

# City of Portland



**1150-PPB**  
**Portland Police Bureau**

## **Bureau** **Affirmative Action Program** **(AAP) Plan Reports**

**FY 15-16**  
**4<sup>th</sup> 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	#	5	18	3	1	1	0	0	0		
28 Employees	%	17.86	64.29	10.71	3.57	3.57	0.00	0.00	0.00		
2 - Professionals	#	5	27	4	0	1	0	0	0		
44 Employees	%	11.36	61.36	9.09	0.00	2.27	0.00	0.00	0.00		
3 - Technicians	#	6	11	3	0	0	1	0	2		
19 Employees	%	31.58	57.89	15.79	0.00	0.00	5.26	0.00	10.53		
4 - Protective Service Workers-Sworn	#	138	134	53	34	34	2	1	14		
875 Employees	%	15.77	15.31	6.06	3.89	3.89	0.23	0.11	1.60		
5 - Protective Service Workers-Non-sworn	#	1	4	0	1	0	0	0	0		
10 Employees	%	10.00	40.00	0.00	10.00	0.00	0.00	0.00	0.00		
6 - Administrative Support	#	20	101	6	1	8	1	1	3		
136 Employees	%	14.71	74.26	4.41	0.74	5.88	0.74	0.74	2.21		
7 - Skilled Workers	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 - Service	#	0	2	0	0	0	0	0	0		
9 Employees	%	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00		
<b>1122 Employees</b>	<b>Totals #</b>	<b>175</b>	<b>297</b>	<b>69</b>	<b>37</b>	<b>44</b>	<b>4</b>	<b>2</b>	<b>19</b>		
	<b>%</b>	<b>15.60</b>	<b>26.47</b>	<b>6.15</b>	<b>3.30</b>	<b>3.92</b>	<b>0.36</b>	<b>0.18</b>	<b>1.69</b>		

# **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		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	1	2	1	0	0	0	0	0		
2 Employees	1	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	3	11	1	1	1	0	0	0		
13 Employees	1	%	23.08	84.62	7.69	7.69	7.69	0.00	0.00	0.00		
1LE - Officials/Admin - Law Enforcement		#	1	2	1	0	0	0	0	0		
7 Employees	1	%	14.29	28.57	14.29	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	0	3	0	0	0	0	0	0		
4 Employees	1	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
1RM - Officials/Admin - Risk Management		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	2	7	2	0	0	0	0	0		
7 Employees	2	%	28.57	100.00	28.57	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	1	1	1	0	0	0	0	0		
2 Employees	2	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
2GM - Professionals - General Maintenance/Trades		#	0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2HR - Professionals - Human Resources		#	0	3	0	0	0	0	0	0		
4 Employees	2	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2LE - Professionals - Law Enforcement		#	1	9	0	0	1	0	0	0		
21 Employees	2	%	4.76	42.86	0.00	0.00	4.76	0.00	0.00	0.00		
2OS - Professionals - Office Support		#	1	6	1	0	0	0	0	0		
8 Employees	2	%	12.50	75.00	12.50	0.00	0.00	0.00	0.00	0.00		
3LE - Technicians - Law Enforcement		#	6	11	3	0	0	1	0	2		
18 Employees	3	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3VI - Technicians - Video	#		0	0	0	0	0	0	0	0		
1 Employee	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4LE-4 - Protective Service-Sworn-Law Enfr-Executive	#		0	2	0	0	0	0	0	0		
5 Employees	4	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level	#		9	6	3	1	4	0	0	1		
39 Employees	4	%	23.08	15.38	7.69	2.56	10.26	0.00	0.00	2.56		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level	#		25	34	9	7	6	2	0	1		
218 Employees	4	%	11.47	15.60	4.13	3.21	2.75	0.92	0.00	0.46		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry	#		104	92	41	26	24	0	1	12		
613 Employees	4	%	16.97	15.01	6.69	4.24	3.92	0.00	0.16	1.96		
5LE - Protective Service - Non-Sworn - Law Enforcement	#		1	4	0	1	0	0	0	0		
10 Employees	5	%	10.00	40.00	0.00	10.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative	#		3	20	0	0	2	0	0	1		
21 Employees	6	%	14.29	95.24	0.00	0.00	9.52	0.00	0.00	4.76		
6LE - Administrative Support - Law Enforcement	#		0	2	0	0	0	0	0	0		
4 Employees	6	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support	#		12	70	4	1	3	1	1	2		
92 Employees	6	%	13.04	76.09	4.35	1.09	3.26	1.09	1.09	2.17		
6PM - Administrative Support - Program Management	#		2	2	1	0	1	0	0	0		
9 Employees	6	%	22.22	22.22	11.11	0.00	11.11	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases	#		3	7	1	0	2	0	0	0		
10 Employees	6	%	30.00	70.00	10.00	0.00	20.00	0.00	0.00	0.00		
7LE - Skilled Craft - Law Enforcement	#		0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8AM - Service Maintenance - Auto Maintenance	#		0	0	0	0	0	0	0	0		
4 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades	#		0	2	0	0	0	0	0	0		
3 Employees	8	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
8LE - Service Maintenance - Law Enforcement	#		0	0	0	0	0	0	0	0		
2 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
		1122 Employees	Totals	#	175	297	69	37	44	4	2	19
		%	15.60	26.47	6.15	3.30	3.92	0.36	0.18	1.69		

