

# City of Portland



**1260-OMF-BIBS**  
**Bureau of Internal Business 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	#	7	19	2	4	0	0	0	1		
35 Employees	%	20.00	54.29	5.71	11.43	0.00	0.00	0.00	2.86		
2 - Professionals	#	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		
3 - Technicians	#	2	4	1	1	0	0	0	0		
7 Employees	%	28.57	57.14	14.29	14.29	0.00	0.00	0.00	0.00		
6 - Administrative Support	#	7	15	0	1	5	0	0	1		
23 Employees	%	30.43	65.22	0.00	4.35	21.74	0.00	0.00	4.35		
7 - Skilled Workers	#	21	4	9	2	5	2	2	1		
77 Employees	%	27.27	5.19	11.69	2.60	6.49	2.60	2.60	1.30		
8 - Service	#	5	1	0	1	1	2	1	0		
16 Employees	%	31.25	6.25	0.00	6.25	6.25	12.50	6.25	0.00		
<b>160 Employees</b>	<b>Totals #</b>	<b>43</b>	<b>43</b>	<b>13</b>	<b>9</b>	<b>11</b>	<b>4</b>	<b>3</b>	<b>3</b>		
	<b>%</b>	<b>26.88</b>	<b>26.88</b>	<b>8.13</b>	<b>5.63</b>	<b>6.88</b>	<b>2.50</b>	<b>1.88</b>	<b>1.88</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	0	0	1	0	0	0	0		
1 Employee	1	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1AM - Officials/Admin - Auto Maintenance		#	0	0	0	0	0	0	0	0		
3 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1BT - Officials/Admin - Building Trades		#	3	5	1	1	0	0	0	1		
10 Employees	1	%	30.00	50.00	10.00	10.00	0.00	0.00	0.00	10.00		
1EO - Officials/Admin - Office Equipment Operation		#	0	0	0	0	0	0	0	0		
2 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	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		
1GA - Officials/Admin - General Administrative		#	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		
1PM - Officials/Admin - Program Management		#	1	2	0	1	0	0	0	0		
5 Employees	1	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
1RM - Officials/Admin - Risk Management		#	2	8	1	1	0	0	0	0		
8 Employees	1	%	25.00	100.00	12.50	12.50	0.00	0.00	0.00	0.00		
1SP - Officials/Admin - Store & Purchases		#	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		
2ER - Professionals - Engineering & Related		#	1	0	1	0	0	0	0	0		
2 Employees	2	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
3RM - Technicians - Risk Management		#	2	4	1	1	0	0	0	0		
7 Employees	3	%	28.57	57.14	14.29	14.29	0.00	0.00	0.00	0.00		
6AM - Administrative Support - Auto Maintenance		#	0	0	0	0	0	0	0	0		
1 Employee	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6BT - Administrative Support - Building Trades		#	2	1	0	0	1	0	0	1		
2 Employees	6	%	100.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00		
6EO - Administrative Support - Office Equipment Operatio		#	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		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6GA - Administrative Support - General Administrative		#	1	3	0	0	1	0	0	0		
3 Employees	6	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	3	4	0	1	2	0	0	0		
5 Employees	6	%	60.00	80.00	0.00	20.00	40.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	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		
6RM - Administrative Support - Risk Management		#	1	2	0	0	1	0	0	0		
2 Employees	6	%	50.00	100.00	0.00	0.00	50.00	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		
7AM - Skilled Craft - Auto Maintenance		#	15	0	6	2	4	2	1	0		
57 Employees	7	%	26.32	0.00	10.53	3.51	7.02	3.51	1.75	0.00		
7BT - Skilled Craft - Building Trades		#	4	3	1	0	1	0	1	1		
17 Employees	7	%	23.53	17.65	5.88	0.00	5.88	0.00	5.88	5.88		
7EO - Skilled Craft - Office Equipment Operation		#	0	1	0	0	0	0	0	0		
1 Employee	7	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	2	0	2	0	0	0	0	0		
2 Employees	7	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
8EO - Service Maintenance - Office Equipment Operation		#	2	1	0	0	0	2	0	0		
11 Employees	8	%	18.18	9.09	0.00	0.00	0.00	18.18	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	3	0	0	1	1	0	1	0		
5 Employees	8	%	60.00	0.00	0.00	20.00	20.00	0.00	20.00	0.00		
160 Employees	Totals	#	43	43	13	9	11	4	3	3		
		%	26.88	26.88	8.13	5.63	6.88	2.50	1.88	1.88		

