

City of Portland



**1020-PF&R
Portland Fire & Rescue**

Bureau Affirmative Action Program (AAP) Plan Reports

**FY 16 - 17
Annual Year-End
AAP Reports
07/01/2016 to 12/31/2017**

Note: The City of Portland changed its Affirmative Action Program Plan from a fiscal year plan to a calendar year plan. As a result, the FY16-17 AAP plan year had six quarters and extended from July 1, 2016 to December 31, 2017.



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	#	7	7	3	1	3	0	0	0		
23 Employees	%	30.43	30.43	13.04	4.35	13.04	0.00	0.00	0.00		
2 - Professionals	#	2	3	1	0	0	0	0	1		
7 Employees	%	28.57	42.86	14.29	0.00	0.00	0.00	0.00	14.29		
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	#	132	46	40	24	36	20	1	11		
654 Employees	%	20.18	7.03	6.12	3.67	5.50	3.06	0.15	1.68		
6 - Administrative Support	#	1	12	0	0	0	0	1	0		
13 Employees	%	7.69	92.31	0.00	0.00	0.00	0.00	7.69	0.00		
7 - Skilled Workers	#	1	0	1	0	0	0	0	0		
16 Employees	%	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00		
8 - Service	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
721 Employees	Totals #	146	71	45	26	40	20	2	13		
	%	20.25	9.85	6.24	3.61	5.55	2.77	0.28	1.80		

**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		
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		#	3	2	1	1	1	0	0	0		
11 Employees	1	%	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	2	1	1	0	1	0	0	0		
2 Employees	1	%	100.00	50.00	50.00	0.00	50.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	2	3	1	0	1	0	0	0		
7 Employees	1	%	28.57	42.86	14.29	0.00	14.29	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	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	1	1	0	0	0	0	1		
2 Employees	2	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	50.00		
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		
1 Employee	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 - Protective Service-Sworn-Fire-Executive		#	3	1	2	0	1	0	0	0		
15 Employees	4	%	20.00	6.67	13.33	0.00	6.67	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		#	7	5	4	0	3	0	0	0		
43 Employees	4	%	16.28	11.63	9.30	0.00	6.98	0.00	0.00	0.00		
4FI-2 - Protective Service-Sworn-Fire-Mid Level		#	38	13	10	12	7	6	0	3		
168 Employees	4	%	22.62	7.74	5.95	7.14	4.17	3.57	0.00	1.79		
4FI-1 - Protective Service-Sworn-Fire-Entry		#	84	27	24	12	25	14	1	8		
428 Employees	4	%	19.63	6.31	5.61	2.80	5.84	3.27	0.23	1.87		
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		
6GA - Administrative Support - General Administrative		#	1	8	0	0	0	0	1	0		
9 Employees	6	%	11.11	88.89	0.00	0.00	0.00	0.00	11.11	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		
7AM - Skilled Craft - Auto Maintenance		#	0	0	0	0	0	0	0	0		
11 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		
1 Employee	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	0	0	0	1		
2 Employees	8	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
721 Employees	Totals	#	146	71	45	26	40	20	2	13		
		%	20.25	9.85	6.24	3.61	5.55	2.77	0.28	1.80		

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		
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

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	#	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		
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	#	2	2	0	1	1	0	0	0		
8 Employees	%	25.00	25.00	0.00	12.50	12.50	0.00	0.00	0.00		
11 Employees	Totals #	3	2	1	1	1	0	0	0		
	%	27.27	18.18	9.09	9.09	9.09	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		
30000566 - Financial Analyst, Assistant	#	2	1	1	0	1	0	0	0		
2 Employees	%	100.00	50.00	50.00	0.00	50.00	0.00	0.00	0.00		
2 Employees	#	2	1	1	0	1	0	0	0		
Totals	%	100.00	50.00	50.00	0.00	50.00	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		
2 Employees	%	0.00	50.00	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	#	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		
30000451 - Management 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		
7 Employees											
	Totals	#	2	3	1	0	1	0	0		
		%	28.57	42.86	14.29	0.00	14.29	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		
30000464 - Program Coordinator	#	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

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	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		
2 Employees	Totals #	2	1	1	0	0	0	0	1		
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	50.00		