# **Job Group Analysis Report**



**Job Group Analysis**

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000431 - Police Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000569 - Financial Analyst, Principal	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000566 - Financial Analyst, Assistant	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000441 - Business Operations Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	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		
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	#	2	5	1	0	1	0	0	0		
6 Employees	%	33.33	83.33	16.67	0.00	16.67	0.00	0.00	0.00		
30000450 - Management 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		
13 Employees	Totals #	3	11	1	1	1	0	0	0		
	%	23.08	84.62	7.69	7.69	7.69	0.00	0.00	0.00		

# Job Group Analysis

1LE

Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000784 - Police Chief, Assistant	#	1	1	1	0	0	0	0	0		
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000833 - Police Evidence & Property Mgr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000837 - Police Evidence Control 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		
7 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	14.29	28.57	14.29	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		
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		
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		
30000464 - Program Coordinator	#	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 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1RM

Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000478 - Claims Analyst, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant II	#	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		
30000062 - Accountant I	#	2	6	2	0	0	0	0	0		
6 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
7 Employees											
	Totals										
	#	2	7	2	0	0	0	0	0		
	%	28.57	100.00	28.57	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		
30000495 - Public Information Officer	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000492 - Community Outreach & Informtn Rep	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	1	1	1	0	0	0	0	0		
	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		



# Job Group Analysis

2GM

Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000079 - Equestrian Trainer	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

2HR

Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000532 - Training & Development Officer	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000531 - Training & Development Analyst	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	75.00	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		
1 Employee	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

2LE

Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000310 - Police Investigative Accountant	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000772 - Police ID Technologies Coordinator	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000778 - Police Data Research Supervisor	#	0	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		
30000777 - Crime Analyst	#	1	4	0	0	1	0	0	0		
13 Employees	%	7.69	30.77	0.00	0.00	7.69	0.00	0.00	0.00		
30000776 - Crime Analyst, Assistant	#	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		
30000309 - Crime Prevention Program Administrator	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
21 Employees	Totals #	1	9	0	0	1	0	0	0		
	%	4.76	42.86	0.00	0.00	4.76	0.00	0.00	0.00		

# Job Group Analysis

20S

Professionals - Office Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	1	6	1	0	0	0	0	0		
8 Employees	%	12.50	75.00	12.50	0.00	0.00	0.00	0.00	0.00		
8 Employees	Totals	#	6	1	0	0	0	0	0		
		%	12.50	75.00	12.50	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

3LE

Technicians - Law Enforcement

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000305 - Police Identification Technician, Lead	#	2	2	2	0	0	0	0	0		
3 Employees	%	66.67	66.67	66.67	0.00	0.00	0.00	0.00	0.00		
30000304 - Police Identification Technician	#	4	9	1	0	0	1	0	2		
15 Employees	%	26.67	60.00	6.67	0.00	0.00	6.67	0.00	13.33		
18 Employees	Totals #	6	11	3	0	0	1	0	2		
	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		

# 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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

4LE-4

Protective Service-Sworn-Law Enfr-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000301 - Police Commander	#	0	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		
5 Employees	Totals	#	2	0	0	0	0	0	0		
		%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	



