

City of Portland



1275-OMF-BRFS

Bureau of Revenue & Financial Services

Bureau Affirmative Action Program (AAP) Plan Reports

FY 15-16

**4th Quarter (Annual) Reports
(07/01/2015 to 06/30/2016)**



City of Portland
Bureau of

Human Resources

Knowledgeable | Helpful | Responsive

**Job Group Analysis Summary
by EEO Category Report**

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	20	44	8	8	3	0	0	1		
72 Employees	%	27.78	61.11	11.11	11.11	4.17	0.00	0.00	1.39		
2 - Professionals	#	10	21	3	4	1	0	0	2		
36 Employees	%	27.78	58.33	8.33	11.11	2.78	0.00	0.00	5.56		
6 - Administrative Support	#	11	19	1	3	5	2	0	0		
32 Employees	%	34.38	59.38	3.13	9.38	15.63	6.25	0.00	0.00		
140 Employees	Totals	#	41	84	12	15	9	2	0	3	
		%	29.29	60.00	8.57	10.71	6.43	1.43	0.00	2.14	

Job Group Analysis Summary 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		
2 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1AC - Officials/Admin - Accounting		#	1	1	1	0	0	0	0	0		
2 Employees	1	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
1CI - Officials/Admin - Code Inspections		#	4	10	1	1	2	0	0	0		
15 Employees	1	%	26.67	66.67	6.67	6.67	13.33	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	3	6	2	1	0	0	0	0		
13 Employees	1	%	23.08	46.15	15.38	7.69	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	1	3	0	0	0	0	0	1		
5 Employees	1	%	20.00	60.00	0.00	0.00	0.00	0.00	0.00	20.00		
1PM - Officials/Admin - Program Management		#	4	10	1	3	0	0	0	0		
14 Employees	1	%	28.57	71.43	7.14	21.43	0.00	0.00	0.00	0.00		
1SP - Officials/Admin - Store & Purchases		#	7	14	3	3	1	0	0	0		
21 Employees	1	%	33.33	66.67	14.29	14.29	4.76	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	8	12	3	3	1	0	0	1		
26 Employees	2	%	30.77	46.15	11.54	11.54	3.85	0.00	0.00	3.85		
2HR - Professionals - Human Resources		#	1	1	0	0	0	0	0	1		
1 Employee	2	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
2IT - Professionals - Information Technology		#	1	8	0	1	0	0	0	0		
9 Employees	2	%	11.11	88.89	0.00	11.11	0.00	0.00	0.00	0.00		
6AC - Administrative Support - Accounting		#	0	0	0	0	0	0	0	0		
1 Employee	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6CI - Administrative Support - Code Inspections		#	5	9	0	1	3	1	0	0		
18 Employees	6	%	27.78	50.00	0.00	5.56	16.67	5.56	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	4	1	0	0	0	0	0		
4 Employees	6	%	25.00	100.00	25.00	0.00	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	1	1	0	0	1	0	0	0		
1 Employee	6	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6PM - Administrative Support - Program Management		#	2	2	0	1	0	1	0	0		
5 Employees	6	%	40.00	40.00	0.00	20.00	0.00	20.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	2	3	0	1	1	0	0	0		
3 Employees	6	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		
140 Employees	Totals	#	41	84	12	15	9	2	0	3		
		%	29.29	60.00	8.57	10.71	6.43	1.43	0.00	2.14		

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		
30002183 - Revenue & Financial Services Director	#	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		
30000413 - Revenue Bureau Director	#	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

1AC

Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000563 - Controller	#	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		
30002308 - Accounting Manager	#	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

1CI

Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000190 - Regulatory Program Administrator	#	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		
30000196 - Revenue & Taxation Specialist V	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
30000194 - Revenue & Taxation Specialist IV	#	3	8	1	0	2	0	0	0		
11 Employees	%	27.27	72.73	9.09	0.00	18.18	0.00	0.00	0.00		
15 Employees	#	4	10	1	1	2	0	0	0		
	%	26.67	66.67	6.67	6.67	13.33	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		
30000580 - Treasurer, City	#	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		
30000574 - Debt 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		
30000856 - Investment 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		
30000573 - Debt 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		
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		
30001358 - Treasury 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		
30000572 - Debt 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		
30000568 - Financial 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		
30000567 - Financial Analyst	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
30000581 - Treasury Analyst	#	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		
13 Employees	#	3	6	2	1	0	0	0	0		
	%	23.08	46.15	15.38	7.69	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		
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		
30000452 - Management Analyst, Sr	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000450 - Management Assistant	#	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		
5 Employees	Totals #	1	3	0	0	0	0	0	1		
	%	20.00	60.00	0.00	0.00	0.00	0.00	0.00	20.00		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000588 - Tax Division 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		
30000704 - Community Technology 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		
30000466 - Program 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		
30000703 - Community Technology Program Mgr	#	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		
30000465 - Program Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000470 - Contractor Dev Program Coordinator	#	2	2	0	2	0	0	0	0		
2 Employees	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000464 - Program Coordinator	#	1	2	0	1	0	0	0	0		
6 Employees	%	16.67	33.33	0.00	16.67	0.00	0.00	0.00	0.00		
14 Employees	Totals #	4	10	1	3	0	0	0	0		
	Totals %	28.57	71.43	7.14	21.43	0.00	0.00	0.00	0.00		