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		
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

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	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

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

Protective Service-Sworn-Fire-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000807 - Fire Battalion Chief, Staff	#	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		
30000806 - Fire Battalion Chief	#	3	1	2	0	1	0	0	0		
13 Employees	%	23.08	7.69	15.38	0.00	7.69	0.00	0.00	0.00		
15 Employees	Totals #	3	1	2	0	1	0	0	0		
	%	20.00	6.67	13.33	0.00	6.67	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		
4 Employees	%	25.00	0.00	0.00	0.00	25.00	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		
30000803 - Fire Captain	#	5	2	4	0	1	0	0	0		
31 Employees	%	16.13	6.45	12.90	0.00	3.23	0.00	0.00	0.00		
30000811 - Fire 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		
43 Employees	Totals #	7	5	4	0	3	0	0	0		
	%	16.28	11.63	9.30	0.00	6.98	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		
30000819 - EMS Specialist	#	1	1	0	0	0	0	0	1		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
30000801 - Fire Lieutenant, Staff	#	4	0	3	0	0	0	0	1		
11 Employees	%	36.36	0.00	27.27	0.00	0.00	0.00	0.00	9.09		
30000812 - Fire Inspector/Specialist	#	6	4	0	2	2	2	0	0		
16 Employees	%	37.50	25.00	0.00	12.50	12.50	12.50	0.00	0.00		
30000815 - Fire Investigator	#	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		
30000798 - Fire Lieutenant	#	17	4	5	5	4	2	0	1		
101 Employees	%	16.83	3.96	4.95	4.95	3.96	1.98	0.00	0.99		
30000808 - Fire Inspector	#	7	3	0	5	1	1	0	0		
23 Employees	%	30.43	13.04	0.00	21.74	4.35	4.35	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		
168 Employees											
	Totals	#	38	13	10	12	7	6	3		
		%	22.62	7.74	5.95	7.14	4.17	3.57	1.79		

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	#	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		
30000793 - Fire Fighter	#	84	26	24	12	25	14	1	8		
425 Employees	%	19.76	6.12	5.65	2.82	5.88	3.29	0.24	1.88		
428 Employees	Totals #	84	27	24	12	25	14	1	8		
	%	19.63	6.31	5.61	2.80	5.84	3.27	0.23	1.87		

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

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	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals #	1	8	0	0	0	0	1	0		
	%	11.11	88.89	0.00	0.00	0.00	0.00	11.11	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

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		
30000707 - Vehicle Maintenance 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		
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		
8 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 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		
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		
30002490 - Utility Worker II-CL	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
2 Employees	Totals	#	1	0	0	0	0	0	1		
		%	50.00	0.00	0.00	0.00	0.00	0.00	50.00		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1DR		Officials/Admin - Directors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	15.44	26.21	4.55	4.18	5.15	0.43	0.06	1.08
	Emp Less Avail?								
	Statistical Value	0.846E	0.738E	0.954E	0.958E	0.948E	0.996E	0.999E	0.989E
	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 %	19.29	61.86	2.84	8.44	5.88	0.59	0.03	1.50
	Emp Less Avail?								
	Statistical Value	0.807E	0.381E	0.972E	0.916E	0.941E	0.994E	1.000E	0.985E
	Stat Significant?								
	Shortfall								

1FI		Officials/Admin - Fire							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00
	Availability %	19.00	29.20	4.01	5.85	7.34	0.43	0.11	1.25
	Emp Less Avail?		YES						
	Statistical Value		0.334E				0.954E	0.988E	0.871E
	Stat Significant?								
	Shortfall		1						

