

City of Portland



1020-PF&R
Portland Fire & Rescue

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	#	4	6	2	0	1	0	0	1		
20 Employees	%	20.00	30.00	10.00	0.00	5.00	0.00	0.00	5.00		
2 - Professionals	#	2	5	1	0	0	0	0	1		
10 Employees	%	20.00	50.00	10.00	0.00	0.00	0.00	0.00	10.00		
3 - Technicians	#	2	3	0	1	1	0	0	0		
6 Employees	%	33.33	50.00	0.00	16.67	16.67	0.00	0.00	0.00		
4 - Protective Service Workers-Sworn	#	133	46	41	27	35	20	1	9		
659 Employees	%	20.18	6.98	6.22	4.10	5.31	3.03	0.15	1.37		
6 - Administrative Support	#	1	16	0	0	0	0	1	0		
18 Employees	%	5.56	88.89	0.00	0.00	0.00	0.00	5.56	0.00		
7 - Skilled Workers	#	1	0	1	0	0	0	0	0		
15 Employees	%	6.67	0.00	6.67	0.00	0.00	0.00	0.00	0.00		
8 - Service	#	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		
730 Employees	Totals	#	144	76	45	28	38	20	2	11	
		%	19.73	10.41	6.16	3.84	5.21	2.74	0.27	1.51	

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		
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		
1FI - Officials/Admin - Fire		#	2	0	1	0	0	0	0	1		
9 Employees	1	%	22.22	0.00	11.11	0.00	0.00	0.00	0.00	11.11		
1FL - Officials/Admin - Financial		#	1	1	0	0	1	0	0	0		
1 Employee	1	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	1	5	1	0	0	0	0	0		
7 Employees	1	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	2	2	1	0	0	0	0	1		
3 Employees	2	%	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33		
2EN - Professionals - Environmental		#	0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2FI - Professionals - Fire		#	0	1	0	0	0	0	0	0		
3 Employees	2	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
2GA - Professionals - General Administrative		#	0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	0	0	0	0	0	0	0		
2 Employees	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	2	2	0	1	1	0	0	0		
3 Employees	3	%	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00		
3PM - Technicians - Program Management		#	0	1	0	0	0	0	0	0		
1 Employee	3	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3VI - Technicians - Video		#	0	0	0	0	0	0	0	0		
2 Employees	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4FI-4 - Portective Service-Sworn-Fire-Executive		#	4	1	1	1	2	0	0	0		
15 Employees	4	%	26.67	6.67	6.67	6.67	13.33	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4FI-3 - Protective Service-Sworn-Fire-Senior Level		#	5	6	3	0	2	0	0	0		
41 Employees	4	%	12.20	14.63	7.32	0.00	4.88	0.00	0.00	0.00		
4FI-2 - Protective Service-Sworn-Fire-Mid Level		#	36	10	13	10	6	5	0	2		
157 Employees	4	%	22.93	6.37	8.28	6.37	3.82	3.18	0.00	1.27		
4FI-1 - Protective Service-Sworn-Fire-Entry		#	88	29	24	16	25	15	1	7		
446 Employees	4	%	19.73	6.50	5.38	3.59	5.61	3.36	0.22	1.57		
6AC - Administrative Support - Accounting		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6FI - Administrative Support - Fire		#	0	2	0	0	0	0	0	0		
3 Employees	6	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	9	0	0	0	0	1	0		
10 Employees	6	%	10.00	90.00	0.00	0.00	0.00	0.00	10.00	0.00		
6OS - Administrative Support - Office Support		#	0	3	0	0	0	0	0	0		
3 Employees	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7AM - Skilled Craft - Auto Maintenance		#	0	0	0	0	0	0	0	0		
9 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	1	0	1	0	0	0	0	0		
4 Employees	7	%	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	0	0	0	0	0	0	0	0		
2 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	1	0	0	0	1	0	0	0		
2 Employees	8	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
730 Employees	Totals	#	144	76	45	28	38	20	2	11		
		%	19.73	10.41	6.16	3.84	5.21	2.74	0.27	1.51		

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		
30000432 - Fire Chief	#	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	#	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

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

1FI

Officials/Admin - Fire

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000825 - Fire Division Chief	#	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		
30000826 - Fire Marshal	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000823 - Fire Chief, Deputy	#	0	0	0	0	0	0	0	0		
7 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals #	2	0	1	0	0	0	0	1		
	%	22.22	0.00	11.11	0.00	0.00	0.00	0.00	11.11		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

