

# City of Portland



1120-PBOT

Portland Bureau of Transportation

## 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	#	12	32	5	3	1	1	0	2		
80 Employees	%	15.00	40.00	6.25	3.75	1.25	1.25	0.00	2.50		
2 - Professionals	#	24	32	13	3	4	2	1	1		
85 Employees	%	28.24	37.65	15.29	3.53	4.71	2.35	1.18	1.18		
3 - Technicians	#	16	33	5	6	2	3	0	0		
99 Employees	%	16.16	33.33	5.05	6.06	2.02	3.03	0.00	0.00		
5 - Protective Service Workers: Non-sworn	#	10	20	2	2	2	1	0	3		
55 Employees	%	18.18	36.36	3.64	3.64	3.64	1.82	0.00	5.45		
6 - Administrative Support	#	19	47	6	6	3	1	1	2		
70 Employees	%	27.14	67.14	8.57	8.57	4.29	1.43	1.43	2.86		
7 - Skilled Workers	#	19	14	6	5	3	3	0	2		
133 Employees	%	14.29	10.53	4.51	3.76	2.26	2.26	0.00	1.50		
8 - Service	#	35	27	5	17	4	3	2	4		
210 Employees	%	16.67	12.86	2.38	8.10	1.90	1.43	0.95	1.90		
<b>732 Employees</b>	<b>Totals</b>	<b>#</b>	<b>135</b>	<b>205</b>	<b>42</b>	<b>42</b>	<b>19</b>	<b>14</b>	<b>4</b>	<b>14</b>	
		<b>%</b>	<b>18.44</b>	<b>28.01</b>	<b>5.74</b>	<b>5.74</b>	<b>2.60</b>	<b>1.91</b>	<b>0.55</b>	<b>1.91</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		#	1	1	0	0	0	1	0	0		
1 Employee	1	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
1CI - Officials/Admin - Code Inspections		#	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		
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		
1ER - Officials/Admin - Engineering & Related		#	1	6	0	0	0	0	0	1		
26 Employees	1	%	3.85	23.08	0.00	0.00	0.00	0.00	0.00	3.85		
1FL - Officials/Admin - Financial		#	5	3	5	0	0	0	0	0		
7 Employees	1	%	71.43	42.86	71.43	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	1	9	0	1	0	0	0	0		
13 Employees	1	%	7.69	69.23	0.00	7.69	0.00	0.00	0.00	0.00		
1GM - Officials/Admin - General Maintenance/Trades		#	2	8	0	2	0	0	0	0		
18 Employees	1	%	11.11	44.44	0.00	11.11	0.00	0.00	0.00	0.00		
1PL - Officials/Admin - Planning		#	1	0	0	0	1	0	0	0		
1 Employee	1	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	1	4	0	0	0	0	0	1		
11 Employees	1	%	9.09	36.36	0.00	0.00	0.00	0.00	0.00	9.09		
1SP - Officials/Admin - Store & Purchases		#	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		#	2	3	1	0	0	0	0	1		
3 Employees	2	%	66.67	100.00	33.33	0.00	0.00	0.00	0.00	33.33		
2CR - Professionals - Community Relations		#	2	1	0	1	1	0	0	0		
2 Employees	2	%	100.00	50.00	0.00	50.00	50.00	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	14	18	9	2	1	1	1	0		
55 Employees	2	%	25.45	32.73	16.36	3.64	1.82	1.82	1.82	0.00		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2GM - Professionals - General Maintenance/Trades	#	1	1	0	0	0	1	0	0			
1 Employee	2	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
2IT - Professionals - Information Technology	#	0	3	0	0	0	0	0	0			
6 Employees	2	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning	#	5	6	3	0	2	0	0	0			
17 Employees	2	%	29.41	35.29	17.65	0.00	11.76	0.00	0.00	0.00		
3BI - Technicians - Building Inspections	#	0	1	0	0	0	0	0	0			
10 Employees	3	%	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00		
3EL - Technicians - Electronics	#	2	1	2	0	0	0	0	0			
3 Employees	3	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related	#	13	30	3	5	2	3	0	0			
84 Employees	3	%	15.48	35.71	3.57	5.95	2.38	3.57	0.00	0.00		
3RM - Technicians - Risk Management	#	1	1	0	1	0	0	0	0			
2 Employees	3	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
5CI - Protective Service - Non-Sworn - Code Inspections	#	10	18	2	2	2	1	0	3			
50 Employees	5	%	20.00	36.00	4.00	4.00	4.00	2.00	0.00	6.00		
5GM - Protective Service - Non-Sworn - General Maintenanc	#	0	2	0	0	0	0	0	0			
5 Employees	5	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
6CI - Administrative Support - Code Inspections	#	1	3	0	1	0	0	0	0			
5 Employees	6	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		
6CR - Administrative Support - Community Relations	#	1	1	0	0	1	0	0	0			
2 Employees	6	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
6ER - Administrative Support - Engineering Related	#	0	3	0	0	0	0	0	0			
7 Employees	6	%	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative	#	4	10	3	1	0	0	0	0			
11 Employees	6	%	36.36	90.91	27.27	9.09	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support	#	9	22	2	3	2	0	1	1			
25 Employees	6	%	36.00	88.00	8.00	12.00	8.00	0.00	4.00	4.00		
6PM - Administrative Support - Program Management	#	2	6	1	1	0	0	0	0			
8 Employees	6	%	25.00	75.00	12.50	12.50	0.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases	#	2	1	0	0	0	1	0	1			
9 Employees	6	%	22.22	11.11	0.00	0.00	0.00	11.11	0.00	11.11		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6WA - Administrative Support - Water		#	0	1	0	0	0	0	0	0		
3 Employees	6	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	19	14	6	5	3	3	0	2		
133 Employees	7	%	14.29	10.53	4.51	3.76	2.26	2.26	0.00	1.50		
8CR - Service Maintenance - Community Relations		#	3	9	0	1	1	0	0	1		
13 Employees	8	%	23.08	69.23	0.00	7.69	7.69	0.00	0.00	7.69		
8ER - Service Maintenance - Engineering and Related		#	0	0	0	0	0	0	0	0		
1 Employee	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	32	18	5	16	3	3	2	3		
196 Employees	8	%	16.33	9.18	2.55	8.16	1.53	1.53	1.02	1.53		
732 Employees	Totals	#	135	205	42	42	19	14	4	14		
		%	18.44	28.01	5.74	5.74	2.60	1.91	0.55	1.91		

