

# City of Portland



**1140-BPS**  
**Bureau of Planning & Sustainability**

## **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	#	3	10	2	0	0	0	0	1		
15 Employees	%	20.00	66.67	13.33	0.00	0.00	0.00	0.00	6.67		
2 - Professionals	#	15	37	3	2	6	0	0	4		
66 Employees	%	22.73	56.06	4.55	3.03	9.09	0.00	0.00	6.06		
3 - Technicians	#	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		
6 - Administrative Support	#	4	8	0	2	1	0	0	1		
12 Employees	%	33.33	66.67	0.00	16.67	8.33	0.00	0.00	8.33		
<b>95 Employees</b>	<b>Totals #</b>	<b>22</b>	<b>55</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>6</b>		
	<b>%</b>	<b>23.16</b>	<b>57.89</b>	<b>5.26</b>	<b>4.21</b>	<b>7.37</b>	<b>0.00</b>	<b>0.00</b>	<b>6.32</b>		

**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	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		
1CR - Officials/Admin - Community Relations		#	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		
1EN - Officials/Admin - Environmental		#	1	0	0	0	0	0	0	1		
1 Employee	1	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
1FL - Officials/Admin - Financial		#	1	2	1	0	0	0	0	0		
2 Employees	1	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	1	3	1	0	0	0	0	0		
6 Employees	1	%	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	0	3	0	0	0	0	0	0		
4 Employees	1	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	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		
2CR - Professionals - Community Relations		#	2	5	0	1	1	0	0	0		
6 Employees	2	%	33.33	83.33	0.00	16.67	16.67	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	4	10	0	0	2	0	0	2		
17 Employees	2	%	23.53	58.82	0.00	0.00	11.76	0.00	0.00	11.76		
2IT - Professionals - Information Technology		#	1	4	1	0	0	0	0	0		
6 Employees	2	%	16.67	66.67	16.67	0.00	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	7	18	1	1	3	0	0	2		
36 Employees	2	%	19.44	50.00	2.78	2.78	8.33	0.00	0.00	5.56		
3CI - Technicians - Code Inspections		#	0	0	0	0	0	0	0	0		
1 Employee	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	0	0	0	0	0	0	0	0		
1 Employee	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	2	0	0	0	0	0	1		
5 Employees	6	%	20.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6OS - Administrative Support - Office Support		#	1	2	0	1	0	0	0	0		
2 Employees	6	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	2	4	0	1	1	0	0	0		
5 Employees	6	%	40.00	80.00	0.00	20.00	20.00	0.00	0.00	0.00		
95 Employees	Totals	#	22	55	5	4	7	0	0	6		
		%	23.16	57.89	5.26	4.21	7.37	0.00	0.00	6.32		

# **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		
30001054 - Planning & Sustainability Director	#	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

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000497 - Public Information 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

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000508 - Solid Waste & Recycling 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		
1 Employee	Totals	#	1	0	0	0	0	0	1		
		%	100.00	0.00	0.00	0.00	0.00	0.00	100.00		

# Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000568 - Financial Analyst, Sr	#	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		
30000567 - Financial 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		
2 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	50.00	100.00	50.00	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		
30000451 - Management Analyst	#	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		
30000450 - Management Assistant	#	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		
6 Employees	Totals #	1	3	1	0	0	0	0	0		
	%	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000466 - Program Manager, Sr	#	0	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		
30000509 - Conservation Program 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		
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		
4 Employees	Totals #	0	3	0	0	0	0	0	0		
	%	0.00	75.00	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		
30000063 - Accountant II	#	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	0		
	%	100.00	0.00	100.00	0.00	0.00	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	#	2	5	0	1	1	0	0	0		
6 Employees	%	33.33	83.33	0.00	16.67	16.67	0.00	0.00	0.00		
6 Employees	#	2	5	0	1	1	0	0	0		
Totals	%	33.33	83.33	0.00	16.67	16.67	0.00	0.00	0.00		