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

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000441 - Business Operations Manager	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	0	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		
7 Employees	Totals #	1	5	1	0	0	0	0	0		
	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant II	#	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		
30000062 - Accountant I	#	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		
3 Employees	Totals #	2	2	1	0	0	0	0	1		
	%	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33		

Job Group Analysis

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001958 - Statistician	#	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

2FI

Professionals - Fire

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training Officer	#	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	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2GA

Professionals - General Administrative

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000474 - EAP Specialist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000449 - Business Systems Analyst, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001533 - Business Systems Analyst, Principal	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000336 - Fire Land Use Review Technician	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	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		
3 Employees	Totals #	2	2	0	1	1	0	0	0		
	%	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00		

Job Group Analysis

3PM

Technicians - Program Management

EEO Code: 3

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

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		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	#	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

4FI-4

Portective Service-Sworn-Fire-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000807 - Fire Battalion Chief, Staff	#	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		
30000806 - Fire Battalion Chief	#	3	0	1	0	2	0	0	0		
13 Employees	%	23.08	0.00	7.69	0.00	15.38	0.00	0.00	0.00		
15 Employees	Totals #	4	1	1	1	2	0	0	0		
	%	26.67	6.67	6.67	6.67	13.33	0.00	0.00	0.00		

Job Group Analysis

4FI-3

Protective Service-Sworn-Fire-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	1	0	0	0	1	0	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000811 - Fire Inspector, Sr	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000803 - Fire Captain	#	4	2	3	0	1	0	0	0		
29 Employees	%	13.79	6.90	10.34	0.00	3.45	0.00	0.00	0.00		
41 Employees	Totals #	5	6	3	0	2	0	0	0		
	%	12.20	14.63	7.32	0.00	4.88	0.00	0.00	0.00		

Job Group Analysis

4FI-2

Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000812 - Fire Inspector/Specialist	#	4	2	0	0	2	2	0	0		
12 Employees	%	33.33	16.67	0.00	0.00	16.67	16.67	0.00	0.00		
30000815 - Fire Investigator	#	1	1	0	1	0	0	0	0		
5 Employees	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000801 - Fire Lieutenant, Staff	#	4	0	2	0	0	1	0	1		
11 Employees	%	36.36	0.00	18.18	0.00	0.00	9.09	0.00	9.09		
30000808 - Fire Inspector	#	9	3	1	5	2	0	0	1		
19 Employees	%	47.37	15.79	5.26	26.32	10.53	0.00	0.00	5.26		
30000798 - Fire Lieutenant	#	15	4	8	4	2	1	0	0		
100 Employees	%	15.00	4.00	8.00	4.00	2.00	1.00	0.00	0.00		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
10 Employees	%	30.00	0.00	20.00	0.00	0.00	10.00	0.00	0.00		
157 Employees	Totals #	36	10	13	10	6	5	0	2		
	%	22.93	6.37	8.28	6.37	3.82	3.18	0.00	1.27		

Job Group Analysis

4FI-1

Protective Service-Sworn-Fire-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	2	0	1	0	1	0	0	0		
4 Employees	%	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00		
30000793 - Fire Fighter	#	86	29	23	16	24	15	1	7		
442 Employees	%	19.46	6.56	5.20	3.62	5.43	3.39	0.23	1.58		
446 Employees	Totals #	88	29	24	16	25	15	1	7		
	%	19.73	6.50	5.38	3.59	5.61	3.36	0.22	1.57		

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	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

6FI

Administrative Support - Fire

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist	#	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 #	0	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

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000435 - Executive Assistant, Director's	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000436 - Administrative Supervisor I	#	1	1	0	0	0	0	1	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00		
30000434 - Administrative Assistant	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees	Totals #	1	9	0	0	0	0	1	0		
	%	10.00	90.00	0.00	0.00	0.00	0.00	10.00	0.00		

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001558 - Timekeeping Specialist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees											
	Totals										
	#	0	3	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000463 - Program Specialist	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7AM

Skilled Craft - Auto Maintenance

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000708 - Vehicle Maintenance Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000132 - Vehicle & Equipment Mechanic, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000131 - Vehicle & Equipment Mechanic	#	0	0	0	0	0	0	0	0		
7 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000714 - Facilities Maintenance Supervisor, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000072 - Facilities Maintenance Technician, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000071 - Facilities Maintenance Technician	#	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		
4 Employees	Totals #	1	0	1	0	0	0	0	0		
	%	25.00	0.00	25.00	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		
30000112 - Painter	#	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	#	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		
30000077 - Utility Worker II	#	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		
2 Employees	Totals	#	1	0	0	1	0	0	0		
		%	50.00	0.00	0.00	0.00	50.00	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
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								

