

City of Portland



1250-OMF-BTS
Bureau of Technology Services

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

FY 16 - 17
2nd Quarter (Semi-Annual)
AAP Reports
07/01/2016 to 12/31/2016



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 | # | 6 | 13 | 3 | 1 | 2 | 0 | 0 | 0 | | |
| 37 Employees | % | 16.22 | 35.14 | 8.11 | 2.70 | 5.41 | 0.00 | 0.00 | 0.00 | | |
| 2 - Professionals | # | 46 | 35 | 28 | 7 | 8 | 1 | 1 | 1 | | |
| 141 Employees | % | 32.62 | 24.82 | 19.86 | 4.96 | 5.67 | 0.71 | 0.71 | 0.71 | | |
| 3 - Technicians | # | 2 | 3 | 1 | 1 | 0 | 0 | 0 | 0 | | |
| 18 Employees | % | 11.11 | 16.67 | 5.56 | 5.56 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6 - Administrative Support | # | 1 | 6 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 9 Employees | % | 11.11 | 66.67 | 0.00 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 205 Employees | Totals | # | 55 | 57 | 32 | 10 | 10 | 1 | 1 | 1 | |
| | | % | 26.83 | 27.80 | 15.61 | 4.88 | 4.88 | 0.49 | 0.49 | 0.49 | |

**Job Group
Analysis
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 | | |
| 1GA - Officials/Admin - General Administrative | | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | 1 | % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1IT - Officials/Admin - Information Technology | | # | 6 | 12 | 3 | 1 | 2 | 0 | 0 | 0 | | |
| 34 Employees | 1 | % | 17.65 | 35.29 | 8.82 | 2.94 | 5.88 | 0.00 | 0.00 | 0.00 | | |
| 2ER - Professionals - Engineering & Related | | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | 2 | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2IT - Professionals - Information Technology | | # | 46 | 35 | 28 | 7 | 8 | 1 | 1 | 1 | | |
| 138 Employees | 2 | % | 33.33 | 25.36 | 20.29 | 5.07 | 5.80 | 0.72 | 0.72 | 0.72 | | |
| 3EL - Technicians - Electronics | | # | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 16 Employees | 3 | % | 6.25 | 12.50 | 0.00 | 6.25 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 3ER - Technicians - Engineering & Related | | # | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | 3 | % | 50.00 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6GA - Administrative Support - General Administrative | | # | 1 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 4 Employees | 6 | % | 25.00 | 100.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 6OS - Administrative Support - Office Support | | # | 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 | | |
| 6SP - Administrative Support - Store & Purchases | | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 4 Employees | 6 | % | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 205 Employees | Totals | # | 55 | 57 | 32 | 10 | 10 | 1 | 1 | 1 | | |
| | | % | 26.83 | 27.80 | 15.61 | 4.88 | 4.88 | 0.49 | 0.49 | 0.49 | | |

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 | | |
|-------------------------------------|---|------|------|------|------|------|------|------|------|--|--|
| 30000411 - Chief Technology Officer | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | # | 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

1GA

Officials/Admin - General Administrative

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-----------------------------------|---|------|-------|------|------|------|------|------|------|--|--|
| 30000452 - Management Analyst, Sr | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 2 Employees | % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 2 Employees | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Totals | % | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