# Job Group Analysis

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000507 - Conservation Program Coordinator, Sr	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000506 - Conservation Program Coordinator	#	3	4	0	0	1	0	0	2		
7 Employees	%	42.86	57.14	0.00	0.00	14.29	0.00	0.00	28.57		
30000505 - Conservation Program Specialist	#	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		
17 Employees	Totals #	4	10	0	0	2	0	0	2		
	%	23.53	58.82	0.00	0.00	11.76	0.00	0.00	11.76		



# 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		
30000373 - Graphics Designer III	#	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		
30000448 - Business Systems Analyst	#	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		
30000212 - Inf Syst Tech Analyst IV-Vertical GIS	#	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		
30001509 - Web Designer	#	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		
6 Employees	Totals #	1	4	1	0	0	0	0	0		
	%	16.67	66.67	16.67	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001053 - Planner, 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		
30000725 - Planner, Principal	#	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		
30000724 - Planner, Supervising	#	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		
30000391 - Planner, Sr City-Economic	#	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		
30000393 - Planner, Sr City-Land Use	#	0	3	0	0	0	0	0	0		
7 Employees	%	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00		
30000397 - Planner, Sr City-Urban Design	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
30000384 - Planner II. City-Environmental	#	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		
30000385 - Planner II. City-Land Use	#	3	6	1	0	1	0	0	1		
10 Employees	%	30.00	60.00	10.00	0.00	10.00	0.00	0.00	10.00		
30000381 - Planner I, City-Urban Design	#	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		
30000375 - Planner, Associate	#	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		
30000374 - Planning Assistant	#	2	4	0	1	0	0	0	1		
4 Employees	%	50.00	100.00	0.00	25.00	0.00	0.00	0.00	25.00		
36 Employees	Totals #	7	18	1	1	3	0	0	2		
	Totals %	19.44	50.00	2.78	2.78	8.33	0.00	0.00	5.56		

# Job Group Analysis

3CI

Technicians - Code Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000184 - Code 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		
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		
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		
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

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000436 - Administrative Supervisor I	#	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		
30000433 - Administrative Specialist, Sr	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees											
Totals		#	1	2	0	0	0	0	1		
		%	20.00	40.00	0.00	0.00	0.00	0.00	20.00		

# Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support Specialist 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		
30000011 - Office Support Specialist I	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	1	2	0	1	0	0	0	0		
	%	50.00	100.00	0.00	50.00	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		
30000462 - Program Specialist, Assistant	#	2	4	0	1	1	0	0	0		
5 Employees	%	40.00	80.00	0.00	20.00	20.00	0.00	0.00	0.00		
5 Employees	Totals #	2	4	0	1	1	0	0	0		
	%	40.00	80.00	0.00	20.00	20.00	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 %	0.00	100.00	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		0.954E	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	100.00	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		0.972E	0.916E	0.941E	0.994E	1.000E	0.985E
	Stat Significant?								
	Shortfall								

1EN		Officials/Admin - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
	Availability %	20.17	33.10	11.06	2.25	4.51	0.11	0.19	2.06
	Emp Less Avail?								
	Statistical Value		0.669E	0.889E	0.978E	0.955E	0.999E	0.998E	
	Stat Significant?								
	Shortfall								

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	50.00	0.00	0.00	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	0.888E	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00
	Availability %	21.71	40.16	7.18	6.88	5.87	0.36	0.06	1.37
	Emp Less Avail?								
	Statistical Value	0.613E			0.652E	0.696E	0.979E	0.996E	0.921E
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.58	46.52	5.54	9.15	8.83	0.48	0.07	1.51
	Emp Less Avail?	YES							
	Statistical Value	0.307E		0.796E	0.681E	0.691E	0.981E	0.997E	0.941E
	Stat Significant?								
	Shortfall	1							
2AC		Professionals - Accounting							
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 %	26.81	59.99	10.40	8.12	6.64	0.35	0.10	1.19
	Emp Less Avail?								
	Statistical Value		0.400E		0.919E	0.934E	0.996E	0.999E	0.988E
	Stat Significant?								
	Shortfall								
2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	33.33	83.33	0.00	16.67	16.67	0.00	0.00	0.00
	Availability %	33.48	64.78	3.14	16.09	11.07	1.21	0.14	1.83
	Emp Less Avail?								
	Statistical Value	0.677E		0.826E			0.930E	0.992E	0.895E
	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