# **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		
30000420 - Transportation Director	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
1 Employee	#	1	1	0	0	0	1	0	0		
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
Totals											

# 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	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

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		
		%	0.00	0.00	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		
30000683 - Engineer, Chief	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002083 - Transportation Director, Assistant	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000853 - Transportation Dev & Engineering Grp Mgr	#	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		
30000682 - Engineer, 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		
30000681 - Engineer, Supervising	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000699 - Traffic Investigations Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001259 - Capital Program Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000696 - Engineering Survey Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000697 - Right of Way Acquisition Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000687 - Capital Project Manager III	#	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		
30000686 - Capital Project Manager II	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000690 - Public Works Inspection Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000399 - Capital Project Manager I	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
26 Employees	Totals #	1	6	0	0	0	0	0	1		
	%	3.85	23.08	0.00	0.00	0.00	0.00	0.00	3.85		

# Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000569 - Financial Analyst, Principal	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000568 - Financial Analyst, Sr	#	3	1	3	0	0	0	0	0		
3 Employees	%	100.00	33.33	100.00	0.00	0.00	0.00	0.00	0.00		
30000567 - Financial Analyst	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals #	5	3	5	0	0	0	0	0		
	%	71.43	42.86	71.43	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	0	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		
30000440 - Business Operations Supervisor	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	1	2	0	1	0	0	0	0		
5 Employees	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000450 - Management 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		
13 Employees	Totals #	1	9	0	1	0	0	0	0		
	%	7.69	69.23	0.00	7.69	0.00	0.00	0.00	0.00		

# Job Group Analysis

1GM

Officials/Admin - General Maintenance/Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000855 - Maintenance Group Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000854 - Transportation Systems Grp Mgr	#	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		
30000632 - Public Works Division Manager	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000642 - Transportation Division Manager	#	2	3	0	2	0	0	0	0		
5 Employees	%	40.00	60.00	0.00	40.00	0.00	0.00	0.00	0.00		
30000639 - Portland Streetcar Operations Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000839 - Portland Streetcar Operations Supvr	#	0	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		
18 Employees	Totals #	2	8	0	2	0	0	0	0		
	%	11.11	44.44	0.00	11.11	0.00	0.00	0.00	0.00		

# Job Group Analysis

1PL

Officials/Admin - Planning

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000733 - Development Services Manager	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	1	0	0	0		
		%	100.00	0.00	0.00	0.00	100.00	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		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000465 - Program Manager	#	1	2	0	0	0	0	0	1		
5 Employees	%	20.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00		
30001859 - Parking Pay Station Analyst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000464 - Program Coordinator	#	0	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		
11 Employees	Totals #	1	4	0	0	0	0	0	1		
	%	9.09	36.36	0.00	0.00	0.00	0.00	0.00	9.09		

