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

1ER Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000336 - Fire Land Use Review Technician	#	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		
30000333 - Development Services 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		
2 Employees Totals	#	1	2	0	0	1	0	0	0		
	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		

Job Group Analysis

1FI	Officials/Admin - Fire	EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000825 - Fire Division 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		
30000823 - Fire Chief, Deputy	#	1	0	0	0	0	0	0	1		
7 Employees	%	14.29	0.00	0.00	0.00	0.00	0.00	0.00	14.29		
8 Employees Totals	#	1	0	0	0	0	0	0	1		
	%	12.50	0.00	0.00	0.00	0.00	0.00	0.00	12.50		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000566 - Financial Analyst, Assistant	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1 Employee Totals	#	1	1	0	0	1	0	0	0		
	%	100.00	100.00	0.00	0.00	100.00	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	#	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		
30000453 - Management 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		
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		
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		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees Totals	#	1	4	1	0	0	0	0	0		
	%	16.67	66.67	16.67	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		
30000463 - Program Specialist		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant 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		
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

2FI Professionals - Fire

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training 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		
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

2GA Professionals - General Administrative

EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000474 - EAP 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

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		
30001533 - Business Systems 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		
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

2VI Professionals - Video

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000519 - Video Production 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		
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

3PM	Technicians - Program Management	EEO Code: 3

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000489 - EMS Program Manager		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

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

4FI-4 Portective Service-Sworn-Fire-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000826 - Fire Marshal	#	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		
30000807 - Fire Battalion Chief, Staff	#	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		
30000806 - Fire Battalion Chief	#	0	0	0	0	0	0	0	0		
13 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
16 Employees Totals	#	1	0	1	0	0	0	0	0		
	%	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4FI-3 Protective Serivce-Sworn-Fire-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist	#	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		
30000811 - Fire Inspector, Sr	#	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		
30000803 - Fire Captain	#	6	2	1	2	2	1	0	0		
31 Employees	%	19.35	6.45	3.23	6.45	6.45	3.23	0.00	0.00		
42 Employees Totals	#	8	4	3	2	2	1	0	0		
	%	19.05	9.52	7.14	4.76	4.76	2.38	0.00	0.00		

Job Group Analysis

4FI-2 Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000812 - Fire Inspector/Specialist	#	3	3	1	0	1	1	0	0		
11 Employees	%	27.27	27.27	9.09	0.00	9.09	9.09	0.00	0.00		
30000815 - Fire Investigator	#	1	3	0	1	0	0	0	0		
8 Employees	%	12.50	37.50	0.00	12.50	0.00	0.00	0.00	0.00		
30000801 - Fire Lieutenant, Staff	#	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		
30000808 - Fire Inspector	#	7	3	1	2	2	1	0	1		
20 Employees	%	35.00	15.00	5.00	10.00	10.00	5.00	0.00	5.00		
30000798 - Fire Lieutenant	#	17	5	8	4	3	1	0	1		
107 Employees	%	15.89	4.67	7.48	3.74	2.80	0.93	0.00	0.93		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
12 Employees	%	25.00	0.00	16.67	0.00	0.00	8.33	0.00	0.00		
165 Employees Totals	#	31	15	12	7	6	4	0	2		
	%	18.79	9.09	7.27	4.24	3.64	2.42	0.00	1.21		

Job Group Analysis

4FI-1 Protective Service-Sworn-Fire-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	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		
30000793 - Fire Fighter	#	80	27	21	16	22	16	1	4		
415 Employees	%	19.28	6.51	5.06	3.86	5.30	3.86	0.24	0.96		
419 Employees Totals	#	81	27	22	16	22	16	1	4		
	%	19.33	6.44	5.25	3.82	5.25	3.82	0.24	0.95		

Job Group Analysis

6AC Administrative Support - Accounting

EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting Technician		#	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

6FI Administrative Support - Fire

EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist		#	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

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000435 - Executive Assistant, Director's	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000436 - Administrative Supervisor I	#	1	1	0	0	0	0	1	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00		
30000434 - Administrative Assistant	#	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		
30000433 - Administrative Specialist, Sr	#	2	2	1	0	1	0	0	0		
4 Employees	%	50.00	50.00	25.00	0.00	25.00	0.00	0.00	0.00		
9 Employees Totals	#	3	7	1	0	1	0	1	0		
	%	33.33	77.78	11.11	0.00	11.11	0.00	11.11	0.00		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001558 - Timekeeping 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		
30000012 - Office Support Specialist 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		
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

7AM Skilled Craft - Auto Maintenance

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000708 - Vehicle Maintenance 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		
30000707 - Vehicle Maintenance Supervisor 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		
30000131 - Vehicle & Equipment Mechanic	#	0	0	0	0	0	0	0	0		
7 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 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

7BT	Skilled Craft - Building Trades	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000714 - Facilities Maintenance Supervisor, 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		
30000713 - Facilities Maintenance 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		
30000071 - Facilities Maintenance Technician	#	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		
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

