

# City of Portland



**1150-PPB**  
**Portland Police Bureau**

## **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	#	8	22	4	3	1	0	0	0		
33 Employees	%	24.24	66.67	12.12	9.09	3.03	0.00	0.00	0.00		
2 - Professionals	#	6	25	4	1	1	0	0	0		
42 Employees	%	14.29	59.52	9.52	2.38	2.38	0.00	0.00	0.00		
3 - Technicians	#	6	12	3	0	0	1	0	2		
19 Employees	%	31.58	63.16	15.79	0.00	0.00	5.26	0.00	10.53		
4 - Protective Service Workers: Sworn	#	151	141	59	33	38	3	2	16		
922 Employees	%	16.38	15.29	6.40	3.58	4.12	0.33	0.22	1.74		
5 - Protective Service Workers: Non-sworn	#	3	6	0	1	2	0	0	0		
12 Employees	%	25.00	50.00	0.00	8.33	16.67	0.00	0.00	0.00		
6 - Administrative Support	#	28	105	7	1	12	2	2	4		
147 Employees	%	19.05	71.43	4.76	0.68	8.16	1.36	1.36	2.72		
7 - Skilled Workers	#	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		
8 - Service	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>1182 Employees</b>	<b>Totals #</b>	<b>202</b>	<b>311</b>	<b>77</b>	<b>39</b>	<b>54</b>	<b>6</b>	<b>4</b>	<b>22</b>		
	<b>%</b>	<b>17.09</b>	<b>26.31</b>	<b>6.51</b>	<b>3.30</b>	<b>4.57</b>	<b>0.51</b>	<b>0.34</b>	<b>1.86</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		#	1	1	0	1	0	0	0	0		
1 Employee	1	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
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		#	5	14	2	2	1	0	0	0		
16 Employees	1	%	31.25	87.50	12.50	12.50	6.25	0.00	0.00	0.00		
1LE - Officials/Admin - Law Enforcement		#	1	1	1	0	0	0	0	0		
6 Employees	1	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	0	4	0	0	0	0	0	0		
7 Employees	1	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		
1RM - Officials/Admin - Risk Management		#	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		
2AC - Professionals - Accounting		#	2	6	2	0	0	0	0	0		
6 Employees	2	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	1	1	1	0	0	0	0	0		
2 Employees	2	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
2HR - Professionals - Human Resources		#	0	1	0	0	0	0	0	0		
2 Employees	2	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	1	0	0	0	0	0	0		
2 Employees	2	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2LE - Professionals - Law Enforcement		#	2	10	0	1	1	0	0	0		
23 Employees	2	%	8.70	43.48	0.00	4.35	4.35	0.00	0.00	0.00		
2OS - Professionals - Office Support		#	1	6	1	0	0	0	0	0		
7 Employees	2	%	14.29	85.71	14.29	0.00	0.00	0.00	0.00	0.00		
3LE - Technicians - Law Enforcement		#	6	11	3	0	0	1	0	2		
18 Employees	3	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		
3VI - Technicians - Video		#	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		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4LE-4 - Protective Service-Sworn-Law Enfr-Executive		#	1	2	0	0	1	0	0	0		
6 Employees	4	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level		#	8	7	3	1	3	0	0	1		
40 Employees	4	%	20.00	17.50	7.50	2.50	7.50	0.00	0.00	2.50		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level		#	26	32	8	7	8	2	0	1		
228 Employees	4	%	11.40	14.04	3.51	3.07	3.51	0.88	0.00	0.44		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry		#	116	100	48	25	26	1	2	14		
648 Employees	4	%	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16		
5LE - Protective Service - Non-Sworn - Law Enforcement		#	3	6	0	1	2	0	0	0		
12 Employees	5	%	25.00	50.00	0.00	8.33	16.67	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	7	23	1	1	3	0	1	1		
28 Employees	6	%	25.00	82.14	3.57	3.57	10.71	0.00	3.57	3.57		
6LE - Administrative Support - Law Enforcement		#	0	2	0	0	0	0	0	0		
3 Employees	6	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	12	69	4	0	5	1	0	2		
92 Employees	6	%	13.04	75.00	4.35	0.00	5.43	1.09	0.00	2.17		
6PM - Administrative Support - Program Management		#	6	5	1	0	2	1	1	1		
15 Employees	6	%	40.00	33.33	6.67	0.00	13.33	6.67	6.67	6.67		
6SP - Administrative Support - Store & Purchases		#	3	6	1	0	2	0	0	0		
9 Employees	6	%	33.33	66.67	11.11	0.00	22.22	0.00	0.00	0.00		
7LE - Skilled Craft - Law Enforcement		#	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		
8AM - Service Maintenance - Auto Maintenance		#	0	0	0	0	0	0	0	0		
4 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8LE - Service Maintenance - Law Enforcement		#	0	0	0	0	0	0	0	0		
2 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1182 Employees	Totals	#	202	311	77	39	54	6	4	22		
		%	17.09	26.31	6.51	3.30	4.57	0.51	0.34	1.86		