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	100.00	50.00	50.00	0.00	50.00	0.00	0.00	0.00
	Availability %	27.14	33.64	12.32	7.15	5.74	0.16	0.06	1.74
	Emp Less Avail?								
	Statistical Value				0.862E		0.997E	0.999E	0.966E
	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 %	28.57	42.86	14.29	0.00	14.29	0.00	0.00	0.00
	Emp Less Avail?	21.71	40.16	7.18	6.88	5.87	0.36	0.06	1.37
	Statistical Value				0.607E		0.975E	0.996E	0.908E
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
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?	25.58	46.52	5.54	9.15	8.83	0.48	0.07	1.51
	Statistical Value	0.744E		0.945E	0.908E	0.912E	0.995E	0.999E	0.985E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	100.00	50.00	50.00	0.00	0.00	0.00	0.00	50.00
	Emp Less Avail?	26.81	59.99	10.40	8.12	6.64	0.35	0.10	1.19
	Statistical Value		0.640E		0.844E	0.872E	0.993E	0.998E	
	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?	26.36	72.04	3.30	11.75	8.62	0.87	0.20	1.62
	Statistical Value		YES						
	Stat Significant?	0.399E	0.191E	0.904E	0.687E	0.763E	0.974E	0.994E	0.952E
	Shortfall		1						

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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 %	27.91	57.81	9.21	9.68	7.15	0.41	0.12	1.33
	Emp Less Avail?								
	Statistical Value	0.721E		0.908E	0.903E	0.928E	0.996E	0.999E	0.987E
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
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 %	29.64	32.98	12.82	8.46	6.53	0.24	0.17	1.41
	Emp Less Avail?								
	Statistical Value	0.704E	0.670E	0.872E	0.915E	0.935E	0.998E	0.998E	0.986E
	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 %	26.51	27.49	7.40	7.42	9.02	0.79	0.18	1.71
	Emp Less Avail?								
	Statistical Value			0.794E			0.976E	0.995E	0.950E
	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 %	24.79	41.84	3.51	10.59	8.21	0.80	0.07	1.61
	Emp Less Avail?								
	Statistical Value	0.752E		0.965E	0.894E	0.918E	0.992E	0.999E	0.984E
	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 %	25.31	11.70	3.18	9.86	9.68	0.50	0.12	1.97
	Emp Less Avail?								
	Statistical Value	0.558E	0.780E	0.937E	0.813E	0.816E	0.990E	0.998E	0.961E
	Stat Significant?								
	Shortfall								
4FI-4		Protective Service-Sworn-Fire-Executive							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00
	Availability %	15.18	3.74	0.68	6.75	4.90	1.22	0.26	1.36
	Emp Less Avail?				YES				
	Statistical Value				0.351E		0.832E	0.962E	0.814E
	Stat Significant?								
	Shortfall				1				
4FI-3		Protective Service-Sworn-Fire-Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
43	Employment %	16.28	11.63	9.30	0.00	6.98	0.00	0.00	0.00
	Availability %	15.98	4.97	0.78	6.90	5.46	1.20	0.22	1.40
	Emp Less Avail?				YES				
	Statistical Value				1.785		0.723	0.308	0.781
	Stat Significant?								
	Shortfall				2				
4FI-2		Protective Service-Sworn-Fire-Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
168	Employment %	22.62	7.74	5.95	7.14	4.17	3.57	0.00	1.79
	Availability %	16.76	6.94	0.89	7.09	5.96	1.17	0.19	1.42
	Emp Less Avail?					YES			
	Statistical Value					0.982		0.566	
	Stat Significant?								
	Shortfall					3			

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

4FI-1		Protective Service-Sworn-Fire-Entry							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
428	Employment %	19.63	6.31	5.61	2.80	5.84	3.27	0.23	1.87
	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	0.548			4.048	1.947			
	Stat Significant?				YES				
	Shortfall	4			22	11			
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 %	23.22	88.57	4.25	7.75	9.27	0.57	0.14	1.25
	Emp Less Avail?								
	Statistical Value	0.768E		0.958E	0.922E	0.907E	0.994E	0.999E	0.988E
	Stat Significant?								
	Shortfall								
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	11.11	88.89	0.00	0.00	0.00	0.00	11.11	0.00
	Availability %	24.52	90.47	2.78	9.47	10.25	0.55	0.14	1.34
	Emp Less Avail?	YES							
	Statistical Value	0.312E	0.594E	0.776E	0.408E	0.378E	0.952E		0.886E
	Stat Significant?								
	Shortfall	1							
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 %	35.51	79.52	4.27	14.91	13.75	0.70	0.23	1.61
	Emp Less Avail?	YES							
	Statistical Value	0.268E		0.877E	0.616E	0.642E	0.979E	0.993E	0.952E
	Stat Significant?								
	Shortfall	1							