2EN		Professionals - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	23.53	58.82	0.00	0.00	11.76	0.00	0.00	11.76
	Availability %	12.98	26.66	3.62	3.64	3.78	0.77	0.08	1.10
	Emp Less Avail?								
	Statistical Value			0.534E	0.532E		0.877E	0.986E	
	Stat Significant?								
	Shortfall								

  

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	66.67	16.67	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	0.428E			0.588E	0.667E	0.986E	0.990E	0.918E
	Stat Significant?								
	Shortfall								

  

2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
36	Employment %	19.44	50.00	2.78	2.78	8.33	0.00	0.00	5.56
	Availability %	19.42	40.62	4.93	6.79	5.53	0.43	0.00	1.74
	Emp Less Avail?				YES				
	Statistical Value			0.596	0.957		0.394		
	Stat Significant?								
	Shortfall				1				

  

3CI		Technicians - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	30.95	47.61	10.97	8.10	8.67	0.92	0.18	2.12
	Emp Less Avail?								
	Statistical Value	0.690E	0.524E	0.890E	0.919E	0.913E	0.991E	0.998E	0.979E
	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

3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	26.51	27.49	7.40	7.42	9.02	0.79	0.18	1.71
	Emp Less Avail?								
	Statistical Value	0.735E	0.725E	0.926E	0.926E	0.910E	0.992E	0.998E	0.983E
	Stat Significant?								
	Shortfall								

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00
	Availability %	24.52	90.47	2.78	9.47	10.25	0.55	0.14	1.34
	Emp Less Avail?		YES						
	Statistical Value	0.643E	0.015E	0.869E	0.608E	0.582E	0.973E	0.993E	
	Stat Significant?		YES						
	Shortfall		2						

6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	0.00	50.00	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?								
	Statistical Value			0.916E		0.744E	0.986E	0.995E	0.968E
	Stat Significant?								
	Shortfall								

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	80.00	0.00	20.00	20.00	0.00	0.00	0.00
	Availability %	31.78	74.81	4.03	13.78	11.39	0.69	0.24	1.66
	Emp Less Avail?								
	Statistical Value			0.814E			0.966E	0.988E	0.920E
	Stat Significant?								
	Shortfall								

Total Employment: 95

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	1	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	1	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		

1EN		Officials/Admin - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	0	0	0	1		
	# 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		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	1	0	0	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		
6	# Employed	1	3	1	0	0	0	0	0		
	# Available	1.3	2.4	0.4	0.4	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		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	1.0	1.9	0.2	0.4	0.4	0.0	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

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

# Shortfall

2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	5	0	1	1	0	0	0		
	# Available	2.0	3.9	0.2	1.0	0.7	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2EN		Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	4	10	0	0	2	0	0	2		
	# Available	2.2	4.5	0.6	0.6	0.6	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	4	1	0	0	0	0	0		
	# Available	1.8	2.0	0.8	0.5	0.4	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		
36	# Employed	7	18	1	1	3	0	0	2		
	# Available	7.0	14.6	1.8	2.4	2.0	0.2	0.0	0.6		
	Persons Required	0	0	0	1	0	0	0	0		
3CI		Technicians - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	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		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.3	0.1	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		
5	# Employed	1	2	0	0	0	0	0	1		
	# Available	1.2	4.5	0.1	0.5	0.5	0.0	0.0	0.1		
	Persons Required	0	2	0	0	0	0	0	0		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	1	0	0	0	0		
	# Available	0.7	1.6	0.1	0.3	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	2	4	0	1	1	0	0	0		
	# Available	1.6	3.7	0.2	0.7	0.6	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.