# **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		
30000431 - Police Chief	#	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		
1 Employee	#	1	1	0	1	0	0	0	0		
Totals	%	100.00	100.00	0.00	100.00	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	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		
30000566 - Financial 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		
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		
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		
30000441 - Business Operations 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		
30000453 - Management Analyst, Principal	#	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		
30000452 - Management Analyst, Sr	#	1	4	0	1	0	0	0	0		
5 Employees	%	20.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	3	6	2	0	1	0	0	0		
6 Employees	%	50.00	100.00	33.33	0.00	16.67	0.00	0.00	0.00		
30000450 - Management Assistant	#	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		
16 Employees	Totals #	5	14	2	2	1	0	0	0		
	%	31.25	87.50	12.50	12.50	6.25	0.00	0.00	0.00		

# Job Group Analysis

1LE

Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000784 - Police Chief, Assistant	#	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		
30000833 - Police Evidence & Property Mgr	#	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		
30000837 - Police Evidence Control Supervisor	#	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	1	1	0	0	0	0	0		
	%	16.67	16.67	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	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		
30000465 - 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		
30000464 - Program Coordinator	#	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		
7 Employees	Totals #	0	4	0	0	0	0	0	0		
	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1RM

Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000478 - Claims 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	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

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000062 - Accountant I	#	2	6	2	0	0	0	0	0		
6 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals #	2	6	2	0	0	0	0	0		
	%	33.33	100.00	33.33	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		
30000495 - Public Information Officer	#	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		
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		
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

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		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	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		
30000448 - Business Systems 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 #	0	1	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

2LE

Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000310 - Police Investigative Accountant	#	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		
30000772 - Police ID Technologies Coordinator	#	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		
30000778 - Police Data Research 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		
30000777 - Crime Analyst	#	1	6	0	0	1	0	0	0		
17 Employees	%	5.88	35.29	0.00	0.00	5.88	0.00	0.00	0.00		
30000309 - Crime Prevention Program Administrator	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
23 Employees	Totals #	2	10	0	1	1	0	0	0		
	%	8.70	43.48	0.00	4.35	4.35	0.00	0.00	0.00		

# Job Group Analysis

20S

Professionals - Office Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	1	6	1	0	0	0	0	0		
7 Employees	%	14.29	85.71	14.29	0.00	0.00	0.00	0.00	0.00		
7 Employees	#	1	6	1	0	0	0	0	0		
Totals	%	14.29	85.71	14.29	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

3LE

Technicians - Law Enforcement

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000305 - Police Identification Technician, Lead	#	2	1	2	0	0	0	0	0		
2 Employees	%	100.00	50.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000304 - Police Identification Technician	#	4	10	1	0	0	1	0	2		
16 Employees	%	25.00	62.50	6.25	0.00	0.00	6.25	0.00	12.50		
18 Employees	Totals #	6	11	3	0	0	1	0	2		
	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		

# 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	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

4LE-4

Protective Service-Sworn-Law Enfr-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000301 - Police Commander	#	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		
6 Employees	#	1	2	0	0	1	0	0	0		
Totals	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		