# Job Group Analysis

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000468 - Stores System Supervisor 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		
1 Employee	#	0	1	0	0	0	0	0	0		
Totals	%	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		
30000062 - Accountant I	#	2	3	1	0	0	0	0	1		
3 Employees	%	66.67	100.00	33.33	0.00	0.00	0.00	0.00	33.33		
3 Employees	Totals	#	2	3	1	0	0	0	1		
		%	66.67	100.00	33.33	0.00	0.00	0.00	0.00	33.33	

# 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	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000493 - Community Outreach & Informtn Rep, Sr	#	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		
2 Employees	Totals #	2	1	0	1	1	0	0	0		
	%	100.00	50.00	0.00	50.00	50.00	0.00	0.00	0.00		

# Job Group Analysis

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001810 - Env Policy & Hazardous Materials Coord	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	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

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	2	2	2	0	0	0	0	0		
7 Employees	%	28.57	28.57	28.57	0.00	0.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	2	4	1	1	0	0	0	0		
7 Employees	%	28.57	57.14	14.29	14.29	0.00	0.00	0.00	0.00		
30001734 - Engineer-Bridge	#	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		
30000365 - Engineer-Civil	#	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		
30000702 - Street Lights/Signals 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		
30000679 - Public Works Permit Engineering Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000362 - Engineering Associate, Sr-Structural	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000358 - Engineering Associate, Sr-Civil	#	1	3	0	1	0	0	0	0		
7 Employees	%	14.29	42.86	0.00	14.29	0.00	0.00	0.00	0.00		
30000363 - Engineering Associate, Sr-Traffic	#	3	0	1	0	1	0	1	0		
9 Employees	%	33.33	0.00	11.11	0.00	11.11	0.00	11.11	0.00		
30000694 - Surveying Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
30000331 - CAD Analyst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000353 - Engineering Associate-Civil	#	2	4	2	0	0	0	0	0		
9 Employees	%	22.22	44.44	22.22	0.00	0.00	0.00	0.00	0.00		
30000225 - Surveyor I	#	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		
55 Employees	Totals #	14	18	9	2	1	1	1	0		
	%	25.45	32.73	16.36	3.64	1.82	1.82	1.82	0.00		

# Job Group Analysis

2GM

Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000089 - Sign Maker	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
1 Employee	Totals	#	1	1	0	0	1	0	0		
		%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	

# Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000207 - Applications Analyst IV-Generalist	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000449 - Business Systems Analyst, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000448 - Business Systems 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		
30000372 - Graphics Designer II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000447 - Business Systems Analyst, Assistant	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		



# Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000740 - Transportation Planner, Supervising	#	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		
30000739 - Transportation Planning Coordinator	#	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		
30000395 - Planner, Sr City-Transportation Modeling	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000396 - Planner, Sr City-Transportation	#	2	2	1	0	1	0	0	0		
5 Employees	%	40.00	40.00	20.00	0.00	20.00	0.00	0.00	0.00		
30000393 - Planner, Sr City-Land Use	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000388 - Planner II. City-Transportation	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000385 - Planner II. City-Land Use	#	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		
30000375 - Planner, Associate	#	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		
17 Employees	#	5	6	3	0	2	0	0	0		
	%	29.41	35.29	17.65	0.00	11.76	0.00	0.00	0.00		

# Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000836 - Development Supervisor II	#	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		
30000732 - Development Supervisor I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000197 - Sidewalk Inspector	#	0	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		
10 Employees	Totals #	0	1	0	0	0	0	0	0		
	%	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

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

# Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000402 - Signals & Street Lighting Technician	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000343 - GIS Technician III	#	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		
30000326 - Engineering Technician III	#	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		
30000978 - Mapping Data 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		
30000334 - Development Services Technician III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000229 - Public Works Inspector, Sr	#	1	2	0	0	1	0	0	0		
6 Employees	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		
30000228 - Public Works Inspector	#	2	1	0	0	0	2	0	0		
6 Employees	%	33.33	16.67	0.00	0.00	0.00	33.33	0.00	0.00		
30000329 - CAD Technician II	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000342 - GIS Technician II	#	0	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		
30000325 - Engineering Technician II	#	4	11	1	2	1	0	0	0		
20 Employees	%	20.00	55.00	5.00	10.00	5.00	0.00	0.00	0.00		
30000327 - Mapping Data Technician I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001079 - Survey Project Support Tech	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000224 - Surveying Aide II	#	0	0	0	0	0	0	0	0		
8 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001037 - Utility Locator	#	1	3	0	1	0	0	0	0		
5 Employees	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000341 - GIS Technician I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000324 - Engineering Technician I	#	4	8	2	2	0	0	0	0		
14 Employees	%	28.57	57.14	14.29	14.29	0.00	0.00	0.00	0.00		

# Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
84 Employees	Totals	#	13	30	3	5	2	3	0	0	
		%	15.48	35.71	3.57	5.95	2.38	3.57	0.00	0.00	

# Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000485 - Safety & Risk Officer I	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000481 - Risk Specialist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	1	1	0	1	0	0	0	0		
	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000185 - Parking Code Enforcement Officer	#	8	18	2	1	2	1	0	2			
48 Employees	%	16.67	37.50	4.17	2.08	4.17	2.08	0.00	4.17			
30001883 - Streetcar Officer	#	2	0	0	1	0	0	0	1			
2 Employees	%	100.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00			
50 Employees	Totals		#	10	18	2	2	2	1	0	3	
	%	20.00	36.00	4.00	4.00	4.00	2.00	0.00	6.00			

# Job Group Analysis

5GM

Protective Service - Non-Sworn - General Maintenance

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000638 - Parking Control 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			
30000637 - Parking Enforcement Supervisor	#	0	2	0	0	0	0	0	0			
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00			
5 Employees	Totals		#	0	2	0	0	0	0	0		
	%	0.00	40.00	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		
30000189 - Regulatory Program Specialist	#	1	3	0	1	0	0	0	0		
5 Employees	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		
5 Employees	#	1	3	0	1	0	0	0	0		
Totals	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

6CR

Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000491 - Community Outreach & Informtn Assistant	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	1	0	0	1	0	0		
		%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	

# Job Group Analysis

6ER

Administrative Support - Engineering Related

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent III	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000349 - Right of Way Agent II	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000348 - Right of Way Agent I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	1	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		
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	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		
30000434 - Administrative Assistant	#	3	6	2	1	0	0	0	0		
6 Employees	%	50.00	100.00	33.33	16.67	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees											
	Totals	#	4	10	3	1	0	0	0		
		%	36.36	90.91	27.27	9.09	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		
30000013 - Office Support Specialist III	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000029 - Service Dispatcher	#	4	4	1	2	0	0	1	0		
7 Employees	%	57.14	57.14	14.29	28.57	0.00	0.00	14.29	0.00		
30001558 - Timekeeping Specialist	#	3	5	1	0	1	0	0	1		
5 Employees	%	60.00	100.00	20.00	0.00	20.00	0.00	0.00	20.00		
30000012 - Office Support Specialist II	#	2	9	0	1	1	0	0	0		
9 Employees	%	22.22	100.00	0.00	11.11	11.11	0.00	0.00	0.00		
25 Employees	Totals #	9	22	2	3	2	0	1	1		
	Totals %	36.00	88.00	8.00	12.00	8.00	0.00	4.00	4.00		

# 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	#	1	4	1	0	0	0	0	0		
6 Employees	%	16.67	66.67	16.67	0.00	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
8 Employees	Totals #	2	6	1	1	0	0	0	0		
	%	25.00	75.00	12.50	12.50	0.00	0.00	0.00	0.00		

# Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000056 - Storekeeper/Acquisition Specialist III	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000054 - Storekeeper/Acquisition Specialist II	#	2	0	0	0	0	1	0	1		
4 Employees	%	50.00	0.00	0.00	0.00	0.00	25.00	0.00	25.00		
30000053 - Storekeeper/Acquisition Specialist I	#	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		
9 Employees	Totals #	2	1	0	0	0	1	0	1		
	%	22.22	11.11	0.00	0.00	0.00	11.11	0.00	11.11		

# Job Group Analysis

6WA

Administrative Support - Water

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000644 - Maintenance Planner/Scheduler	#	0	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		
3 Employees	Totals	#	1	0	0	0	0	0	0		
		%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	



# Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000640 - Portland Streetcar Maintenance Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000634 - Electrical Supervisor	#	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		
30000117 - Electrician, Lead	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000121 - Electrician/Instrument 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		
30000643 - Portland Streetcar Maintenance Supvr	#	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		
30000630 - Public Works Supervisor II	#	3	5	1	1	0	0	0	1		
21 Employees	%	14.29	23.81	4.76	4.76	0.00	0.00	0.00	4.76		
30000116 - Electrician	#	3	2	0	1	2	0	0	0		
16 Employees	%	18.75	12.50	0.00	6.25	12.50	0.00	0.00	0.00		
30000091 - Street Maintenance Crew Leader	#	2	0	1	0	0	1	0	0		
7 Employees	%	28.57	0.00	14.29	0.00	0.00	14.29	0.00	0.00		
30002133 - Site Operations Crew Leader	#	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		
30000095 - Environmental Systems Crew Leader	#	0	0	0	0	0	0	0	0		
11 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000110 - Carpenter	#	1	1	0	0	0	1	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00		
30000112 - Painter	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000107 - Concrete Finisher	#	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		
30000092 - Traffic Crew Leader	#	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		
30000127 - General Mechanic	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001808 - Collection System Video Inspector	#	1	0	0	0	0	0	0	1		
6 Employees	%	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67		

# Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001809 - Collection System Investigator	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000099 - Parking Pay Station Technician	#	2	2	2	0	0	0	0	0		
7 Employees	%	28.57	28.57	28.57	0.00	0.00	0.00	0.00	0.00		
30000105 - Construction Equipment Operator	#	2	1	0	1	0	1	0	0		
16 Employees	%	12.50	6.25	0.00	6.25	0.00	6.25	0.00	0.00		
30000090 - Asphalt Raker	#	4	0	2	2	0	0	0	0		
8 Employees	%	50.00	0.00	25.00	25.00	0.00	0.00	0.00	0.00		
133 Employees	Totals #	19	14	6	5	3	3	0	2		
	%	14.29	10.53	4.51	3.76	2.26	2.26	0.00	1.50		

# Job Group Analysis

8CR

Service Maintenance - Community Relations

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000352 - Transportation Demand Mgmt Spec II	#	0	4	0	0	0	0	0	0		
7 Employees	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		
30000351 - Transportation Demand Mgmt Spec I	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30001183 - Transportation Demand Mgmt Assistant	#	2	4	0	1	0	0	0	1		
4 Employees	%	50.00	100.00	0.00	25.00	0.00	0.00	0.00	25.00		
13 Employees	Totals #	3	9	0	1	1	0	0	1		
	%	23.08	69.23	0.00	7.69	7.69	0.00	0.00	7.69		

# Job Group Analysis

8ER

Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000166 - Lighting & Signal Inspector	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	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

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000103 - Automotive Equip Oper II: Street Sweeper	#	1	0	0	1	0	0	0	0		
9 Employees	%	11.11	0.00	0.00	11.11	0.00	0.00	0.00	0.00		
30000102 - Automotive Equip Oper II: Sewer Vacuum	#	3	0	1	1	1	0	0	0		
9 Employees	%	33.33	0.00	11.11	11.11	11.11	0.00	0.00	0.00		
30000077 - Utility Worker II	#	17	8	3	7	1	3	2	1		
118 Employees	%	14.41	6.78	2.54	5.93	0.85	2.54	1.69	0.85		
30000101 - Automotive Equipment Oper I	#	8	4	1	4	1	0	0	2		
46 Employees	%	17.39	8.70	2.17	8.70	2.17	0.00	0.00	4.35		
30000076 - Utility Worker I	#	3	6	0	3	0	0	0	0		
12 Employees	%	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00		
196 Employees	Totals #	32	18	5	16	3	3	2	3		
	%	16.33	9.18	2.55	8.16	1.53	1.53	1.02	1.53		

# **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 %	100.00	100.00	0.00	0.00	0.00	100.00	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			0.937E	0.966E	0.953E		0.994E	0.980E
	Stat Significant?								
	Shortfall								
1CI		Officials/Admin - Code Inspections							
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 %	12.06	65.49	0.45	3.19	0.30	0.00	7.97	0.15
	Emp Less Avail?								
	Statistical Value	0.879E	0.345E	0.996E	0.968E	0.997E		0.920E	0.998E
	Stat Significant?								
	Shortfall								
1CR		Officials/Admin - Community Relations							
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 %	6.89	55.03	0.88	5.07	0.31	0.17	0.04	0.44
	Emp Less Avail?								
	Statistical Value	0.931E	0.450E	0.991E	0.949E	0.997E	0.998E	1.000E	0.996E
	Stat Significant?								
	Shortfall								
1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	3.85	23.08	0.00	0.00	0.00	0.00	0.00	3.85
	Availability %	18.14	13.75	8.24	1.36	6.28	0.49	0.10	1.64
	Emp Less Avail?	YES		YES		YES			
	Statistical Value	0.074E		0.107E	0.700E	0.185E	0.880E	0.974E	
	Stat Significant?								
	Shortfall	3		2		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