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								

1FI		Officials/Admin - Fire							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	22.22	0.00	11.11	0.00	0.00	0.00	0.00	11.11
	Availability %	26.72	12.34	10.53	5.30	10.17	0.13	0.09	0.51
	Emp Less Avail?		YES						
	Statistical Value	0.553E	0.306E		0.613E	0.381E	0.988E	0.992E	
	Stat Significant?								
	Shortfall		1						

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00
	Availability %	13.86	45.02	4.44	4.15	3.38	0.03	0.02	1.87
	Emp Less Avail?								
	Statistical Value			0.956E	0.958E		1.000E	1.000E	0.981E
	Stat Significant?								
	Shortfall								

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

Incumbency vs. Estimated Availability

1GA		Officials/Admin - General Administrative							
Total Emp 7	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	14.53	57.10	10.75	1.00	1.50	0.32	0.05	0.89
	Statistical Value	0.730E			0.932E	0.900E	0.978E	0.997E	0.939E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp 3	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33
	Emp Less Avail?	13.31	61.26	5.33	4.78	1.61	0.16	0.08	1.33
	Statistical Value				0.863E	0.952E	0.995E	0.998E	
	Stat Significant?								
	Shortfall								
2EN		Professionals - Environmental							
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?	8.44	32.33	1.24	1.03	4.23	0.00	1.39	0.56
	Statistical Value	0.916E		0.988E	0.990E	0.958E		0.986E	0.994E
	Stat Significant?								
	Shortfall								
2FI		Professionals - Fire							
Total Emp 3	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	17.12	3.60	9.01	3.60	1.80	1.80	0.00	0.90
	Statistical Value	0.569E		0.753E	0.896E	0.947E	0.947E		0.973E
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

2GA		Professionals - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	13.62	61.11	7.93	0.63	3.10	0.20	0.10	1.67
	Emp Less Avail?								
	Statistical Value	0.864E		0.921E	0.994E	0.969E	0.998E	0.999E	0.983E
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	8.56	47.28	4.76	0.36	2.34	0.03	0.00	1.07
	Emp Less Avail?								
	Statistical Value	0.836E	0.278E	0.907E	0.993E	0.954E	0.999E		0.979E
	Stat Significant?								
	Shortfall								
3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00
	Availability %	16.86	31.68	7.14	1.53	3.56	1.10	0.09	3.41
	Emp Less Avail?								
	Statistical Value			0.801E			0.967E	0.997E	0.901E
	Stat Significant?								
	Shortfall								
3PM		Technicians - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value	0.817E		0.956E		0.912E			0.949E
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

3VI		Technicians - Video							
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 %	6.31	4.50	4.50	0.00	1.80	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	0.878E	0.912E	0.912E		0.964E			
	Stat Significant?								
	Shortfall								
4FI-4		Portective Service-Sworn-Fire-Executive							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	26.67	6.67	6.67	6.67	13.33	0.00	0.00	0.00
	Availability %	0.00	2.11	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value								
	Stat Significant?								
	Shortfall								
4FI-3		Protective Service-Sworn-Fire-Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
41	Employment %	12.20	14.63	7.32	0.00	4.88	0.00	0.00	0.00
	Availability %	0.28	9.24	0.00	0.00	0.00	0.00	0.00	0.28
	Emp Less Avail?								
	Statistical Value								0.339
	Stat Significant?								
	Shortfall								
4FI-2		Protective Service-Sworn-Fire-Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
157	Employment %	22.93	6.37	8.28	6.37	3.82	3.18	0.00	1.27
	Availability %	0.47	14.32	0.00	0.00	0.00	0.00	0.00	0.47
	Emp Less Avail?		YES						
	Statistical Value		2.844						
	Stat Significant?		YES						
	Shortfall		12						

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Incumbency vs. Estimated Availability

4FI-1		Protective Service-Sworn-Fire-Entry							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
446	Employment %	19.73	6.50	5.38	3.59	5.61	3.36	0.22	1.57
	Availability %	20.70	4.09	1.13	8.16	8.46	1.30	0.12	1.54
	Emp Less Avail?	YES			YES	YES			
	Statistical Value	0.505			3.527	2.166			
	Stat Significant?				YES	YES			
	Shortfall	4			20	12			

6AC		Administrative Support - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.44	90.50	5.55	0.53	3.21	0.41	0.14	2.60
	Emp Less Avail?								
	Statistical Value	0.876E		0.944E	0.995E	0.968E	0.996E	0.999E	0.974E
	Stat Significant?								
	Shortfall								