# Job Group Analysis

4LE-3

Protective Service-Sworn-Law Enfr-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000300 - Police Captain	#	1	1	0	0	1	0	0	0		
11 Employees	%	9.09	9.09	0.00	0.00	9.09	0.00	0.00	0.00		
30000299 - Police Lieutenant	#	7	6	3	1	2	0	0	1		
29 Employees	%	24.14	20.69	10.34	3.45	6.90	0.00	0.00	3.45		
40 Employees	#	8	7	3	1	3	0	0	1		
Totals	%	20.00	17.50	7.50	2.50	7.50	0.00	0.00	2.50		

# Job Group Analysis

4LE-2

Protective Service-Sworn-Law Enfr-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000298 - Police Sergeant	#	13	8	1	4	5	2	0	1		
128 Employees	%	10.16	6.25	0.78	3.13	3.91	1.56	0.00	0.78		
30000302 - Police Detective	#	11	20	5	3	3	0	0	0		
84 Employees	%	13.10	23.81	5.95	3.57	3.57	0.00	0.00	0.00		
30000307 - Police Criminalist	#	2	4	2	0	0	0	0	0		
16 Employees	%	12.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00		
228 Employees	Totals #	26	32	8	7	8	2	0	1		
	%	11.40	14.04	3.51	3.07	3.51	0.88	0.00	0.44		



# Job Group Analysis

4LE-1

Protective Service-Sworn-Law Enfr-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000297 - Police Officer	#	116	100	48	25	26	1	2	14			
648 Employees	%	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16			
648 Employees	Totals	#	116	100	48	25	26	1	2	14		
		%	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16		

# Job Group Analysis

5LE

Protective Service - Non-Sworn - Law Enforcement

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000774 - Police Program Specialist, Sr	#	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		
30000775 - Police Internal Affairs Investigator	#	2	4	0	1	1	0	0	0		
9 Employees	%	22.22	44.44	0.00	11.11	11.11	0.00	0.00	0.00		
12 Employees	Totals #	3	6	0	1	2	0	0	0		
	%	25.00	50.00	0.00	8.33	16.67	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		
30000437 - Administrative 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		
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	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000434 - Administrative Assistant	#	2	4	0	0	0	0	1	1		
4 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	25.00	25.00		
30000433 - Administrative Specialist, Sr	#	5	11	1	1	3	0	0	0		
16 Employees	%	31.25	68.75	6.25	6.25	18.75	0.00	0.00	0.00		
28 Employees	Totals #	7	23	1	1	3	0	1	1		
	%	25.00	82.14	3.57	3.57	10.71	0.00	3.57	3.57		

# Job Group Analysis

6LE

Administrative Support - Law Enforcement

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000771 - Alarm Program Coord	#	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		
30000779 - Police Records Supervisor	#	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	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000025 - Police Administrative Support Spec, Sr	#	2	10	1	0	1	0	0	0		
12 Employees	%	16.67	83.33	8.33	0.00	8.33	0.00	0.00	0.00		
30000020 - Police Records Specialist	#	5	30	2	0	1	1	0	1		
41 Employees	%	12.20	73.17	4.88	0.00	2.44	2.44	0.00	2.44		
30000024 - Police Administrative Support Specialist	#	5	23	1	0	3	0	0	1		
27 Employees	%	18.52	85.19	3.70	0.00	11.11	0.00	0.00	3.70		
30000022 - Police Desk Clerk	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000019 - Police Records Specialist, Trainee	#	0	4	0	0	0	0	0	0		
7 Employees	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		
92 Employees	Totals #	12	69	4	0	5	1	0	2		
	%	13.04	75.00	4.35	0.00	5.43	1.09	0.00	2.17		

# 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	#	6	5	1	0	2	1	1	1		
15 Employees	%	40.00	33.33	6.67	0.00	13.33	6.67	6.67	6.67		
15 Employees	Totals	#	6	5	1	0	2	1	1	1	
		%	40.00	33.33	6.67	0.00	13.33	6.67	6.67	6.67	

# Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000051 - Evidence Control Specialist, Lead	#	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		
30000050 - Evidence Control Specialist	#	2	6	0	0	2	0	0	0		
7 Employees	%	28.57	85.71	0.00	0.00	28.57	0.00	0.00	0.00		
9 Employees											
	Totals										
	#	3	6	1	0	2	0	0	0		
	%	33.33	66.67	11.11	0.00	22.22	0.00	0.00	0.00		