# Job Group Analysis

4LE-3

Protective Service-Sworn-Law Enfr-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000300 - Police Captain	#	4	0	0	1	2	0	0	1		
11 Employees	%	36.36	0.00	0.00	9.09	18.18	0.00	0.00	9.09		
30000299 - Police Lieutenant	#	5	6	3	0	2	0	0	0		
28 Employees	%	17.86	21.43	10.71	0.00	7.14	0.00	0.00	0.00		
39 Employees	Totals #	9	6	3	1	4	0	0	1		
	%	23.08	15.38	7.69	2.56	10.26	0.00	0.00	2.56		

# Job Group Analysis

4LE-2

Protective Service-Sworn-Law Enfr-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000302 - Police Detective	#	10	21	5	3	2	0	0	0		
80 Employees	%	12.50	26.25	6.25	3.75	2.50	0.00	0.00	0.00		
30000307 - Police Criminalist	#	2	3	2	0	0	0	0	0		
14 Employees	%	14.29	21.43	14.29	0.00	0.00	0.00	0.00	0.00		
30000298 - Police Sergeant	#	13	10	2	4	4	2	0	1		
124 Employees	%	10.48	8.06	1.61	3.23	3.23	1.61	0.00	0.81		
218 Employees	Totals #	25	34	9	7	6	2	0	1		
	%	11.47	15.60	4.13	3.21	2.75	0.92	0.00	0.46		

# Job Group Analysis

4LE-1

Protective Service-Sworn-Law Enfr-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000297 - Police Officer	#	104	92	41	26	24	0	1	12			
613 Employees	%	16.97	15.01	6.69	4.24	3.92	0.00	0.16	1.96			
613 Employees	Totals	#	104	92	41	26	24	0	1	12		
		%	16.97	15.01	6.69	4.24	3.92	0.00	0.16	1.96		

# Job Group Analysis

5LE

Protective Service - Non-Sworn - Law Enforcement

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000774 - Police Program Specialist, 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		
30000775 - Police Internal Affairs 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		
10 Employees	Totals #	1	4	0	1	0	0	0	0		
	%	10.00	40.00	0.00	10.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000435 - Executive Assistant, Director's	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000436 - Administrative Supervisor I	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000434 - Administrative Assistant	#	1	4	0	0	0	0	0	1		
4 Employees	%	25.00	100.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000433 - Administrative Specialist, Sr	#	2	8	0	0	2	0	0	0		
9 Employees	%	22.22	88.89	0.00	0.00	22.22	0.00	0.00	0.00		
21 Employees	Totals #	3	20	0	0	2	0	0	1		
	%	14.29	95.24	0.00	0.00	9.52	0.00	0.00	4.76		

# Job Group Analysis

6LE

Administrative Support - Law Enforcement

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000779 - Police Records Supervisor	#	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		
30000771 - Alarm Program 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		
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

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000025 - Police Administrative Support Spec, Sr	#	3	13	1	0	1	0	1	0		
16 Employees	%	18.75	81.25	6.25	0.00	6.25	0.00	6.25	0.00		
30000020 - Police Records Specialist	#	5	30	2	1	1	1	0	0		
43 Employees	%	11.63	69.77	4.65	2.33	2.33	2.33	0.00	0.00		
30000024 - Police Administrative Support Specialist	#	4	20	1	0	1	0	0	2		
24 Employees	%	16.67	83.33	4.17	0.00	4.17	0.00	0.00	8.33		
30000022 - Police Desk Clerk	#	0	4	0	0	0	0	0	0		
6 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000019 - Police Records Specialist, Trainee	#	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		
92 Employees	Totals #	12	70	4	1	3	1	1	2		
	%	13.04	76.09	4.35	1.09	3.26	1.09	1.09	2.17		

# Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000463 - Program Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	2	2	1	0	1	0	0	0		
8 Employees	%	25.00	25.00	12.50	0.00	12.50	0.00	0.00	0.00		
9 Employees	#	2	2	1	0	1	0	0	0		
	Totals	%	22.22	22.22	11.11	0.00	11.11	0.00	0.00		



# Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000051 - Evidence Control Specialist, Lead	#	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		
30000050 - Evidence Control Specialist	#	2	6	0	0	2	0	0	0		
8 Employees	%	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00		
10 Employees	Totals #	3	7	1	0	2	0	0	0		
	%	30.00	70.00	10.00	0.00	20.00	0.00	0.00	0.00		

# Job Group Analysis

7LE

Skilled Craft - Law Enforcement

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000769 - Home Security Specialist	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

8AM

Service Maintenance - Auto Maintenance

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000096 - Auto Servicer	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000083 - Stable Attendant	#	0	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		
3 Employees	Totals	#	2	0	0	0	0	0	0		
		%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

8LE

Service Maintenance - Law Enforcement

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

# **Incumbency vs. Estimated Availability Report**

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

### Incumbency vs. Estimated Availability

1DR		Officials/Admin - Directors							
Total Emp		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 %	17.28	28.55	6.32	3.38	4.71	0.34	0.59	1.96
	Emp Less Avail?								
	Statistical Value	0.827E	0.714E	0.937E	0.966E	0.953E	0.997E	0.994E	0.980E
	Stat Significant?								
	Shortfall								
1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	50.00	0.00	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				0.919E	0.934E	0.999E	1.000E	0.963E
	Stat Significant?								
	Shortfall								
1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	23.08	84.62	7.69	7.69	7.69	0.00	0.00	0.00
	Availability %	14.53	57.10	10.75	1.00	1.50	0.32	0.05	0.89
	Emp Less Avail?								
	Statistical Value			0.585E			0.959E	0.994E	0.890E
	Stat Significant?								
	Shortfall								
1LE		Officials/Admin - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	28.57	14.29	0.00	0.00	0.00	0.00	0.00
	Availability %	12.49	33.09	3.67	3.90	3.26	0.30	0.20	1.16
	Emp Less Avail?								
	Statistical Value		0.576E		0.757E	0.793E	0.979E	0.986E	0.922E
	Stat Significant?								
	Shortfall								

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

## Incumbency vs. Estimated Availability

1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	75.00	0.00	0.00	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	0.433E		0.785E	0.816E	0.862E	0.978E	0.994E	0.860E
	Stat Significant?								
	Shortfall								
1RM		Officials/Admin - Risk Management							
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 %	11.66	58.37	3.66	2.95	2.07	0.03	0.02	2.93
	Emp Less Avail?								
	Statistical Value	0.883E	0.416E	0.963E	0.970E	0.979E	1.000E	1.000E	0.971E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	28.57	100.00	28.57	0.00	0.00	0.00	0.00	0.00
	Availability %	13.31	61.26	5.33	4.78	1.61	0.16	0.08	1.33
	Emp Less Avail?								
	Statistical Value				0.710E	0.893E	0.989E	0.994E	0.911E
	Stat Significant?								
	Shortfall								
2CR		Professionals - Community Relations							
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 %	15.51	52.96	5.90	1.65	6.36	0.70	0.00	0.91
	Emp Less Avail?								
	Statistical Value		0.720E		0.967E	0.877E	0.986E		0.982E
	Stat Significant?								
	Shortfall								

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



## Incumbency vs. Estimated Availability

2GM		Professionals - General Maintenance/Trades							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	10.47	65.37	3.20	0.40	1.68	0.16	0.00	5.03
	Statistical Value	0.895E		0.968E	0.996E	0.983E	0.998E		0.950E
	Stat Significant?								
	Shortfall								
2HR		Professionals - Human Resources							
Total Emp 4	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
	Statistical Value	0.513E		0.821E	0.863E	0.836E	0.993E		0.907E
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	8.56	47.28	4.76	0.36	2.34	0.03	0.00	1.07
	Statistical Value	0.914E	0.527E	0.952E	0.996E	0.977E	1.000E		0.989E
	Stat Significant?								
	Shortfall								
2LE		Professionals - Law Enforcement							
Total Emp 21	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	4.76	42.86	0.00	0.00	4.76	0.00	0.00	0.00
	Emp Less Avail?	11.29	60.72	7.08	0.95	3.18	0.01	0.00	0.07
	Statistical Value	YES	YES	YES					
	Stat Significant?	0.297E	0.075E	0.214E	0.818E		0.998E		0.985E
	Shortfall	1	3	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