1IT

Officials/Admin - Information Technology

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|--------|--------|--------|-------|-------|------|------|------|--|--|
| 30000832 - Chief Technology Officer, 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 | | |
| 30001032 - Technology Capital Project Manager 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 | | |
| 30000618 - Business Solutions Division Manager | # | 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 | | |
| 30000628 - Communications Division Manager | # | 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 | | |
| 30000610 - Inf Syst Mgr, Sr-Applications | # | 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 | | |
| 30000613 - Inf Syst Mgr, Sr-General | # | 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 | | |
| 30000615 - Inf Syst Mgr, Sr-Security | # | 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 | | |
| 30001031 - Technology Capital Project Manager 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 | | |
| 30000607 - Inf Syst Mgr-Generalist | # | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 6 Employees | % | 16.67 | 16.67 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000620 - Technology Services Bureau Business Rep | # | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 4 Employees | % | 25.00 | 50.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30001035 - Inf Syst Mgr-Corporate Applications | # | 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 | | |
| 30000605 - Inf Syst Supvr-Generalist | # | 2 | 4 | 0 | 1 | 1 | 0 | 0 | 0 | | |
| 7 Employees | % | 28.57 | 57.14 | 0.00 | 14.29 | 14.29 | 0.00 | 0.00 | 0.00 | | |
| 30000627 - Communications Systems 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 | | |
| 30000625 - Technical Operations 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 | | |
| 34 Employees | Totals # | 6 | 12 | 3 | 1 | 2 | 0 | 0 | 0 | | |
| | % | 17.65 | 35.29 | 8.82 | 2.94 | 5.88 | 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 | | | |
|--|--------|------|------|------|------|------|------|------|------|---|--|--|
| 30000701 - Communications Engineer, Sr | # | 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 | | | |
| 30000700 - Communications Engineer | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| 1 Employee | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | |
| 3 Employees | Totals | | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 0.00 | 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 | | |
|---|---|--------|--------|--------|--------|--------|------|------|------|--|--|
| 30000622 - SAP Architect- XI/PI | # | 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 | | |
| 30002108 - Information Security Architect | # | 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 | | |
| 30000217 - Inf Syst Analyst, Principal-GIS Enterprs | # | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | | |
| 4 Employees | % | 50.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000218 - Inf Syst Analyst, Principal-Gen | # | 7 | 3 | 6 | 0 | 1 | 0 | 0 | 0 | | |
| 19 Employees | % | 36.84 | 15.79 | 31.58 | 0.00 | 5.26 | 0.00 | 0.00 | 0.00 | | |
| 30000219 - Inf Syst Analyst, Principal-Proj Mgmt | # | 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 | | |
| 30000206 - Applications Analyst IV-GIS,Enterprise | # | 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 | | |
| 30000207 - Applications Analyst IV-Generalist | # | 4 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | | |
| 12 Employees | % | 33.33 | 33.33 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000215 - Inf Syst Tech Analyst VI-Generalist | # | 4 | 2 | 2 | 0 | 1 | 0 | 1 | 0 | | |
| 18 Employees | % | 22.22 | 11.11 | 11.11 | 0.00 | 5.56 | 0.00 | 5.56 | 0.00 | | |
| 30000216 - Inf Syst Tech Analyst VI-Proj Mgmt | # | 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 | | |
| 30001234 - Applications Analyst IV-Web Developer | # | 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 | | |
| 30000204 - Applications Analyst III-Generalist | # | 5 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | | |
| 10 Employees | % | 50.00 | 30.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000213 - Inf Syst Tech Analyst V-Generalist | # | 5 | 5 | 1 | 2 | 1 | 0 | 0 | 1 | | |
| 16 Employees | % | 31.25 | 31.25 | 6.25 | 12.50 | 6.25 | 0.00 | 0.00 | 6.25 | | |
| 30001933 - Inf Syst Tech Analyst V-Proj Mgmt | # | 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 | | |
| 30000448 - Business Systems Analyst | # | 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 | | |
| 30000203 - Applications Analyst II-Generalist | # | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 4 Employees | % | 50.00 | 25.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |
| 30000210 - Inf Syst Tech Analyst IV-Generalist | # | 10 | 7 | 4 | 3 | 2 | 1 | 0 | 0 | | |
| 23 Employees | % | 43.48 | 30.43 | 17.39 | 13.04 | 8.70 | 4.35 | 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 | | |
|--|----------|-------|--------|-------|-------|-------|------|------|------|--|--|
| 30000211 - Inf Syst Tech Analyst IV-Telecomm | # | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 33.33 | 66.67 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000212 - Inf Syst Tech Analyst IV-Vertical GIS | # | 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 | | |
| 30000200 - Inf Syst Tech Analyst III-Generalist | # | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 3 Employees | % | 33.33 | 33.33 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000209 - Inf Syst Tech Analyst III-Telecomm | # | 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 | | |
| 30000199 - Inf Syst Tech Analyst II-Generalist | # | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 4 Employees | % | 25.00 | 25.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | | |
| 30000198 - Inf Syst Tech Analyst I-Generalist | # | 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 | | |
| 138 Employees | Totals # | 46 | 35 | 28 | 7 | 8 | 1 | 1 | 1 | | |
| | % | 33.33 | 25.36 | 20.29 | 5.07 | 5.80 | 0.72 | 0.72 | 0.72 | | |

Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|-------|-------|------|-------|------|------|------|------|--|--|
| 30000236 - Electronics Technician II: Communications | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 9 Employees | % | 0.00 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 30000238 - Communications Switch Technician | # | 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 | | |
| 30000234 - Electronics Technician I: Communications | # | 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 | | |
| 16 Employees | Totals # | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| | % | 6.25 | 12.50 | 0.00 | 6.25 | 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 | | |
|------------------------------|----------|--------|--------|--------|------|------|------|------|------|--|--|
| 30000342 - GIS Technician 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 | | |
| 30000341 - GIS Technician 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 | | |
| 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

6GA

Administrative Support - General Administrative

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|--------|--------|------|--------|------|------|------|------|--|--|
| 30000435 - Executive Assistant, Director's | # | 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 | | |
| 30000433 - Administrative Specialist, Sr | # | 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 | | |
| 4 Employees | Totals # | 1 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| | % | 25.00 | 100.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|--|----------|------|--------|------|------|------|------|------|------|--|--|
| 30000013 - Office Support Specialist III | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 1 Employee | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| 1 Employee | Totals # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

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 | 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 | | |
| 30000054 - Storekeeper/Acquisition Specialist 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 | | |
| 30000053 - Storekeeper/Acquisition Specialist I | # | 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 | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| Totals | | | | | | | | | | | |

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 | | | | | | | | |

| 1GA | | Officials/Admin - General Administrative | | | | | | | |
|-----------|-------------------|--|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 0.00 | 50.00 | 0.00 | 0.00 | 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? | | | | | | | | |
| | Statistical Value | 0.731E | 0.674E | 0.797E | 0.980E | 0.970E | 0.994E | 0.999E | 0.982E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 1IT | | Officials/Admin - Information Technology | | | | | | | |
|-----------|-------------------|--|-------|------|-------|------|-------|-------|-------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 34 | Employment % | 17.65 | 35.29 | 8.82 | 2.94 | 5.88 | 0.00 | 0.00 | 0.00 |
| | Availability % | 17.25 | 47.34 | 6.75 | 3.49 | 3.55 | 1.34 | 0.05 | 2.05 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | | 1.407 | | 0.174 | | 0.680 | 0.130 | 0.844 |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | 4 | | | | | | |

| 2ER | | Professionals - Engineering & Related | | | | | | | |
|-----------|-------------------|---------------------------------------|--------|--------|--------|--------|--------|------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 3 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 12.32 | 13.74 | 6.84 | 0.43 | 1.87 | 0.68 | 0.00 | 2.50 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.674E | 0.642E | 0.809E | 0.987E | 0.945E | 0.980E | | 0.927E |
| | 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

| 2IT | | Professionals - Information Technology | | | | | | | |
|------------------|-------------------|--|-------|-------|------|------|------|------|-------|
| Total Emp 138 | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| | Employment % | 33.33 | 25.36 | 20.29 | 5.07 | 5.80 | 0.72 | 0.72 | 0.72 |
| | Availability % | 8.56 | 47.28 | 4.76 | 0.36 | 2.34 | 0.03 | 0.00 | 1.07 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | | 5.157 | | | | | | 0.394 |
| | Stat Significant? | | YES | | | | | | |
| | Shortfall | | 30 | | | | | | |