# Job Group Analysis

7LE

Skilled Craft - Law Enforcement

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000769 - Home Security Specialist	#	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

8AM

Service Maintenance - Auto Maintenance

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000096 - Auto Servicer	#	0	0	0	0	0	0	0	0		
4 Employees	%	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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

8LE

Service Maintenance - Law Enforcement

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec	#	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	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	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	100.00	0.00	100.00	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			0.954E		0.948E	0.996E	0.999E	0.989E
	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								

  

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	31.25	87.50	12.50	12.50	6.25	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						0.944E	0.990E	0.802E
	Stat Significant?								
	Shortfall								

  

1LE		Officials/Admin - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00
	Availability %	20.86	32.01	3.59	7.63	7.60	0.53	0.17	1.38
	Emp Less Avail?								
	Statistical Value	0.634E	0.378E		0.621E	0.622E	0.969E	0.990E	0.920E
	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

1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	0.00	57.14	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	0.126E		0.671E	0.511E	0.524E	0.967E	0.995E	0.899E
	Stat Significant?								
	Shortfall	1							

  

1RM		Officials/Admin - Risk Management							
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 %	28.13	59.29	3.76	14.12	8.55	0.27	0.10	1.32
	Emp Less Avail?								
	Statistical Value	0.719E	0.407E	0.962E	0.859E	0.914E	0.997E	0.999E	0.987E
	Stat Significant?								
	Shortfall								

  

2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	33.33	100.00	33.33	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				0.602E	0.662E	0.979E	0.994E	0.931E
	Stat Significant?								
	Shortfall								

  

2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	50.00	50.00	0.00	0.00	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		0.580E		0.704E	0.791E	0.976E	0.997E	0.964E
	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

2HR		Professionals - Human Resources							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	30.85	70.62	4.11	13.99	10.36	0.60	0.16	1.63
	Statistical Value	0.478E	0.501E	0.919E	0.740E	0.804E	0.988E	0.997E	0.968E
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	29.64	32.98	12.82	8.46	6.53	0.24	0.17	1.41
	Statistical Value	0.495E		0.760E	0.838E	0.874E	0.995E	0.997E	0.972E
	Stat Significant?								
	Shortfall								
2LE		Professionals - Law Enforcement							
Total Emp 23	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	8.70	43.48	0.00	4.35	4.35	0.00	0.00	0.00
	Emp Less Avail?	34.09	55.91	10.80	12.13	8.34	0.84	0.21	1.75
	Statistical Value	YES	YES	YES	YES				
	Stat Significant?	0.011E	0.161E	0.072E	0.213E	0.417E	0.824E	0.953E	0.666E
	Shortfall	YES							
2OS		Professionals - Office Support							
Total Emp 7	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	14.29	85.71	14.29	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								
	Stat Significant?	0.412E			0.417E	0.532E	0.941E	0.986E	0.892E
	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

3LE		Technicians - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11
	Availability %	30.95	47.61	10.97	8.10	8.67	0.92	0.18	2.12
	Emp Less Avail?				YES	YES			
	Statistical Value				0.219E	0.195E		0.968E	
	Stat Significant?								
	Shortfall				1	1			
3VI		Technicians - Video							
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 %	25.31	11.70	3.18	9.86	9.68	0.50	0.12	1.97
	Emp Less Avail?								
	Statistical Value	0.747E		0.968E	0.901E	0.903E	0.995E	0.999E	0.980E
	Stat Significant?								
	Shortfall								
4LE-4		Protective Service-Sworn-Law Enfr-Executive							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00
	Availability %	22.34	15.71	1.07	11.37	7.83	0.67	0.11	1.29
	Emp Less Avail?								
	Statistical Value	0.598E		0.937E	0.485E		0.960E	0.993E	0.925E
	Stat Significant?								
	Shortfall								
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
40	Employment %	20.00	17.50	7.50	2.50	7.50	0.00	0.00	2.50
	Availability %	22.34	15.71	1.07	11.37	7.83	0.67	0.11	1.29
	Emp Less Avail?				YES				
	Statistical Value	0.355			1.767	0.078	0.519	0.210	
	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