2OS		Professionals - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	75.00	12.50	0.00	0.00	0.00	0.00	0.00
	Availability %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	0.677E	0.547E		0.852E	0.467E			
	Stat Significant?								
	Shortfall								
3LE		Technicians - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?								
	Statistical Value				0.738E	0.738E			
	Stat Significant?								
	Shortfall								
3VI		Technicians - 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 %	6.31	4.50	4.50	0.00	1.80	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	0.937E	0.955E	0.955E		0.982E			
	Stat Significant?								
	Shortfall								
4LE-4		Protective Service-Sworn-Law Enfr-Executive							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.82	22.22	4.27	0.00	5.98	0.00	0.00	2.56
	Emp Less Avail?								
	Statistical Value	0.504E		0.804E		0.735E			0.878E
	Stat Significant?								
	Shortfall								

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

## Incumbency vs. Estimated Availability

4LE-3		Protective Service-Sworn-Law Enfr-Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
39	Employment %	23.08	15.38	7.69	2.56	10.26	0.00	0.00	2.56
	Availability %	12.82	22.22	4.27	0.00	5.98	0.00	0.00	2.56
	Emp Less Avail?		YES						
	Statistical Value		1.027						
	Stat Significant?								
	Shortfall			2					
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
218	Employment %	11.47	15.60	4.13	3.21	2.75	0.92	0.00	0.46
	Availability %	10.12	27.24	3.84	0.00	4.81	0.00	0.00	1.46
	Emp Less Avail?		YES			YES			YES
	Statistical Value		3.862			1.420			1.233
	Stat Significant?		YES						
	Shortfall			25			4		
4LE-1		Protective Service-Sworn-Law Enfr-Entry							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
613	Employment %	16.97	15.01	6.69	4.24	3.92	0.00	0.16	1.96
	Availability %	29.24	14.84	2.00	12.35	12.46	0.65	0.21	1.57
	Emp Less Avail?	YES			YES	YES	YES		
	Statistical Value	6.681			6.102	6.406	2.003	0.253	
	Stat Significant?	YES			YES	YES	YES		
	Shortfall	75			49	52	3		
5LE		Protective Service - Non-Sworn - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	10.00	40.00	0.00	10.00	0.00	0.00	0.00	0.00
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?		YES						
	Statistical Value		0.125E	0.789E					0.657E
	Stat Significant?								
	Shortfall			2					

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

## Incumbency vs. Estimated Availability

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
21	Employment %	14.29	95.24	0.00	0.00	9.52	0.00	0.00	4.76
	Availability %	13.72	88.23	3.56	1.44	5.21	0.56	0.38	2.54
	Emp Less Avail?								
	Statistical Value			0.467E	0.737E		0.889E	0.923E	
	Stat Significant?								
	Shortfall								
6LE		Administrative Support - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.09	63.77	3.33	1.98	6.93	0.74	0.24	2.88
	Emp Less Avail?								
	Statistical Value	0.496E	0.459E	0.873E	0.923E	0.750E	0.971E	0.990E	0.890E
	Stat Significant?								
	Shortfall								
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
92	Employment %	13.04	76.09	4.35	1.09	3.26	1.09	1.09	2.17
	Availability %	17.11	77.41	6.50	2.16	4.71	0.88	0.39	2.49
	Emp Less Avail?	YES	YES	YES		YES			
	Statistical Value	1.036	0.303	0.837	0.708	0.656			0.195
	Stat Significant?								
	Shortfall	3	1	1		1			
6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	22.22	22.22	11.11	0.00	11.11	0.00	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		0.002E		0.813E		0.933E	0.966E	0.962E
	Stat Significant?		YES						
	Shortfall		4						

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

## Incumbency vs. Estimated Availability

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	30.00	70.00	10.00	0.00	20.00	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				0.709E		0.927E	0.909E	0.817E
	Stat Significant?								
	Shortfall								
7LE		Skilled Craft - Law Enforcement							
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 %	15.79	0.00	0.00	0.00	15.79	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	0.842E				0.842E			
	Stat Significant?								
	Shortfall								
8AM		Service Maintenance - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.51	13.53	4.18	6.47	8.52	0.00	1.88	1.46
	Emp Less Avail?								
	Statistical Value	0.361E	0.559E	0.843E	0.765E	0.700E		0.927E	0.943E
	Stat Significant?								
	Shortfall								
8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	37.22	5.24	1.42	3.77	28.82	0.45	0.54	2.20
	Emp Less Avail?	YES							
	Statistical Value	0.247E		0.958E	0.891E	0.361E	0.987E	0.984E	0.935E
	Stat Significant?								
	Shortfall	1							