Job Group Analysis

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001208 - Chief Procurement 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		
30000473 - Purchasing 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		
30000471 - Procurement Supervisor	#	1	2	0	0	1	0	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000457 - Technology Svcs Contracts Coordinator	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000469 - Contracts Compliance Specialist	#	2	3	1	1	0	0	0	0		
5 Employees	%	40.00	60.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000060 - Procurement Specialist, Sr	#	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		
30000059 - Procurement Specialist	#	3	4	1	2	0	0	0	0		
4 Employees	%	75.00	100.00	25.00	50.00	0.00	0.00	0.00	0.00		
21 Employees	Totals #	7	14	3	3	1	0	0	0		
	Totals %	33.33	66.67	14.29	14.29	4.76	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		
30000405 - Revenue Auditor, Sr	#	2	3	1	1	0	0	0	0		
3 Employees	%	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00		
30000562 - Accounting Supervisor, Sr	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000560 - Accountant, Systems	#	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		
30000404 - Revenue Auditor	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
30002283 - Accountant IV	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000064 - Accountant III	#	3	4	1	1	1	0	0	0		
9 Employees	%	33.33	44.44	11.11	11.11	11.11	0.00	0.00	0.00		
30000559 - Accountant, Assistant Systems	#	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		
30000063 - Accountant 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		
26 Employees	#	8	12	3	3	1	0	0	1		
Totals	%	30.77	46.15	11.54	11.54	3.85	0.00	0.00	3.85		

Job Group Analysis

2HR

Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000531 - Training & Development Analyst	#	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		
1 Employee	Totals	#	1	1	0	0	0	0	1		
		%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	

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	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		
30000448 - Business Systems Analyst	#	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		
30000447 - Business Systems Analyst, 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		
9 Employees	Totals #	1	8	0	1	0	0	0	0		
	%	11.11	88.89	0.00	11.11	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		
30000061 - Accounting Technician	#	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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Job Group Analysis

6CI

Administrative Support - Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000193 - Revenue & Taxation Specialist III	#	3	0	0	1	1	1	0	0		
4 Employees	%	75.00	0.00	0.00	25.00	25.00	25.00	0.00	0.00		
30000192 - Revenue & Taxation Specialist II	#	2	7	0	0	2	0	0	0		
11 Employees	%	18.18	63.64	0.00	0.00	18.18	0.00	0.00	0.00		
30000191 - Revenue & Taxation Specialist I	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
18 Employees	Totals #	5	9	0	1	3	1	0	0		
	%	27.78	50.00	0.00	5.56	16.67	5.56	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		
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	#	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		
4 Employees	Totals #	1	4	1	0	0	0	0	0		
	%	25.00	100.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support Specialist 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		
1 Employee	Totals	#	1	1	0	0	1	0	0		
		%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00	

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000587 - Tax 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		
30000463 - Program Specialist	#	2	0	0	1	0	1	0	0		
2 Employees	%	100.00	0.00	0.00	50.00	0.00	50.00	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		
5 Employees	Totals #	2	2	0	1	0	1	0	0		
	%	40.00	40.00	0.00	20.00	0.00	20.00	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		
30000058 - Procurement Specialist, Assistant	#	2	3	0	1	1	0	0	0		
3 Employees	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		
3 Employees	#	2	3	0	1	1	0	0	0		
Totals	%	66.67	100.00	0.00	33.33	33.33	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		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 %	17.28	28.55	6.32	3.38	4.71	0.34	0.59	1.96
	Emp Less Avail?								
	Statistical Value	0.684E	0.511E	0.878E	0.934E	0.908E	0.993E	0.988E	0.961E
	Stat Significant?								
	Shortfall								

1AC		Officials/Admin - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	9.19	43.67	2.09	0.95	3.39	1.40	0.12	1.29
	Emp Less Avail?								
	Statistical Value				0.981E	0.933E	0.972E	0.998E	0.974E
	Stat Significant?								
	Shortfall								

1CI		Officials/Admin - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	26.67	66.67	6.67	6.67	13.33	0.00	0.00	0.00
	Availability %	12.06	65.49	0.45	3.19	0.30	0.00	7.97	0.15
	Emp Less Avail?							YES	
	Statistical Value							0.288E	0.978E
	Stat Significant?								
	Shortfall							1	

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	23.08	46.15	15.38	7.69	0.00	0.00	0.00	0.00
	Availability %	13.86	45.02	4.44	4.15	3.38	0.03	0.02	1.87
	Emp Less Avail?								
	Statistical Value					0.640E	0.996E	0.997E	0.782E
	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

