

City of Portland



1250-OMF-BTS
Bureau of Technology Services

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	#	6	13	3	1	2	0	0	0		
37 Employees	%	16.22	35.14	8.11	2.70	5.41	0.00	0.00	0.00		
2 - Professionals	#	53	49	36	7	8	0	1	1		
163 Employees	%	32.52	30.06	22.09	4.29	4.91	0.00	0.61	0.61		
3 - Technicians	#	2	2	1	1	0	0	0	0		
15 Employees	%	13.33	13.33	6.67	6.67	0.00	0.00	0.00	0.00		
6 - Administrative Support	#	1	4	0	1	0	0	0	0		
7 Employees	%	14.29	57.14	0.00	14.29	0.00	0.00	0.00	0.00		
222 Employees	Totals #	62	68	40	10	10	0	1	1		
	%	27.93	30.63	18.02	4.50	4.50	0.00	0.45	0.45		

**Job Group
Analysis
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1IT - Officials/Admin - Information Technology		#	6	12	3	1	2	0	0	0		
35 Employees	1	%	17.14	34.29	8.57	2.86	5.71	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	0	0	0	0	0	0	0	0		
3 Employees	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2HR - Professionals - Human Resources		#	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		
2IT - Professionals - Information Technology		#	53	49	36	7	8	0	1	1		
159 Employees	2	%	33.33	30.82	22.64	4.40	5.03	0.00	0.63	0.63		
3EL - Technicians - Electronics		#	1	1	0	1	0	0	0	0		
13 Employees	3	%	7.69	7.69	0.00	7.69	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	1	1	1	0	0	0	0	0		
2 Employees	3	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	3	0	1	0	0	0	0		
3 Employees	6	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	0	1	0	0	0	0	0	0		
4 Employees	6	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
222 Employees	Totals	#	62	68	40	10	10	0	1	1		
		%	27.93	30.63	18.02	4.50	4.50	0.00	0.45	0.45		

Job Group Analysis Report

Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000411 - Chief Technology Officer	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000452 - Management Analyst, Sr	#	0	1	0	0	0	0	0	0		
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

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000832 - Chief Technology Officer, Assistant	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001032 - Technology Capital Project Manager II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000618 - Business Solutions Division Manager	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000628 - Communications Division Manager	#	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		
30000615 - Inf Syst Mgr, Sr-Security	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000610 - Inf Syst Mgr, Sr-Applications	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000613 - Inf Syst Mgr, Sr-General	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30001031 - Technology Capital Project Manager I	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000607 - Inf Syst Mgr-Generalist	#	1	0	1	0	0	0	0	0		
5 Employees	%	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000620 - Technology Services Bureau Business Rep	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
30001035 - Inf Syst Mgr-Corporate Applications	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000605 - Inf Syst Supvr-Generalist	#	2	4	0	1	1	0	0	0		
7 Employees	%	28.57	57.14	0.00	14.29	14.29	0.00	0.00	0.00		
30000627 - Communications Systems Administrator	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
35 Employees	Totals #	6	12	3	1	2	0	0	0		
	Totals %	17.14	34.29	8.57	2.86	5.71	0.00	0.00	0.00		

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000701 - Communications Engineer, Sr	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000700 - Communications Engineer	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	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		
30000532 - Training & Development Officer	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000622 - SAP Architect- XI/PI	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002108 - Information Security Architect	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001433 - SAP Business Systems Analyst, Principal	#	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		
30000217 - Inf Syst Analyst, Principal-GIS Enterprs	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000218 - Inf Syst Analyst, Principal-Gen	#	8	4	7	0	1	0	0	0		
21 Employees	%	38.10	19.05	33.33	0.00	4.76	0.00	0.00	0.00		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	1	1	0	0	1	0	0	0		
6 Employees	%	16.67	16.67	0.00	0.00	16.67	0.00	0.00	0.00		
30001684 - SAP Business Systems Analyst, Senior	#	4	9	3	0	0	0	0	1		
13 Employees	%	30.77	69.23	23.08	0.00	0.00	0.00	0.00	7.69		
30000206 - Applications Analyst IV-GIS,Enterprise	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000207 - Applications Analyst IV-Generalist	#	4	3	4	0	0	0	0	0		
11 Employees	%	36.36	27.27	36.36	0.00	0.00	0.00	0.00	0.00		
30000215 - Inf Syst Tech Analyst VI-Generalist	#	4	2	2	0	1	0	1	0		
17 Employees	%	23.53	11.76	11.76	0.00	5.88	0.00	5.88	0.00		
30001234 - Applications Analyst IV-Web Developer	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000204 - Applications Analyst III-Generalist	#	5	3	5	0	0	0	0	0		
11 Employees	%	45.45	27.27	45.45	0.00	0.00	0.00	0.00	0.00		
30000213 - Inf Syst Tech Analyst V-Generalist	#	6	7	2	2	2	0	0	0		
19 Employees	%	31.58	36.84	10.53	10.53	10.53	0.00	0.00	0.00		
30001933 - Inf Syst Tech Analyst V-Proj Mgmt	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000448 - Business Systems Analyst	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000203 - Applications Analyst II-Generalist	#	2	1	1	0	1	0	0	0		
4 Employees	%	50.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000210 - Inf Syst Tech Analyst IV-Generalist	#	10	8	5	3	2	0	0	0		
23 Employees	%	43.48	34.78	21.74	13.04	8.70	0.00	0.00	0.00		
30000211 - Inf Syst Tech Analyst IV-Telecomm	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
30000212 - Inf Syst Tech Analyst IV-Vertical GIS	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000200 - Inf Syst Tech Analyst III-Generalist	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000209 - Inf Syst Tech Analyst III-Telecomm	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000199 - Inf Syst Tech Analyst II-Generalist	#	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		
30000198 - Inf Syst Tech Analyst I-Generalist	#	2	0	2	0	0	0	0	0		
5 Employees	%	40.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00		
159 Employees	Totals #	53	49	36	7	8	0	1	1		
	Totals %	33.33	30.82	22.64	4.40	5.03	0.00	0.63	0.63		

Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000236 - Electronics Technician II: Commun	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000238 - Communications Switch Technician	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000234 - Electronics Technician I: Communications	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
13 Employees	Totals #	1	1	0	1	0	0	0	0		
	%	7.69	7.69	0.00	7.69	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000342 - GIS Technician II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000341 - GIS Technician I	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	1	1	1	0	0	0	0	0		
	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000435 - Executive Assistant, Director's	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	0	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		#	1	3	0	1	0	0	0		
		%	33.33	100.00	0.00	33.33	0.00	0.00	0.00		

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000056 - Storekeeper/Acquisition Specialist III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000054 - Storekeeper/Acquisition Specialist II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000053 - Storekeeper/Acquisition Specialist I	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals #	0	1	0	0	0	0	0	0		
	%	0.00	25.00	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 %	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								
1GA		Officials/Admin - 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 %	21.71	40.16	7.18	6.88	5.87	0.36	0.06	1.37
	Emp Less Avail?								
	Statistical Value	0.783E		0.928E	0.931E	0.941E	0.996E	0.999E	0.986E
	Stat Significant?								
	Shortfall								
1IT		Officials/Admin - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
35	Employment %	17.14	34.29	8.57	2.86	5.71	0.00	0.00	0.00
	Availability %	23.03	29.86	10.24	5.95	5.23	0.27	0.08	1.25
	Emp Less Avail?	YES			YES				
	Statistical Value	0.827		0.326	0.773		0.308	0.167	0.666
	Stat Significant?								
	Shortfall	2			1				
2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.48	13.23	9.86	4.40	5.48	0.28	0.11	1.36
	Emp Less Avail?								
	Statistical Value	0.484E	0.653E	0.732E	0.874E	0.844E	0.992E	0.997E	0.960E
	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 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	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								
	Stat Significant?	0.692E	0.294E	0.959E	0.860E	0.896E	0.994E	0.998E	0.984E
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp 159	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	33.33	30.82	22.64	4.40	5.03	0.00	0.63	0.63
	Emp Less Avail?	29.64	32.98	12.82	8.46	6.53	0.24	0.17	1.41
	Statistical Value		YES		YES	YES			YES
	Stat Significant?		0.580		1.839	0.765	0.618		0.835
	Shortfall		3		6	2			1
3EL		Technicians - Electronics							
Total Emp 13	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	7.69	7.69	0.00	7.69	0.00	0.00	0.00	0.00
	Emp Less Avail?	29.01	19.50	7.77	9.17	9.83	0.51	0.15	1.57
	Statistical Value	YES	YES	YES		YES			
	Stat Significant?	0.073E	0.247E	0.349E	0.662E	0.260E	0.936E	0.981E	0.814E
	Shortfall	2	1	1		1			
3ER		Technicians - Engineering & Related							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	26.51	27.49	7.40	7.42	9.02	0.79	0.18	1.71
	Statistical Value								
	Stat Significant?				0.857E	0.828E	0.984E	0.996E	0.966E
	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

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00
	Availability %	24.52	90.47	2.78	9.47	10.25	0.55	0.14	1.34
	Emp Less Avail?								
	Statistical Value			0.919E		0.723E	0.984E	0.996E	0.960E
	Stat Significant?								
	Shortfall								

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	37.96	47.28	3.81	15.87	15.50	0.74	0.24	1.81
	Emp Less Avail?	YES							
	Statistical Value	0.148E	0.354E	0.856E	0.501E	0.510E	0.971E	0.990E	0.930E
	Stat Significant?								
	Shortfall	1							

Total Employment: 222

W - Whole Person Rule

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

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

Shortfall Report (Persons Required)

(This is a supplemental report to the
*“Incumbency vs. Estimated Availability
Report”*)

Shortfall

1DR		Officials/Admin - Directors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.3	0.0	0.0	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.4	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1IT		Officials/Admin - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
35	# Employed	6	12	3	1	2	0	0	0		
	# Available	8.1	10.5	3.6	2.1	1.8	0.1	0.0	0.4		
	Persons Required	2	0	0	1	0	0	0	0		

2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	0.4	0.3	0.1	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	0.7	0.0	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		
159	# Employed	53	49	36	7	8	0	1	1		
	# Available	47.1	52.4	20.4	13.5	10.4	0.4	0.3	2.2		
	Persons Required	0	3	0	6	2	0	0	1		

3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	1	1	0	1	0	0	0	0		
	# Available	3.8	2.5	1.0	1.2	1.3	0.1	0.0	0.2		
	Persons Required	2	1	1	0	1	0	0	0		

Shortfall

3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.5	0.5	0.1	0.1	0.2	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		
3	# Employed	1	3	0	1	0	0	0	0		
	# Available	0.7	2.7	0.1	0.3	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.5	1.9	0.2	0.6	0.6	0.0	0.0	0.1		
	Persons Required	1	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.