| 3EL | | Technicians - Electronics | | | | | | | |
|-----------------|-------------------|---------------------------|--------|--------|------|--------|--------|------|--------|
| Total Emp 16 | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| | Employment % | 6.25 | 12.50 | 0.00 | 6.25 | 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? | YES | YES | YES | | YES | | | |
| | Statistical Value | 0.066E | 0.311E | 0.136E | | 0.288E | 0.812E | | 0.742E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | 2 | 1 | 1 | | 1 | | | |

| 3ER | | Technicians - Engineering & Related | | | | | | | |
|----------------|-------------------|-------------------------------------|-------|-------|--------|--------|--------|--------|--------|
| Total Emp 2 | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| | Employment % | 50.00 | 50.00 | 50.00 | 0.00 | 0.00 | 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 | | | | 0.970E | 0.930E | 0.978E | 0.998E | 0.933E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 6GA | | Administrative Support - General Administrative | | | | | | | |
|----------------|-------------------|---|--------|--------|-------|--------|--------|--------|--------|
| Total Emp 4 | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| | Employment % | 25.00 | 100.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 13.72 | 88.23 | 3.56 | 1.44 | 5.21 | 0.56 | 0.38 | 2.54 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | 0.865E | | 0.807E | 0.978E | 0.985E | 0.902E |
| | 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 |
| 1 | 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 | 0.829E | | 0.935E | 0.978E | 0.953E | 0.991E | 0.996E | 0.975E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 6SP | | Administrative Support - Store & Purchases | | | | | | | |
|-----------|-------------------|--|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 4 | Employment % | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 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 | 0.360E | 0.337E | 0.762E | 0.872E | 0.690E | 0.970E | 0.963E | 0.922E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

Total Employment: 205

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 | | |

| 1GA | | Officials/Admin - General Administrative | | | | | | | | | |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.3 | 1.1 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1IT | | Officials/Admin - Information Technology | | | | | | | | | |
|-----------|------------------|--|------|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 34 | # Employed | 6 | 12 | 3 | 1 | 2 | 0 | 0 | 0 | | |
| | # Available | 5.9 | 16.1 | 2.3 | 1.2 | 1.2 | 0.5 | 0.0 | 0.7 | | |
| | Persons Required | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2ER | | Professionals - Engineering & Related | | | | | | | | | |
|-----------|------------------|---------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 3 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.4 | 0.4 | 0.2 | 0.0 | 0.1 | 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 | | |
| 138 | # Employed | 46 | 35 | 28 | 7 | 8 | 1 | 1 | 1 | | |
| | # Available | 11.8 | 65.2 | 6.6 | 0.5 | 3.2 | 0.0 | 0.0 | 1.5 | | |
| | Persons Required | 0 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 3EL | | Technicians - Electronics | | | | | | | | | |
|-----------|------------------|---------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 16 | # Employed | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| | # Available | 4.0 | 3.4 | 1.9 | 0.4 | 1.2 | 0.2 | 0.0 | 0.3 | | |
| | Persons Required | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | | |

| 3ER | | Technicians - Engineering & Related | | | | | | | | | |
|-----------|------------------|-------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.3 | 0.6 | 0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

Shortfall

| 6GA | | Administrative Support - General Administrative | | | | | | | | | |
|-----------|------------------|---|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 4 | # Employed | 1 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.5 | 3.5 | 0.1 | 0.1 | 0.2 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 6OS | | Administrative Support - Office Support | | | | | | | | | |
|-----------|------------------|---|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 1 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.8 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 6SP | | Administrative Support - Store & Purchases | | | | | | | | | |
|-----------|------------------|--|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 4 | # Employed | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.9 | 1.9 | 0.3 | 0.1 | 0.4 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

W - Whole Person Rule

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