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	71.43	42.86	71.43	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		0.608E		0.743E	0.786E	0.998E	0.999E	0.876E
	Stat Significant?								
	Shortfall								
1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	7.69	69.23	0.00	7.69	0.00	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?			YES					
	Statistical Value	0.417E		0.228E		0.822E	0.959E	0.994E	0.890E
	Stat Significant?								
	Shortfall			1					
1GM		Officials/Admin - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	11.11	44.44	0.00	11.11	0.00	0.00	0.00	0.00
	Availability %	13.11	30.59	4.60	2.45	3.15	0.52	0.35	2.04
	Emp Less Avail?								
	Statistical Value	0.574E		0.428E		0.562E	0.910E	0.939E	0.690E
	Stat Significant?								
	Shortfall								
1PL		Officials/Admin - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
	Availability %	13.50	7.44	2.33	1.07	7.73	0.60	0.18	1.57
	Emp Less Avail?								
	Statistical Value		0.926E	0.977E	0.989E		0.994E	0.998E	0.984E
	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
11	Employment %	9.09	36.36	0.00	0.00	0.00	0.00	0.00	9.09
	Availability %	18.87	48.59	5.87	4.96	3.64	0.56	0.15	3.71
	Emp Less Avail?	YES	YES						
	Statistical Value	0.357E	0.307E	0.514E	0.571E	0.665E	0.940E	0.984E	
	Stat Significant?								
	Shortfall	1	1						
1SP		Officials/Admin - Store & Purchases							
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 %	9.80	53.46	3.75	0.60	3.47	0.18	0.00	1.80
	Emp Less Avail?								
	Statistical Value	0.902E		0.962E	0.994E	0.965E	0.998E		0.982E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	100.00	33.33	0.00	0.00	0.00	0.00	33.33
	Availability %	13.31	61.26	5.33	4.78	1.61	0.16	0.08	1.33
	Emp Less Avail?								
	Statistical Value				0.863E	0.952E	0.995E	0.998E	
	Stat Significant?								
	Shortfall								
2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	100.00	50.00	0.00	50.00	50.00	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	0.885E			0.986E		0.982E
	Stat Significant?								
	Shortfall								

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## Incumbency vs. Estimated Availability

2EN		Professionals - Environmental							
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 %	8.44	32.33	1.24	1.03	4.23	0.00	1.39	0.56
	Emp Less Avail?								
	Statistical Value	0.916E	0.677E	0.988E	0.990E	0.958E		0.986E	0.994E
	Stat Significant?								
	Shortfall								

  

2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
55	Employment %	25.45	32.73	16.36	3.64	1.82	1.82	1.82	0.00
	Availability %	12.32	13.74	6.84	0.43	1.87	0.68	0.00	2.50
	Emp Less Avail?								YES
	Statistical Value					0.028			1.188
	Stat Significant?								
	Shortfall								1

  

2GM		Professionals - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00
	Availability %	10.47	65.37	3.20	0.40	1.68	0.16	0.00	5.03
	Emp Less Avail?								
	Statistical Value			0.968E	0.996E	0.983E			0.950E
	Stat Significant?								
	Shortfall								

  

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	0.00	50.00	0.00	0.00	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	0.585E		0.746E	0.979E	0.868E	0.998E		0.937E
	Stat Significant?								
	Shortfall								

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## Incumbency vs. Estimated Availability

2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	29.41	35.29	17.65	0.00	11.76	0.00	0.00	0.00
	Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?		YES						
	Statistical Value		0.149E						
	Stat Significant?								
	Shortfall		2						
3BI		Technicians - Building Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?	YES	YES						
	Statistical Value	0.124E	0.004E	0.523E	0.845E	0.845E	0.845E		0.457E
	Stat Significant?		YES						
	Shortfall	1	4						
3EL		Technicians - Electronics							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00
	Availability %	24.76	21.15	11.74	2.38	7.49	1.29	0.00	1.85
	Emp Less Avail?								
	Statistical Value				0.930E	0.792E	0.962E		0.946E
	Stat Significant?								
	Shortfall								
3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
84	Employment %	15.48	35.71	3.57	5.95	2.38	3.57	0.00	0.00
	Availability %	16.86	31.68	7.14	1.53	3.56	1.10	0.09	3.41
	Emp Less Avail?	YES		YES					YES
	Statistical Value	0.339		1.270		0.583		0.275	1.722
	Stat Significant?								
	Shortfall	1		2					2