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

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000110 - Carpenter	#	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		
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		
3 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000077 - Utility Worker II		#	0	0	0	0	0	0	0	0		
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1CR Officials/Admin - Community Relations

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	5.40	47.13	3.46	0.32	1.12	0.33	0.00	0.18
Emp Less Avail?								
Statistical Value	0.946E	0.529E	0.965E	0.997E	0.989E	0.997E		0.998E
Stat Significant?								
Shortfall								

1DR Officials/Admin - Directors

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	13.13	18.66	5.09	2.48	3.08	0.53	1.48	0.47
Emp Less Avail?								
Statistical Value	0.869E		0.949E	0.975E	0.969E	0.995E	0.985E	0.995E
Stat Significant?								
Shortfall								

1ER Officials/Admin - Engineering & Related

Total Emp 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00
Availability %	6.99	19.98	2.66	0.76	2.00	1.03	0.09	0.45
Emp Less Avail?								
Statistical Value			0.948E	0.985E		0.980E	0.998E	0.991E
Stat Significant?								
Shortfall								

1FI Officials/Admin - Fire

Total Emp 8

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	12.50	0.00	0.00	0.00	0.00	0.00	0.00	12.50
Availability %	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value			0.597E					
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	Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment % 100.00	100.00	0.00	0.00	100.00	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		0.967E	1.000E		1.000E		1.000E
	Stat Significant?							
	Shortfall							

1GA	Officials/Admin - General Administrative							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment % 16.67	66.67	16.67	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			0.954E	0.875E	0.904E	0.996E	0.968E
	Stat Significant?							
	Shortfall							

1PM	Officials/Admin - Program Management							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment % 0.00	100.00	0.00	0.00	0.00	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?							
	Statistical Value 0.881E		0.960E	0.983E	0.967E	0.979E	0.998E	0.993E
	Stat Significant?							
	Shortfall							

2AC	Professionals - Accounting							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment % 0.00	100.00	0.00	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 0.826E		0.984E	0.854E	0.993E	0.997E	1.000E	0.999E
	Stat Significant?							
	Shortfall							

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

Incumbency vs. Estimated Availability

2FI	Professionals - Fire							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment % 0.00	0.00	0.00	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 0.896E	0.350E	0.964E	0.994E	0.938E			
	Stat Significant?							
	Shortfall							

2GA	Professionals - General Administrative							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment % 0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability % 11.02	57.28	5.40	1.25	2.66	0.96	0.16	0.59
	Emp Less Avail?							
	Statistical Value 0.890E		0.946E	0.988E	0.973E	0.990E	0.998E	0.994E
	Stat Significant?							
	Shortfall							

2IT	Professionals - Information Technology							
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 % 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							

2VI	Professionals - Video							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment % 0.00	0.00	0.00	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 0.896E	0.350E	0.964E	0.994E	0.938E			
	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

3PM	Technicians - Program Management							
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 %	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00
Emp Less Avail?								
Statistical Value	0.912E		0.970E		0.963E	0.985E	0.994E	
Stat Significant?								
Shortfall								

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								

4FI-4	Portective Service-Sworn-Fire-Executive							
Total Emp 16	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00
Availability %	17.63	8.79	6.43	4.28	4.28	2.51	0.00	0.11
Emp Less Avail?	YES	YES						
Statistical Value	0.199E	0.229E	0.725E	0.497E	0.497E	0.666E		0.983E
Stat Significant?								
Shortfall	1	1						

4FI-3	Protective Serivce-Sworn-Fire-Senior Level							
Total Emp 42	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	19.05	9.52	7.14	4.76	4.76	2.38	0.00	0.00
Availability %	17.45	8.40	6.54	3.82	3.38	2.53	0.00	1.18
Emp Less Avail?								
Statistical Value						0.062		0.708
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

4FI-2	Protective Service-Sworn-Fire-Mid Level							
Total Emp 165	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	18.79	9.09	7.27	4.24	3.64	2.42	0.00	1.21
Availability %	17.97	6.06	4.74	3.45	4.90	3.76	0.22	0.94
Emp Less Avail?					YES	YES		
Statistical Value					0.752	0.902	0.603	
Stat Significant?								
Shortfall					2	2		

4FI-1	Protective Service-Sworn-Fire-Entry							
Total Emp 419	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	19.33	6.44	5.25	3.82	5.25	3.82	0.24	0.95
Availability %	15.19	6.09	1.64	2.18	6.60	4.02	0.07	0.66
Emp Less Avail?					YES			
Statistical Value					1.113	0.210		
Stat Significant?								
Shortfall					5			

6AC	Administrative Support - 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 %	12.42	75.29	2.32	3.22	3.68	3.07	0.03	0.08
Emp Less Avail?								
Statistical Value				0.937E	0.928E	0.940E	0.999E	0.998E
Stat Significant?								
Shortfall								