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	60.00	0.00	0.00	0.00	0.00	0.00	20.00
	Availability %	14.53	57.10	10.75	1.00	1.50	0.32	0.05	0.89
	Emp Less Avail?								
	Statistical Value			0.566E	0.951E	0.927E	0.984E	0.998E	
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	28.57	71.43	7.14	21.43	0.00	0.00	0.00	0.00
	Availability %	18.87	48.59	5.87	4.96	3.64	0.56	0.15	3.71
	Emp Less Avail?								
	Statistical Value					0.595E	0.924E	0.979E	0.589E
	Stat Significant?								
	Shortfall								
1SP		Officials/Admin - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
21	Employment %	33.33	66.67	14.29	14.29	4.76	0.00	0.00	0.00
	Availability %	9.80	53.46	3.75	0.60	3.47	0.18	0.00	1.80
	Emp Less Avail?								
	Statistical Value						0.963E		0.683E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	30.77	46.15	11.54	11.54	3.85	0.00	0.00	3.85
	Availability %	13.31	61.26	5.33	4.78	1.61	0.16	0.08	1.33
	Emp Less Avail?		YES						
	Statistical Value		0.085E				0.959E	0.979E	
	Stat Significant?								
	Shortfall			3					

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

Incumbency vs. Estimated Availability

2HR		Professionals - Human Resources							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00
	Availability %	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
	Emp Less Avail?								
	Statistical Value			0.952E	0.964E	0.956E	0.998E		
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	11.11	88.89	0.00	11.11	0.00	0.00	0.00	0.00
	Availability %	8.56	47.28	4.76	0.36	2.34	0.03	0.00	1.07
	Emp Less Avail?								
	Statistical Value			0.645E		0.808E	0.997E		0.908E
	Stat Significant?								
	Shortfall								
6AC		Administrative Support - Accounting							
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 %	12.44	90.50	5.55	0.53	3.21	0.41	0.14	2.60
	Emp Less Avail?								
	Statistical Value	0.876E	0.095E	0.944E	0.995E	0.968E	0.996E	0.999E	0.974E
	Stat Significant?								
	Shortfall								
6CI		Administrative Support - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	27.78	50.00	0.00	5.56	16.67	5.56	0.00	0.00
	Availability %	18.40	67.57	4.97	3.67	6.97	0.58	0.53	1.67
	Emp Less Avail?		YES						
	Statistical Value		0.093E	0.399E				0.909E	0.738E
	Stat Significant?								
	Shortfall		3						

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Incumbency vs. Estimated Availability

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	100.00	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	13.72	88.23	3.56	1.44	5.21	0.56	0.38	2.54
	Emp Less Avail?								
	Statistical Value				0.944E	0.807E	0.978E	0.985E	0.902E
	Stat Significant?								
	Shortfall								

6OS		Administrative Support - Office Support							
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 %	17.11	77.41	6.50	2.16	4.71	0.88	0.39	2.49
	Emp Less Avail?								
	Statistical Value			0.935E	0.978E		0.991E	0.996E	0.975E
	Stat Significant?								
	Shortfall								

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	40.00	0.00	20.00	0.00	20.00	0.00	0.00
	Availability %	16.72	75.37	5.80	2.28	7.07	0.77	0.38	0.43
	Emp Less Avail?		YES						
	Statistical Value		0.100E	0.742E		0.693E		0.981E	0.979E
	Stat Significant?								
	Shortfall			1					

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00
	Availability %	22.52	48.40	6.57	3.38	8.87	0.75	0.95	2.00
	Emp Less Avail?								
	Statistical Value			0.816E			0.978E	0.972E	0.941E
	Stat Significant?								
	Shortfall								

Total Employment: 140

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		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.6	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1AC		Officials/Admin - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.2	0.9	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1CI		Officials/Admin - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	4	10	1	1	2	0	0	0		
	# Available	1.8	9.8	0.1	0.5	0.0	0.0	1.2	0.0		
	Persons Required	0	0	0	0	0	0	1	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	3	6	2	1	0	0	0	0		
	# Available	1.8	5.9	0.6	0.5	0.4	0.0	0.0	0.2		
	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		
5	# Employed	1	3	0	0	0	0	0	1		
	# Available	0.7	2.9	0.5	0.1	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	4	10	1	3	0	0	0	0		
	# Available	2.6	6.8	0.8	0.7	0.5	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1SP		Officials/Admin - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	7	14	3	3	1	0	0	0		
	# Available	2.1	11.2	0.8	0.1	0.7	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
26	# Employed	8	12	3	3	1	0	0	1		
	# Available	3.5	15.9	1.4	1.2	0.4	0.0	0.0	0.3		
	Persons Required	0	3	0	0	0	0	0	0		
2HR		Professionals - Human Resources									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.2	0.7	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		
9	# Employed	1	8	0	1	0	0	0	0		
	# Available	0.8	4.3	0.4	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6AC		Administrative Support - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.9	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6CI		Administrative Support - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	5	9	0	1	3	1	0	0		
	# Available	3.3	12.2	0.9	0.7	1.3	0.1	0.1	0.3		
	Persons Required	0	3	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	4	1	0	0	0	0	0		
	# Available	0.5	3.5	0.1	0.1	0.2	0.0	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		
1	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.2	0.8	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	2	0	1	0	1	0	0		
	# Available	0.8	3.8	0.3	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	0	1	1	0	0	0		
	# Available	0.7	1.5	0.2	0.1	0.3	0.0	0.0	0.1		
	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.