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## Incumbency vs. Estimated Availability

3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value			0.914E		0.831E			0.901E
	Stat Significant?								
	Shortfall								
5CI		Protective Service - Non-Sworn - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
50	Employment %	20.00	36.00	4.00	4.00	4.00	2.00	0.00	6.00
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?		YES						
	Statistical Value		3.901						
	Stat Significant?		YES						
	Shortfall		13						
5GM		Protective Service - Non-Sworn - General Maintenan							
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 %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?		YES						
	Statistical Value	0.681E	0.272E	0.888E	0.954E				0.810E
	Stat Significant?								
	Shortfall		1						
6CI		Administrative Support - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00
	Availability %	18.40	67.57	4.97	3.67	6.97	0.58	0.53	1.67
	Emp Less Avail?								
	Statistical Value		0.521E	0.775E		0.697E	0.971E	0.974E	0.919E
	Stat Significant?								
	Shortfall								

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## Incumbency vs. Estimated Availability

6CR		Administrative Support - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00
	Availability %	16.47	73.52	5.34	2.16	7.07	0.79	0.34	0.76
	Emp Less Avail?								
	Statistical Value		0.459E	0.896E	0.957E		0.984E	0.993E	0.985E
	Stat Significant?								
	Shortfall								

6ER		Administrative Support - Engineering Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	11.34	78.83	2.01	3.80	2.64	0.45	0.00	2.46
	Emp Less Avail?		YES						
	Statistical Value	0.431E	0.081E	0.868E	0.762E	0.829E	0.969E		0.840E
	Stat Significant?								
	Shortfall		2						

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	36.36	90.91	27.27	9.09	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					0.555E	0.940E	0.959E	0.754E
	Stat Significant?								
	Shortfall								

6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
25	Employment %	36.00	88.00	8.00	12.00	8.00	0.00	4.00	4.00
	Availability %	17.11	77.41	6.50	2.16	4.71	0.88	0.39	2.49
	Emp Less Avail?								
	Statistical Value						0.802E		
	Stat Significant?								
	Shortfall								

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## Incumbency vs. Estimated Availability

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	25.00	75.00	12.50	12.50	0.00	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?								
	Statistical Value		0.624E			0.556E	0.940E	0.970E	0.966E
	Stat Significant?								
	Shortfall								
6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	22.22	11.11	0.00	0.00	0.00	11.11	0.00	11.11
	Availability %	22.52	48.40	6.57	3.38	8.87	0.75	0.95	2.00
	Emp Less Avail?		YES						
	Statistical Value	0.670E	0.049E	0.542E	0.734E	0.433E		0.918E	
	Stat Significant?		YES						
	Shortfall		3						
6WA		Administrative Support - Water							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	7.24	38.69	0.79	1.70	1.36	2.72	0.00	0.68
	Emp Less Avail?								
	Statistical Value	0.798E	0.667E	0.976E	0.950E	0.960E	0.921E		0.980E
	Stat Significant?								
	Shortfall								
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
133	Employment %	14.29	10.53	4.51	3.76	2.26	2.26	0.00	1.50
	Availability %	18.00	3.62	2.24	1.45	10.08	0.80	0.53	2.89
	Emp Less Avail?	YES				YES			YES
	Statistical Value	1.115				2.997		0.842	0.954
	Stat Significant?					YES			
	Shortfall		4				10		

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

8CR		Service Maintenance - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	23.08	69.23	0.00	7.69	7.69	0.00	0.00	7.69
	Availability %	23.53	17.65	0.00	23.53	0.00	0.00	0.00	0.00
	Emp Less Avail?				YES				
	Statistical Value	0.633E			0.153E				
	Stat Significant?								
	Shortfall				2				

8ER		Service Maintenance - Engineering and Related							
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 %	27.89	37.01	11.30	1.17	11.15	1.64	0.47	2.17
	Emp Less Avail?								
	Statistical Value	0.721E	0.630E	0.887E	0.988E	0.888E	0.984E	0.995E	0.978E
	Stat Significant?								
	Shortfall								

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
196	Employment %	16.33	9.18	2.55	8.16	1.53	1.53	1.02	1.53
	Availability %	37.22	5.24	1.42	3.77	28.82	0.45	0.54	2.20
	Emp Less Avail?	YES				YES			YES
	Statistical Value	6.051				8.435			0.639
	Stat Significant?	YES				YES			
	Shortfall	40				53			1

