

City of Portland



1210-BDS
Bureau of Development 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	#	8	16	0	3	0	1	0	4		
32 Employees	%	25.00	50.00	0.00	9.38	0.00	3.13	0.00	12.50		
2 - Professionals	#	21	57	11	2	3	2	0	3		
100 Employees	%	21.00	57.00	11.00	2.00	3.00	2.00	0.00	3.00		
3 - Technicians	#	29	47	5	9	7	0	1	7		
156 Employees	%	18.59	30.13	3.21	5.77	4.49	0.00	0.64	4.49		
6 - Administrative Support	#	14	30	4	6	3	0	0	1		
39 Employees	%	35.90	76.92	10.26	15.38	7.69	0.00	0.00	2.56		
7 - Skilled Workers	#	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		
331 Employees	Totals #	72	152	20	20	13	3	1	15		
	%	21.75	45.92	6.04	6.04	3.93	0.91	0.30	4.53		

**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		#	1	0	0	1	0	0	0	0		
1 Employee	1	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1BI - Officials/Admin - Building Inspections		#	0	0	0	0	0	0	0	0		
4 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	0	3	0	0	0	0	0	0		
6 Employees	1	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	0	0	0	0	0	0	0	0		
3 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	5	13	0	2	0	1	0	2		
15 Employees	1	%	33.33	86.67	0.00	13.33	0.00	6.67	0.00	13.33		
1PM - Officials/Admin - Program Management		#	2	0	0	0	0	0	0	2		
3 Employees	1	%	66.67	0.00	0.00	0.00	0.00	0.00	0.00	66.67		
2AC - Professionals - Accounting		#	2	2	0	1	1	0	0	0		
3 Employees	2	%	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	1	0	1	0	0	0	0	0		
1 Employee	2	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	6	7	6	0	0	0	0	0		
20 Employees	2	%	30.00	35.00	30.00	0.00	0.00	0.00	0.00	0.00		
2HR - Professionals - Human Resources		#	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		#	5	5	3	1	1	0	0	0		
8 Employees	2	%	62.50	62.50	37.50	12.50	12.50	0.00	0.00	0.00		
2PL - Professionals - Planning		#	7	42	1	0	1	2	0	3		
67 Employees	2	%	10.45	62.69	1.49	0.00	1.49	2.99	0.00	4.48		
3BI - Technicians - Building Inspections		#	18	23	1	5	6	0	1	5		
113 Employees	3	%	15.93	20.35	0.88	4.42	5.31	0.00	0.88	4.42		
3CI - Technicians - Code Inspections		#	1	0	1	0	0	0	0	0		
4 Employees	3	%	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3ER - Technicians - Engineering & Related		#	10	24	3	4	1	0	0	2		
39 Employees	3	%	25.64	61.54	7.69	10.26	2.56	0.00	0.00	5.13		
6GA - Administrative Support - General Administrative		#	3	7	1	2	0	0	0	0		
8 Employees	6	%	37.50	87.50	12.50	25.00	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	11	20	3	4	3	0	0	1		
28 Employees	6	%	39.29	71.43	10.71	14.29	10.71	0.00	0.00	3.57		
6PM - Administrative Support - Program Management		#	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		
7BI - Skilled Craft - Building Inspections		#	0	2	0	0	0	0	0	0		
4 Employees	7	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
331 Employees	Totals	#	72	152	20	20	13	3	1	15		
		%	21.75	45.92	6.04	6.04	3.93	0.91	0.30	4.53		

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		
30000426 - Development Services Director	#	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		
1 Employee	#	1	0	0	1	0	0	0	0		
Totals	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1BI

Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000736 - Inspection Manager	#	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		
30000730 - Plan Review 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		
4 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

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000681 - Engineer, Supervising	#	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		
30000335 - Development Services Project Coord	#	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		
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

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000569 - Financial 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		
30000568 - Financial 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		
30000567 - Financial 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		
3 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

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	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	0	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		
30000451 - Management Analyst	#	1	4	0	0	0	1	0	0		
4 Employees	%	25.00	100.00	0.00	0.00	0.00	25.00	0.00	0.00		
30000450 - Management Assistant	#	3	5	0	1	0	0	0	2		
6 Employees	%	50.00	83.33	0.00	16.67	0.00	0.00	0.00	33.33		
15 Employees	Totals #	5	13	0	2	0	1	0	2		
	%	33.33	86.67	0.00	13.33	0.00	6.67	0.00	13.33		

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	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		
30000465 - Program Manager	#	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		
30000464 - Program Coordinator	#	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		
3 Employees	Totals #	2	0	0	0	0	0	0	2		
	%	66.67	0.00	0.00	0.00	0.00	0.00	0.00	66.67		