4LE-2		Protective Service-Sworn-Law Enfr-Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
228	Employment %	11.40	14.04	3.51	3.07	3.51	0.88	0.00	0.44
	Availability %	24.37	19.20	1.35	11.52	9.36	0.71	0.11	1.33
	Emp Less Avail?	YES	YES		YES	YES			YES
	Statistical Value	4.561	1.980		3.996	3.033		0.501	1.175
	Stat Significant?	YES			YES	YES			
	Shortfall	29	11		19	13			2

  

4LE-1		Protective Service-Sworn-Law Enfr-Entry							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
648	Employment %	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16
	Availability %	29.24	14.84	2.00	12.35	12.46	0.65	0.21	1.57
	Emp Less Avail?	YES			YES	YES	YES		
	Statistical Value	6.346			6.570	6.511	1.570		
	Stat Significant?	YES			YES	YES			
	Shortfall	73			55	54	3		

  

5LE		Protective Service - Non-Sworn - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	25.00	50.00	0.00	8.33	16.67	0.00	0.00	0.00
	Availability %	22.79	53.35	1.85	8.44	9.05	0.53	0.21	2.72
	Emp Less Avail?								
	Statistical Value		0.520E	0.799E	0.731E		0.938E	0.975E	0.718E
	Stat Significant?								
	Shortfall								

  

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
28	Employment %	25.00	82.14	3.57	3.57	10.71	0.00	3.57	3.57
	Availability %	24.52	90.47	2.78	9.47	10.25	0.55	0.14	1.34
	Emp Less Avail?		YES		YES				
	Statistical Value		0.122E		0.242E		0.857E		
	Stat Significant?								
	Shortfall		2		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

6LE		Administrative Support - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	31.14	66.26	3.63	12.93	12.37	0.48	0.18	1.54
	Emp Less Avail?								
	Statistical Value	0.327E		0.895E	0.660E	0.673E	0.986E	0.995E	0.955E
	Stat Significant?								
	Shortfall								
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
92	Employment %	13.04	75.00	4.35	0.00	5.43	1.09	0.00	2.17
	Availability %	35.51	79.52	4.27	14.91	13.75	0.70	0.23	1.61
	Emp Less Avail?	YES	YES		YES	YES			
	Statistical Value	4.503	1.074		4.015	2.316		0.461	
	Stat Significant?	YES			YES	YES			
	Shortfall	20	4		13	7			
6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	40.00	33.33	6.67	0.00	13.33	6.67	6.67	6.67
	Availability %	31.78	74.81	4.03	13.78	11.39	0.69	0.24	1.66
	Emp Less Avail?		YES		YES				
	Statistical Value		0.002E		0.108E				
	Stat Significant?		YES						
	Shortfall		6		2				
6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	66.67	11.11	0.00	22.22	0.00	0.00	0.00
	Availability %	37.96	47.28	3.81	15.87	15.50	0.74	0.24	1.81
	Emp Less Avail?				YES				
	Statistical Value	0.534E			0.211E		0.935E	0.979E	0.848E
	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

7LE		Skilled Craft - Law Enforcement							
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 %	30.00	2.75	2.49	8.34	16.59	0.52	0.27	1.79
	Emp Less Avail?								
	Statistical Value	0.700E	0.972E	0.975E	0.917E	0.834E	0.995E	0.997E	0.982E
	Stat Significant?								
	Shortfall								

8AM		Service Maintenance - Auto Maintenance							
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 %	31.16	24.26	5.59	10.44	11.62	1.34	0.15	2.03
	Emp Less Avail?	YES							
	Statistical Value	0.225E	0.329E	0.794E	0.643E	0.610E	0.947E	0.994E	0.921E
	Stat Significant?								
	Shortfall	1							

8LE		Service Maintenance - Law Enforcement							
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 %	35.22	59.31	6.24	12.97	13.42	0.29	0.15	2.16
	Emp Less Avail?		YES						
	Statistical Value	0.420E	0.166E	0.879E	0.757E	0.750E	0.994E	0.997E	0.957E
	Stat Significant?								
	Shortfall		1						