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

## Incumbency vs. Estimated Availability

8LE		Service Maintenance - Law Enforcement							
Total Emp 2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	31.09	67.23	5.88	3.36	7.56	0.00	10.08	4.20
	Emp Less Avail?		YES						
	Statistical Value	0.475E	0.107E	0.886E	0.934E	0.855E		0.809E	0.918E
	Stat Significant?								
	Shortfall		1						

Total Employment: 1122

W - Whole Person Rule

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

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

# Shortfall Report (Persons Required)

(This is a supplemental report to the  
**“Incumbency vs. Estimated Availability”**  
Report)

**Shortfall**

1DR		Officials/Admin - Directors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.3	0.9	0.1	0.1	0.1	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		
13	# Employed	3	11	1	1	1	0	0	0		
	# Available	1.9	7.4	1.4	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1LE		Officials/Admin - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.9	2.3	0.3	0.3	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.8	1.9	0.2	0.2	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1RM		Officials/Admin - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.6	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	7	2	0	0	0	0	0		
	# Available	0.9	4.3	0.4	0.3	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		



## Shortfall

2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.3	1.1	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2GM		Professionals - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.7	0.0	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2HR		Professionals - Human Resources									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.6	2.9	0.2	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
2LE		Professionals - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	1	9	0	0	1	0	0	0		
	# Available	2.4	12.8	1.5	0.2	0.7	0.0	0.0	0.0		
	Persons Required	1	3	1	0	0	0	0	0		
2OS		Professionals - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	1	6	1	0	0	0	0	0		
	# Available	1.1	6.3	0.3	0.2	0.7	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3LE		Technicians - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	6	11	3	0	0	1	0	2		
	# Available	3.4	10.7	1.1	0.3	0.3	0.3	0.0	1.4		
	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	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

4LE-4		Protective Service-Sworn-Law Enfr-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	1.1	0.2	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
39	# Employed	9	6	3	1	4	0	0	1		
	# Available	5.0	8.7	1.7	0.0	2.3	0.0	0.0	1.0		
	Persons Required	0	2	0	0	0	0	0	0		
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
218	# Employed	25	34	9	7	6	2	0	1		
	# Available	22.1	59.4	8.4	0.0	10.5	0.0	0.0	3.2		
	Persons Required	0	25	0	0	4	0	0	2		
4LE-1		Protective Service-Sworn-Law Enfr-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
613	# Employed	104	92	41	26	24	0	1	12		
	# Available	179.2	91.0	12.3	75.7	76.4	4.0	1.3	9.6		
	Persons Required	75	0	0	49	52	3	0	0		
5LE		Protective Service - Non-Sworn - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	1	4	0	1	0	0	0	0		
	# Available	0.7	6.3	0.2	0.1	0.0	0.0	0.0	0.4		
	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		
21	# Employed	3	20	0	0	2	0	0	1		
	# Available	2.9	18.5	0.7	0.3	1.1	0.1	0.1	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
6LE		Administrative Support - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	2.6	0.1	0.1	0.3	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		
92	# Employed	12	70	4	1	3	1	1	2		
	# Available	15.7	71.2	6.0	2.0	4.3	0.8	0.4	2.3		
	Persons Required	3	1	1	0	1	0	0	0		

## Shortfall

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	2	2	1	0	1	0	0	0		
	# Available	1.5	6.8	0.5	0.2	0.6	0.1	0.0	0.0		
	Persons Required	0	4	0	0	0	0	0	0		

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	7	1	0	2	0	0	0		
	# Available	2.3	4.8	0.7	0.3	0.9	0.1	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

7LE		Skilled Craft - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8AM		Service Maintenance - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.9	0.5	0.2	0.3	0.3	0.0	0.1	0.1		
	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		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.1	0.2	0.0	0.1	0.9	0.0	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

8LE		Service Maintenance - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	1.3	0.1	0.1	0.2	0.0	0.2	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

W - Whole Person Rule

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