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

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

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000492 - Community Outreach & Informtn Rep	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	1	0	0	0	0		
		%	100.00	0.00	100.00	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	#	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		
30000367 - Engineer-Geotechnical	#	1	2	1	0	0	0	0	0		
6 Employees	%	16.67	33.33	16.67	0.00	0.00	0.00	0.00	0.00		
30000368 - Engineer-Mechanical	#	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		
30000369 - Engineer-Structural	#	3	5	3	0	0	0	0	0		
12 Employees	%	25.00	41.67	25.00	0.00	0.00	0.00	0.00	0.00		
20 Employees	Totals #	6	7	6	0	0	0	0	0		
	%	30.00	35.00	30.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2HR

Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000531 - Training & Development 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		
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	#	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		
30000448 - Business Systems Analyst	#	2	4	2	0	0	0	0	0		
5 Employees	%	40.00	80.00	40.00	0.00	0.00	0.00	0.00	0.00		
30000372 - Graphics Designer II	#	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		
30000447 - Business Systems Analyst, Assistant	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
8 Employees											
	Totals	#	5	5	3	1	1	0	0		
		%	62.50	62.50	37.50	12.50	12.50	0.00	0.00		

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000725 - Planner, Principal	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000724 - Planner, Supervising	#	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		
30000392 - Planner, Sr City-Environmental	#	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		
30000393 - Planner, Sr City-Land Use	#	0	8	0	0	0	0	0	0		
12 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000397 - Planner, Sr City-Urban Design	#	1	2	0	0	0	1	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	33.33	0.00	0.00		
30000384 - Planner II. City-Environmental	#	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	#	2	12	0	0	0	1	0	1		
18 Employees	%	11.11	66.67	0.00	0.00	0.00	5.56	0.00	5.56		
30000389 - Planner II. City-Urban Design	#	2	4	1	0	0	0	0	1		
7 Employees	%	28.57	57.14	14.29	0.00	0.00	0.00	0.00	14.29		
30000377 - Planner I, City-Land Use	#	0	2	0	0	0	0	0	0		
7 Employees	%	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00		
30000381 - Planner I, City-Urban Design	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000375 - Planner, Associate	#	1	4	0	0	0	0	0	1		
6 Employees	%	16.67	66.67	0.00	0.00	0.00	0.00	0.00	16.67		
30000374 - Planning 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		
67 Employees	#	7	42	1	0	1	2	0	3		
Totals	%	10.45	62.69	1.49	0.00	1.49	2.99	0.00	4.48		

Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000734 - Housing Inspection 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		
30000836 - Development Supervisor II	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000232 - Plans Examiner, Sr	#	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		
30000165 - Plumbing Inspector, Sr	#	1	0	0	1	0	0	0	0		
4 Employees	%	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	1	0	0	0	0	0	0	1		
7 Employees	%	14.29	0.00	0.00	0.00	0.00	0.00	0.00	14.29		
30000174 - Building Inspector, Sr	#	2	1	0	1	1	0	0	0		
19 Employees	%	10.53	5.26	0.00	5.26	5.26	0.00	0.00	0.00		
30000178 - Site Development Inspector, 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		
30000170 - Combination Inspector	#	2	0	0	0	1	0	0	1		
13 Employees	%	15.38	0.00	0.00	0.00	7.69	0.00	0.00	7.69		
30000231 - Plans Examiner, Commercial	#	0	6	0	0	0	0	0	0		
17 Employees	%	0.00	35.29	0.00	0.00	0.00	0.00	0.00	0.00		
30000172 - Housing Inspector, Sr	#	1	1	0	0	0	0	0	1		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000164 - Plumbing Inspector	#	1	1	0	0	1	0	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000168 - Electrical Inspector	#	4	3	1	0	2	0	0	1		
10 Employees	%	40.00	30.00	10.00	0.00	20.00	0.00	0.00	10.00		
30000173 - Building Inspector II	#	2	1	0	1	0	0	0	1		
11 Employees	%	18.18	9.09	0.00	9.09	0.00	0.00	0.00	9.09		
30000177 - Site Development Inspector 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		
30000230 - Plans Examiner, Residential	#	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		
30000171 - Housing Inspector	#	4	1	0	2	1	0	1	0		
11 Employees	%	36.36	9.09	0.00	18.18	9.09	0.00	9.09	0.00		

Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
113 Employees	Totals	#	18	23	1	5	6	0	1	5		
		%	15.93	20.35	0.88	4.42	5.31	0.00	0.88	4.42		