Total Employment: 1182

### 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	1	0	1	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		

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		
16	# Employed	5	14	2	2	1	0	0	0		
	# Available	3.5	6.4	1.1	1.1	0.9	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

1LE		Officials/Admin - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	1	1	0	0	0	0	0		
	# Available	1.3	1.9	0.2	0.5	0.5	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		
7	# Employed	0	4	0	0	0	0	0	0		
	# Available	1.8	3.3	0.4	0.6	0.6	0.0	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		

1RM		Officials/Admin - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.6	0.0	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		
6	# Employed	2	6	2	0	0	0	0	0		
	# Available	1.6	3.6	0.6	0.5	0.4	0.0	0.0	0.1		
	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		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.7	1.3	0.1	0.3	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2HR		Professionals - Human Resources									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.6	1.4	0.1	0.3	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.6	0.7	0.3	0.2	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2LE		Professionals - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	2	10	0	1	1	0	0	0		
	# Available	7.8	12.9	2.5	2.8	1.9	0.2	0.0	0.4		
	Persons Required	5	2	2	1	0	0	0	0		
2OS		Professionals - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	6	1	0	0	0	0	0		
	# Available	1.8	5.0	0.2	0.8	0.6	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3LE		Technicians - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	6	11	3	0	0	1	0	2		
	# Available	5.6	8.6	2.0	1.5	1.6	0.2	0.0	0.4		
	Persons Required	0	0	0	1	1	0	0	0		
3VI		Technicians - Video									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.1	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-4		Protective Service-Sworn-Law Enfr-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	2	0	0	1	0	0	0		
	# Available	1.3	0.9	0.1	0.7	0.5	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

4LE-3		Protective Service-Sworn-Law Enfr-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
40	# Employed	8	7	3	1	3	0	0	1		
	# Available	8.9	6.3	0.4	4.5	3.1	0.3	0.0	0.5		
	Persons Required	0	0	0	3	0	0	0	0		
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
228	# Employed	26	32	8	7	8	2	0	1		
	# Available	55.6	43.8	3.1	26.3	21.3	1.6	0.3	3.0		
	Persons Required	29	11	0	19	13	0	0	2		
4LE-1		Protective Service-Sworn-Law Enfr-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
648	# Employed	116	100	48	25	26	1	2	14		
	# Available	189.5	96.2	13.0	80.0	80.7	4.2	1.4	10.2		
	Persons Required	73	0	0	55	54	3	0	0		
5LE		Protective Service - Non-Sworn - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	3	6	0	1	2	0	0	0		
	# Available	2.7	6.4	0.2	1.0	1.1	0.1	0.0	0.3		
	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		
28	# Employed	7	23	1	1	3	0	1	1		
	# Available	6.9	25.3	0.8	2.7	2.9	0.2	0.0	0.4		
	Persons Required	0	2	0	1	0	0	0	0		
6LE		Administrative Support - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.9	2.0	0.1	0.4	0.4	0.0	0.0	0.0		
	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		
92	# Employed	12	69	4	0	5	1	0	2		
	# Available	32.7	73.2	3.9	13.7	12.7	0.6	0.2	1.5		
	Persons Required	20	4	0	13	7	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	6	5	1	0	2	1	1	1		
	# Available	4.8	11.2	0.6	2.1	1.7	0.1	0.0	0.2		
	Persons Required	0	6	0	2	0	0	0	0		

## Shortfall

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	6	1	0	2	0	0	0		
	# Available	3.4	4.3	0.3	1.4	1.4	0.1	0.0	0.2		
	Persons Required	0	0	0	1	0	0	0	0		
7LE		Skilled Craft - Law Enforcement									
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		
8AM		Service Maintenance - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.2	1.0	0.2	0.4	0.5	0.1	0.0	0.1		
	Persons Required	1	0	0	0	0	0	0	0		
8LE		Service Maintenance - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.7	1.2	0.1	0.3	0.3	0.0	0.0	0.0		
	Persons Required	0	1	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.