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Incumbency vs. Estimated Availability

7AM		Skilled Craft - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	30.71	2.18	3.24	7.45	17.90	0.58	0.16	1.38
	Emp Less Avail?	YES				YES			
	Statistical Value	0.035E	0.785E	0.696E	0.427E	0.114E	0.938E	0.983E	0.858E
	Stat Significant?	YES							
	Shortfall	3				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 %	27.96	4.02	2.46	9.04	14.32	0.77	0.23	1.15
	Emp Less Avail?								
	Statistical Value	0.687E	0.849E		0.685E	0.539E	0.970E	0.991E	0.955E
	Stat Significant?								
	Shortfall								

7GM		Skilled Craft - General Maintenance/Trades							
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 %	28.79	3.44	1.34	7.35	17.81	0.78	0.18	1.29
	Emp Less Avail?								
	Statistical Value	0.712E	0.966E	0.987E	0.926E	0.822E	0.992E	0.998E	0.987E
	Stat Significant?								
	Shortfall								

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
	Availability %	49.33	5.10	1.40	11.21	34.44	0.75	0.20	1.34
	Emp Less Avail?								
	Statistical Value		0.901E	0.972E	0.788E	0.430E	0.985E	0.996E	
	Stat Significant?								
	Shortfall								

Total Employment: 721

W - Whole Person Rule

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

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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	0.0	0.0	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	0.2	0.6	0.0	0.1	0.1	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		
11	# Employed	3	2	1	1	1	0	0	0		
	# Available	2.1	3.2	0.4	0.6	0.8	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	2	1	1	0	1	0	0	0		
	# Available	0.5	0.7	0.2	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	3	1	0	1	0	0	0		
	# Available	1.5	2.8	0.5	0.5	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.5	0.1	0.1	0.1	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		
2	# Employed	2	1	1	0	0	0	0	1		
	# Available	0.5	1.2	0.2	0.2	0.1	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	0.8	2.2	0.1	0.4	0.3	0.0	0.0	0.0		
	Persons Required	0	1	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	0.3	0.6	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.3	0.1	0.1	0.1	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	0.8	0.8	0.2	0.2	0.3	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	0.4	0.0	0.1	0.1	0.0	0.0	0.0		
	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	0.5	0.2	0.1	0.2	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-4		Protective Service-Sworn-Fire-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	1	2	0	1	0	0	0		
	# Available	2.3	0.6	0.1	1.0	0.7	0.2	0.0	0.2		
	Persons Required	0	0	0	1	0	0	0	0		
4FI-3		Protective Service-Sworn-Fire-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
43	# Employed	7	5	4	0	3	0	0	0		
	# Available	6.9	2.1	0.3	3.0	2.3	0.5	0.1	0.6		
	Persons Required	0	0	0	2	0	0	0	0		

Shortfall

4FI-2		Protective Service-Sworn-Fire-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
168	# Employed	38	13	10	12	7	6	0	3		
	# Available	28.2	11.7	1.5	11.9	10.0	2.0	0.3	2.4		
	Persons Required	0	0	0	0	3	0	0	0		
4FI-1		Protective Service-Sworn-Fire-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
428	# Employed	84	27	24	12	25	14	1	8		
	# Available	88.6	17.5	4.8	34.9	36.2	5.6	0.5	6.6		
	Persons Required	4	0	0	22	11	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	0.2	0.9	0.0	0.1	0.1	0.0	0.0	0.0		
	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		
9	# Employed	1	8	0	0	0	0	1	0		
	# Available	2.2	8.1	0.3	0.9	0.9	0.0	0.0	0.1		
	Persons Required	1	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	1.1	2.4	0.1	0.4	0.4	0.0	0.0	0.0		
	Persons Required	1	0	0	0	0	0	0	0		
7AM		Skilled Craft - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	0	0	0	0	0	0	0	0		
	# Available	3.4	0.2	0.4	0.8	2.0	0.1	0.0	0.2		
	Persons Required	3	0	0	0	1	0	0	0		
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	1.1	0.2	0.1	0.4	0.6	0.0	0.0	0.0		
	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.0	0.0	0.1	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	0	0	0	0	1		
	# Available	1.0	0.1	0.0	0.2	0.7	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.