Job Group Analysis

3CI

Technicians - Code Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000186 - Code 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			
30000184 - Code Specialist II	#	1	0	1	0	0	0	0	0			
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00			
4 Employees	Totals		#	1	0	1	0	0	0	0		
	%	25.00	0.00	25.00	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		
30000334 - Development Services Technician III	#	2	4	1	1	0	0	0	0		
4 Employees	%	50.00	100.00	25.00	25.00	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	6	19	2	2	0	0	0	2		
30 Employees	%	20.00	63.33	6.67	6.67	0.00	0.00	0.00	6.67		
30000332 - Development Services Technician I	#	2	1	0	1	1	0	0	0		
5 Employees	%	40.00	20.00	0.00	20.00	20.00	0.00	0.00	0.00		
39 Employees	Totals #	10	24	3	4	1	0	0	2		
	%	25.64	61.54	7.69	10.26	2.56	0.00	0.00	5.13		

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	0	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		
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		
30000433 - Administrative Specialist, Sr	#	3	6	1	2	0	0	0	0		
6 Employees	%	50.00	100.00	16.67	33.33	0.00	0.00	0.00	0.00		
8 Employees	Totals #	3	7	1	2	0	0	0	0		
	%	37.50	87.50	12.50	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		
30000028 - Hearings Clerk	#	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		
30000013 - Office Support Specialist III	#	1	4	0	1	0	0	0	0		
6 Employees	%	16.67	66.67	0.00	16.67	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	6	12	2	2	1	0	0	1		
16 Employees	%	37.50	75.00	12.50	12.50	6.25	0.00	0.00	6.25		
30000011 - Office Support Specialist I	#	3	2	1	0	2	0	0	0		
4 Employees	%	75.00	50.00	25.00	0.00	50.00	0.00	0.00	0.00		
28 Employees	Totals #	11	20	3	4	3	0	0	1		
	Totals %	39.29	71.43	10.71	14.29	10.71	0.00	0.00	3.57		

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	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		
3 Employees	Totals	#	3	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7BI

Skilled Craft - Building Inspections

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000735 - Inspection 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		
4 Employees	#	0	2	0	0	0	0	0	0		
Totals	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1DR		Officials/Admin - Directors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	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		0.714E	0.937E		0.953E	0.997E	0.994E	0.980E
	Stat Significant?								
	Shortfall								

1BI		Officials/Admin - Building Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	10.31	25.46	2.76	1.47	4.33	0.31	0.21	1.22
	Emp Less Avail?		YES						
	Statistical Value	0.647E	0.309E	0.894E	0.942E	0.838E	0.988E	0.992E	0.952E
	Stat Significant?								
	Shortfall		1						

1ER		Officials/Admin - Engineering & Related							
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 %	18.14	13.75	8.24	1.36	6.28	0.49	0.10	1.64
	Emp Less Avail?	YES							
	Statistical Value	0.301E		0.597E	0.921E	0.678E	0.971E	0.994E	0.906E
	Stat Significant?								
	Shortfall	1							

1FL		Officials/Admin - Financial							
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 %	13.86	45.02	4.44	4.15	3.38	0.03	0.02	1.87
	Emp Less Avail?		YES						
	Statistical Value	0.639E	0.166E	0.873E	0.881E	0.902E	0.999E	0.999E	0.945E
	Stat Significant?								
	Shortfall		1						

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

Incumbency vs. Estimated Availability

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	33.33	86.67	0.00	13.33	0.00	6.67	0.00	13.33
	Availability %	14.53	57.10	10.75	1.00	1.50	0.32	0.05	0.89
	Emp Less Avail?			YES					
	Statistical Value			0.182E		0.797E		0.993E	
	Stat Significant?								
	Shortfall			1					
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	0.00	0.00	0.00	0.00	0.00	0.00	66.67
	Availability %	18.87	48.59	5.87	4.96	3.64	0.56	0.15	3.71
	Emp Less Avail?		YES						
	Statistical Value		0.136E	0.834E	0.858E	0.895E	0.983E	0.996E	
	Stat Significant?								
	Shortfall		1						
2AC		Professionals - Accounting							
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 %	13.31	61.26	5.33	4.78	1.61	0.16	0.08	1.33
	Emp Less Avail?								
	Statistical Value			0.848E			0.995E	0.998E	0.961E
	Stat Significant?								
	Shortfall								
2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	15.51	52.96	5.90	1.65	6.36	0.70	0.00	0.91
	Emp Less Avail?								
	Statistical Value		0.470E		0.984E	0.936E	0.993E		0.991E
	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