6FI		Administrative Support - Fire							
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 %	15.16	63.24	2.86	1.29	6.93	0.81	0.12	3.14
	Emp Less Avail?								
	Statistical Value	0.611E		0.917E	0.962E	0.806E	0.976E	0.996E	0.909E
	Stat Significant?								
	Shortfall								

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	10.00	90.00	0.00	0.00	0.00	0.00	10.00	0.00
	Availability %	13.72	88.23	3.56	1.44	5.21	0.56	0.38	2.54
	Emp Less Avail?								
	Statistical Value	0.592E		0.696E	0.865E	0.586E	0.945E		0.773E
	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

6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	100.00	0.00	0.00	0.00	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	0.570E		0.817E	0.937E	0.865E	0.974E	0.988E	0.927E
	Stat Significant?								
	Shortfall								

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.72	75.37	5.80	2.28	7.07	0.77	0.38	0.43
	Emp Less Avail?								
	Statistical Value	0.833E		0.942E	0.977E	0.929E	0.992E	0.996E	0.996E
	Stat Significant?								
	Shortfall								

7AM		Skilled Craft - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.68	2.91	5.81	1.32	10.96	0.73	0.46	2.40
	Emp Less Avail?	YES							
	Statistical Value	0.111E	0.767E	0.584E	0.887E	0.352E	0.936E	0.959E	0.804E
	Stat Significant?								
	Shortfall	1							

7BT		Skilled Craft - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	20.71	5.62	5.01	0.74	11.57	1.72	0.02	1.66
	Emp Less Avail?								
	Statistical Value		0.793E		0.971E	0.612E	0.933E	0.999E	0.935E
	Stat Significant?								
	Shortfall								

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

Incumbency vs. Estimated Availability

7GM		Skilled Craft - General Maintenance/Trades							
Total Emp 2	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?	18.00	3.62	2.24	1.45	10.08	0.80	0.53	2.89
	Statistical Value								
	Stat Significant?	0.672E	0.929E	0.956E	0.971E	0.809E	0.984E	0.989E	0.943E
	Shortfall								

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
	Emp Less Avail?	37.22	5.24	1.42	3.77	28.82	0.45	0.54	2.20
	Statistical Value		0.898E	0.972E	0.926E		0.991E	0.989E	0.956E
	Stat Significant?								
	Shortfall								

Total Employment: 730

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		

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		

1FI		Officials/Admin - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	2	0	1	0	0	0	0	1		
	# Available	2.4	1.1	0.9	0.5	0.9	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	5	1	0	0	0	0	0		
	# Available	1.0	4.0	0.8	0.1	0.1	0.0	0.0	0.1		
	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	2	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		

2EN		Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	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		

Shortfall

2FI		Professionals - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.5	0.1	0.3	0.1	0.1	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2GA		Professionals - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.6	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.9	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	2	0	1	1	0	0	0		
	# Available	0.5	1.0	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3PM		Technicians - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.3	0.0	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3VI		Technicians - Video									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-4		Portective Service-Sworn-Fire-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	4	1	1	1	2	0	0	0		
	# Available	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-3		Protective Serivce-Sworn-Fire-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
41	# Employed	5	6	3	0	2	0	0	0		
	# Available	0.1	3.8	0.0	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

4FI-2		Protective Service-Sworn-Fire-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
157	# Employed	36	10	13	10	6	5	0	2		
	# Available	0.7	22.5	0.0	0.0	0.0	0.0	0.0	0.7		
	Persons Required	0	12	0	0	0	0	0	0		

4FI-1		Protective Service-Sworn-Fire-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
446	# Employed	88	29	24	16	25	15	1	7		
	# Available	92.3	18.2	5.0	36.4	37.7	5.8	0.5	6.9		
	Persons Required	4	0	0	20	12	0	0	0		

6AC		Administrative Support - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	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		

6FI		Administrative Support - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	1.9	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	1	9	0	0	0	0	1	0		
	# Available	1.4	8.8	0.4	0.1	0.5	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		
3	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.5	2.3	0.2	0.1	0.1	0.0	0.0	0.1		
	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.8	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7AM		Skilled Craft - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	0	0	0	0	0	0	0	0		
	# Available	2.0	0.3	0.5	0.1	1.0	0.1	0.0	0.2		
	Persons Required	1	0	0	0	0	0	0	0		

Shortfall

7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.8	0.2	0.2	0.0	0.5	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.1	0.0	0.0	0.2	0.0	0.0	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		
2	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.7	0.1	0.0	0.1	0.6	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

W - Whole Person Rule

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