6FI	Administrative Support - Fire							
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 %	9.65	69.55	1.98	1.07	4.19	1.56	0.17	0.67
Emp Less Avail?								
Statistical Value	0.816E	0.516E	0.961E	0.979E	0.918E	0.969E	0.997E	0.987E
Stat Significant?								
Shortfall								

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Incumbency vs. Estimated Availability

6GA — Administrative Support - General Administrative

Total Emp 9

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	77.78	11.11	0.00	11.11	0.00	11.11	0.00
Availability %	9.78	89.73	2.18	1.37	3.87	1.68	0.15	0.53
Emp Less Avail?		YES						
Statistical Value		0.234E		0.883E		0.859E		0.953E
Stat Significant?								
Shortfall		1						

6OS — Administrative Support - Office Support

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 %	13.56	84.55	3.33	2.78	4.48	1.54	0.40	1.03
Emp Less Avail?								
Statistical Value	0.646E		0.903E	0.919E	0.872E	0.955E	0.988E	0.969E
Stat Significant?								
Shortfall								

7AM — Skilled Craft - Auto Maintenance

Total Emp 9

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	16.51	2.63	2.98	1.14	9.40	1.58	0.27	1.14
Emp Less Avail?	YES							
Statistical Value	0.197E	0.787E	0.762E	0.902E	0.411E	0.866E	0.976E	0.902E
Stat Significant?								
Shortfall	1							

7BT — Skilled Craft - Building Trades

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 %	11.65	3.97	2.44	1.34	5.99	1.42	0.05	0.38
Emp Less Avail?								
Statistical Value	0.538E	0.817E	0.884E	0.935E	0.734E	0.931E	0.998E	0.981E
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

7GM	Skilled Craft - General Maintenance/Trades							
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 %	12.32	4.03	1.65	1.08	6.58	1.93	0.36	0.70
Emp Less Avail?								
Statistical Value	0.674E	0.884E	0.951E	0.968E	0.815E	0.943E	0.989E	0.979E
Stat Significant?								
Shortfall								

8GM	Service Maintenance - General Maintenance/Trades							
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 %	29.73	7.41	1.39	2.33	22.04	2.54	0.56	0.88
Emp Less Avail?								
Statistical Value	0.703E	0.926E	0.986E	0.977E	0.780E	0.975E	0.994E	0.991E
Stat Significant?								
Shortfall								

Total Employment: 704

W - Whole Person Rule

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

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

Shortfall Report (Persons Required)

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

Shortfall

1CR — Officials/Admin - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	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		

1DR — Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.2	0.1	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		
2	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FI — Officials/Admin - Fire

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	1	0	0	0	0	0	0	1		
	# Available	0.5	0.0	0.5	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FL — Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1GA — Officials/Admin - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	4	1	0	0	0	0	0		
	# Available	0.5	2.9	0.1	0.0	0.1	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		
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		

Shortfall

2AC	Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.6	0.0	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2FI	Professionals - Fire									
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	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2GA	Professionals - General Administrative									
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	0.1	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		
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		

2VI	Professionals - Video									
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	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

3PM	Technicians - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	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		

4FI-4	Portective Service-Sworn-Fire-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
16	# Employed	1	0	1	0	0	0	0	0		
	# Available	2.8	1.4	1.0	0.7	0.7	0.4	0.0	0.0		
	Persons Required	1	1	0	0	0	0	0	0		

Shortfall

4FI-3	Protective Serivce-Sworn-Fire-Senior Level										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
42	# Employed	8	4	3	2	2	1	0	0		
	# Available	7.3	3.5	2.7	1.6	1.4	1.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

4FI-2	Protective Service-Sworn-Fire-Mid Level										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
165	# Employed	31	15	12	7	6	4	0	2		
	# Available	29.7	10.0	7.8	5.7	8.1	6.2	0.4	1.6		
	Persons Required	0	0	0	0	2	2	0	0		

4FI-1	Protective Service-Sworn-Fire-Entry										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
419	# Employed	81	27	22	16	22	16	1	4		
	# Available	63.6	25.5	6.9	9.1	27.7	16.8	0.3	2.8		
	Persons Required	0	0	0	0	5	0	0	0		

6AC	Administrative Support - Accounting										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.2	1.5	0.0	0.1	0.1	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6FI	Administrative Support - Fire										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	1.4	0.0	0.0	0.1	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		
9	# Employed	3	7	1	0	1	0	1	0		
	# Available	0.9	8.1	0.2	0.1	0.3	0.2	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

6OS	Administrative Support - Office Support										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.4	2.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7AM	Skilled Craft - Auto Maintenance										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.5	0.2	0.3	0.1	0.8	0.1	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

Shortfall

7BT	Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	0.2	0.1	0.1	0.3	0.1	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		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.1	0.0	0.0	0.2	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8GM	Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.1	0.0	0.0	0.2	0.0	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.