2ER		Professionals - Engineering & Related							
Total Emp 20	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	30.00	35.00	30.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	12.32	13.74	6.84	0.43	1.87	0.68	0.00	2.50
	Statistical Value				0.917E	0.686E	0.872E		0.603E
	Stat Significant?								
	Shortfall								
2HR		Professionals - Human Resources							
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?	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
	Statistical Value	0.846E		0.952E	0.964E	0.956E	0.998E		0.976E
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp 8	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	62.50	62.50	37.50	12.50	12.50	0.00	0.00	0.00
	Emp Less Avail?	8.56	47.28	4.76	0.36	2.34	0.03	0.00	1.07
	Statistical Value						0.998E		0.918E
	Stat Significant?								
	Shortfall								
2PL		Professionals - Planning							
Total Emp 67	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	10.45	62.69	1.49	0.00	1.49	2.99	0.00	4.48
	Emp Less Avail?	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Statistical Value			YES					
	Stat Significant?			0.897					
	Shortfall			1					

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

Incumbency vs. Estimated Availability

3BI		Technicians - Building Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
113	Employment %	15.93	20.35	0.88	4.42	5.31	0.00	0.88	4.42
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?	YES	YES	YES			YES		YES
	Statistical Value	0.789	8.454	2.364			1.385		1.251
	Stat Significant?		YES	YES					
	Shortfall	3	44	6			1		3

3CI		Technicians - Code Inspections							
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 %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?		YES						
	Statistical Value		0.054E		0.935E	0.935E	0.935E		0.731E
	Stat Significant?								
	Shortfall		2						

3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
39	Employment %	25.64	61.54	7.69	10.26	2.56	0.00	0.00	5.13
	Availability %	16.86	31.68	7.14	1.53	3.56	1.10	0.09	3.41
	Emp Less Avail?								
	Statistical Value					0.336	0.659	0.187	
	Stat Significant?								
	Shortfall								

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	37.50	87.50	12.50	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		0.633E			0.652E	0.956E	0.970E	0.814E
	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
28	Employment %	39.29	71.43	10.71	14.29	10.71	0.00	0.00	3.57
	Availability %	17.11	77.41	6.50	2.16	4.71	0.88	0.39	2.49
	Emp Less Avail?		YES						
	Statistical Value		0.288E				0.781E	0.896E	
	Stat Significant?								
	Shortfall		1						

6PM		Administrative Support - Program Management							
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 %	16.72	75.37	5.80	2.28	7.07	0.77	0.38	0.43
	Emp Less Avail?								
	Statistical Value	0.578E		0.836E	0.933E	0.803E	0.977E	0.989E	0.987E
	Stat Significant?								
	Shortfall								

7BI		Skilled Craft - Building Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	10.05	2.97	0.74	0.20	6.75	0.34	0.54	1.47
	Emp Less Avail?								
	Statistical Value	0.655E		0.971E	0.992E	0.756E	0.986E	0.979E	0.942E
	Stat Significant?								
	Shortfall								

Total Employment: 331

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	0	0	1	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		

1BI		Officials/Admin - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	1.0	0.1	0.1	0.2	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	3	0	0	0	0	0	0		
	# Available	1.1	0.8	0.5	0.1	0.4	0.0	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	1.4	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	5	13	0	2	0	1	0	2		
	# Available	2.2	8.6	1.6	0.2	0.2	0.0	0.0	0.1		
	Persons Required	0	0	1	0	0	0	0	0		

1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	0	0	0	0	0	0	2		
	# Available	0.6	1.5	0.2	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	2	0	1	1	0	0	0		
	# 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		

Shortfall

2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.2	0.5	0.1	0.0	0.1	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		
20	# Employed	6	7	6	0	0	0	0	0		
	# Available	2.5	2.7	1.4	0.1	0.4	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2HR		Professionals - Human Resources									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.7	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	5	5	3	1	1	0	0	0		
	# Available	0.7	3.8	0.4	0.0	0.2	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		
67	# Employed	7	42	1	0	1	2	0	3		
	# Available	2.4	34.1	2.4	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	1	0	0	0	0	0		
3BI		Technicians - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
113	# Employed	18	23	1	5	6	0	1	5		
	# Available	21.3	67.1	7.1	1.9	1.9	1.9	0.0	8.5		
	Persons Required	3	44	6	0	0	1	0	3		
3CI		Technicians - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.8	2.4	0.3	0.1	0.1	0.1	0.0	0.3		
	Persons Required	0	2	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
39	# Employed	10	24	3	4	1	0	0	2		
	# Available	6.6	12.4	2.8	0.6	1.4	0.4	0.0	1.3		
	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		
8	# Employed	3	7	1	2	0	0	0	0		
	# Available	1.1	7.1	0.3	0.1	0.4	0.0	0.0	0.2		
	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		
28	# Employed	11	20	3	4	3	0	0	1		
	# Available	4.8	21.7	1.8	0.6	1.3	0.2	0.1	0.7		
	Persons Required	0	1	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
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	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
7BI		Skilled Craft - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.4	0.1	0.0	0.0	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

W - Whole Person Rule

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