Total Employment: 732

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	1	1	0	0	0	1	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		

1CI		Officials/Admin - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.7	0.0	0.0	0.0	0.0	0.1	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

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	0.6	0.0	0.1	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		
26	# Employed	1	6	0	0	0	0	0	1		
	# Available	4.7	3.6	2.1	0.4	1.6	0.1	0.0	0.4		
	Persons Required	3	0	2	0	1	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	5	3	5	0	0	0	0	0		
	# Available	1.0	3.2	0.3	0.3	0.2	0.0	0.0	0.1		
	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	1	9	0	1	0	0	0	0		
	# Available	1.9	7.4	1.4	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	1	0	0	0	0	0		

1GM		Officials/Admin - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	2	8	0	2	0	0	0	0		
	# Available	2.4	5.5	0.8	0.4	0.6	0.1	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

1PL		Officials/Admin - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	1	4	0	0	0	0	0	1		
	# Available	2.1	5.3	0.6	0.5	0.4	0.1	0.0	0.4		
	Persons Required	1	1	0	0	0	0	0	0		
1SP		Officials/Admin - Store & Purchases									
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		
2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	1	0	0	0	0	1		
	# Available	0.4	1.8	0.2	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	2	1	0	1	1	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		
2EN		Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
55	# Employed	14	18	9	2	1	1	1	0		
	# Available	6.8	7.6	3.8	0.2	1.0	0.4	0.0	1.4		
	Persons Required	0	0	0	0	0	0	0	1		
2GM		Professionals - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	0	1	0	0		
	# Available	0.1	0.7	0.0	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.5	2.8	0.3	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	5	6	3	0	2	0	0	0		
	# Available	0.6	8.6	0.6	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	2	0	0	0	0	0	0		
3BI		Technicians - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.9	5.9	0.6	0.2	0.2	0.2	0.0	0.8		
	Persons Required	1	4	0	0	0	0	0	0		
3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	1	2	0	0	0	0	0		
	# Available	0.7	0.6	0.4	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
84	# Employed	13	30	3	5	2	3	0	0		
	# Available	14.2	26.6	6.0	1.3	3.0	0.9	0.1	2.9		
	Persons Required	1	0	2	0	0	0	0	2		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	0	1	0	0	0	0		
	# Available	0.4	0.6	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
5CI		Protective Service - Non-Sworn - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
50	# Employed	10	18	2	2	2	1	0	3		
	# Available	3.7	31.3	1.2	0.5	0.0	0.0	0.0	2.1		
	Persons Required	0	13	0	0	0	0	0	0		
5GM		Protective Service - Non-Sworn - General Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.4	3.1	0.1	0.0	0.0	0.0	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		

## Shortfall

6CI		Administrative Support - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	3	0	1	0	0	0	0		
	# Available	0.9	3.4	0.2	0.2	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6CR		Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.3	1.5	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6ER		Administrative Support - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.8	5.5	0.1	0.3	0.2	0.0	0.0	0.2		
	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		
11	# Employed	4	10	3	1	0	0	0	0		
	# Available	1.5	9.7	0.4	0.2	0.6	0.1	0.0	0.3		
	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		
25	# Employed	9	22	2	3	2	0	1	1		
	# Available	4.3	19.4	1.6	0.5	1.2	0.2	0.1	0.6		
	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		
8	# Employed	2	6	1	1	0	0	0	0		
	# Available	1.3	6.0	0.5	0.2	0.6	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	2	1	0	0	0	1	0	1		
	# Available	2.0	4.4	0.6	0.3	0.8	0.1	0.1	0.2		
	Persons Required	0	3	0	0	0	0	0	0		
6WA		Administrative Support - Water									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	1.2	0.0	0.1	0.0	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
133	# Employed	19	14	6	5	3	3	0	2		
	# Available	23.9	4.8	3.0	1.9	13.4	1.1	0.7	3.8		
	Persons Required	4	0	0	0	10	0	0	1		
8CR		Service Maintenance - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	3	9	0	1	1	0	0	1		
	# Available	3.1	2.3	0.0	3.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	2	0	0	0	0		
8ER		Service Maintenance - Engineering and Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.4	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
196	# Employed	32	18	5	16	3	3	2	3		
	# Available	73.0	10.3	2.8	7.4	56.5	0.9	1.1	4.3		
	Persons Required	40	0	0	0	53	0	0	1		

W - Whole Person Rule

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