# **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		
30001108 - Internal Business Services Director	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	#	1	0	0	1	0	0	0	0		
Totals	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		



# Job Group Analysis

1AM

Officials/Admin - Auto Maintenance

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000710 - Vehicle Services 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		
30001360 - Vehicle Services Administration Supvr	#	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		
30000706 - Vehicle Acquisition Analyst	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1BT

Officials/Admin - Building Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000715 - Facilities Services Division 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		
30000719 - Facilities Construction Proj Mgr,Supvsg	#	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		
30000720 - Facilities Construction Proj Spec,Supvsg	#	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		
30000718 - Facilities Construction Project Manager	#	1	5	0	1	0	0	0	0		
5 Employees	%	20.00	100.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000717 - Facilities Construction Project Spec	#	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		
10 Employees											
	Totals										
	#	3	5	1	1	0	0	0	1		
	%	30.00	50.00	10.00	10.00	0.00	0.00	0.00	10.00		

# Job Group Analysis

1EO

Officials/Admin - Office Equipment Operation

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000723 - Printing & Distribution 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		
30000722 - Print Shop Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000698 - Property Acquisition & Services 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

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000452 - Management Analyst, Sr	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	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

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000466 - Program Manager, Sr	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000464 - Program Coordinator	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
5 Employees	Totals #	1	2	0	1	0	0	0	0		
	%	20.00	40.00	0.00	20.00	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		
30000484 - Risk 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		
30000478 - Claims Analyst, Sr	#	2	3	1	1	0	0	0	0		
3 Employees	%	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00		
30000480 - Workers Comp/Disability Analyst, 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		
30000477 - Claims 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		
30000479 - Workers Compensation/Disability 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		
8 Employees	Totals #	2	8	1	1	0	0	0	0		
	%	25.00	100.00	12.50	12.50	0.00	0.00	0.00	0.00		

# Job Group Analysis

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000468 - Stores System 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		
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

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000368 - Engineer-Mechanical	#	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		
2 Employees	Totals	#	1	0	1	0	0	0	0		
		%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000483 - Risk Supervisor	#	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		
30000482 - Risk Specialist, Sr	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000481 - Risk Specialist	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals #	2	4	1	1	0	0	0	0		
	%	28.57	57.14	14.29	14.29	0.00	0.00	0.00	0.00		

# Job Group Analysis

6AM

Administrative Support - Auto Maintenance

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000705 - Vehicle Program 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

6BT

Administrative Support - Building Trades

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000711 - Facilities Maint Dispatch/Scheduler	#	2	1	0	0	1	0	0	1		
2 Employees	%	100.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00		
2 Employees	#	2	1	0	0	1	0	0	1		
Totals	%	100.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00		

# Job Group Analysis

6EO

Administrative Support - Office Equipment Operatio

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000044 - Printing & Distrib Custmr Svc Rep, Lead	#	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		
30000043 - Printing & Distrib Customer Svc Rep	#	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		
3 Employees											
Totals		#	0	2	0	0	0	0	0		
		%	0.00	66.67	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		
30000434 - Administrative 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		
30000433 - Administrative Specialist, Sr	#	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		
3 Employees	Totals #	1	3	0	0	1	0	0	0		
	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		

# Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	2	3	0	0	2	0	0	0		
3 Employees	%	66.67	100.00	0.00	0.00	66.67	0.00	0.00	0.00		
30000012 - Office Support Specialist 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		
5 Employees	Totals #	3	4	0	1	2	0	0	0		
	%	60.00	80.00	0.00	20.00	40.00	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		
30000463 - Program 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		
30000462 - Program Specialist, 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		
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

6RM

Administrative Support - Risk Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000066 - Claims Technician	#	1	2	0	0	1	0	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
2 Employees	Totals #	1	2	0	0	1	0	0	0		
	%	50.00	100.00	0.00	0.00	50.00	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		
30000055 - Storekeepr/Acquisition II:Auto Part Spec	#	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		
4 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

7AM

Skilled Craft - Auto Maintenance

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000709 - Vehicle Maintenance Superintendent	#	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	#	3	0	1	0	1	1	0	0		
5 Employees	%	60.00	0.00	20.00	0.00	20.00	20.00	0.00	0.00		
30000132 - Vehicle & Equipment Mechanic, Lead	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000131 - Vehicle & Equipment Mechanic	#	11	0	5	2	2	1	1	0		
49 Employees	%	22.45	0.00	10.20	4.08	4.08	2.04	2.04	0.00		
57 Employees											
	Totals	#	15	0	6	2	4	2	1	0	
		%	26.32	0.00	10.53	3.51	7.02	3.51	1.75	0.00	

# Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000712 - Facilities Services Specialist	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000713 - Facilities Maintenance Supervisor	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000071 - Facilities Maintenance Technician	#	1	0	1	0	0	0	0	0		
12 Employees	%	8.33	0.00	8.33	0.00	0.00	0.00	0.00	0.00		
30000070 - Facilities Maintenance Tech Apprentice	#	1	1	0	0	0	0	1	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00		
17 Employees	Totals #	4	3	1	0	1	0	1	1		
	%	23.53	17.65	5.88	0.00	5.88	0.00	5.88	5.88		

# Job Group Analysis

7EO

Skilled Craft - Office Equipment Operation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000042 - Distribution Technician, Lead	#	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

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000125 - Auto Body Restorer	#	2	0	2	0	0	0	0	0		
2 Employees	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	2	0	2	0	0	0	0		
		%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

8EO

Service Maintenance - Office Equipment Operation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000049 - Reprographic Operator 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		
30000048 - Reprographic Operator II	#	1	1	0	0	0	1	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000041 - Distribution Technician	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
30000047 - Reprographic Operator I	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees	Totals #	2	1	0	0	0	2	0	0		
	%	18.18	9.09	0.00	0.00	0.00	18.18	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		
30000123 - Welder	#	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		
30002490 - Utility Worker II-CL	#	3	0	0	1	1	0	1	0		
3 Employees	%	100.00	0.00	0.00	33.33	33.33	0.00	33.33	0.00		
5 Employees	Totals #	3	0	0	1	1	0	1	0		
	%	60.00	0.00	0.00	20.00	20.00	0.00	20.00	0.00		



# **Incumbency vs. Estimated Availability Report**

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

### Incumbency vs. Estimated Availability

1DR		Officials/Admin - Directors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	15.44	26.21	4.55	4.18	5.15	0.43	0.06	1.08
	Emp Less Avail?								
	Statistical Value		0.738E	0.954E		0.948E	0.996E	0.999E	0.989E
	Stat Significant?								
	Shortfall								

1AM		Officials/Admin - Auto Maintenance							
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 %	20.74	45.50	3.84	7.47	7.71	0.44	0.13	1.15
	Emp Less Avail?		YES						
	Statistical Value	0.498E	0.162E	0.889E	0.792E	0.786E	0.987E	0.996E	0.966E
	Stat Significant?								
	Shortfall		1						

1BT		Officials/Admin - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	30.00	50.00	10.00	10.00	0.00	0.00	0.00	10.00
	Availability %	18.09	9.91	2.26	5.35	8.73	0.55	0.12	1.07
	Emp Less Avail?								
	Statistical Value					0.401E	0.946E	0.988E	
	Stat Significant?								
	Shortfall								

1EO		Officials/Admin - Office Equipment Operation							
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 %	20.86	32.01	3.59	7.63	7.60	0.53	0.17	1.38
	Emp Less Avail?								
	Statistical Value	0.626E	0.462E	0.929E	0.853E	0.854E	0.989E	0.997E	0.973E
	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

1ER		Officials/Admin - Engineering & Related							
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 %	17.94	12.66	5.26	4.19	6.90	0.41	0.06	1.13
	Emp Less Avail?								
	Statistical Value	0.821E		0.947E	0.958E	0.931E	0.996E	0.999E	0.989E
	Stat Significant?								
	Shortfall								
1GA		Officials/Admin - General Administrative							
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 %	21.71	40.16	7.18	6.88	5.87	0.36	0.06	1.37
	Emp Less Avail?								
	Statistical Value	0.376E		0.742E	0.752E	0.785E	0.986E	0.998E	0.946E
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	40.00	0.00	20.00	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?								
	Statistical Value	0.621E	0.565E	0.752E		0.630E	0.976E	0.997E	0.927E
	Stat Significant?								
	Shortfall								
1RM		Officials/Admin - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	25.00	100.00	12.50	12.50	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	0.599E			0.685E	0.489E	0.979E	0.992E	0.899E
	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

1SP		Officials/Admin - Store & Purchases							
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 %	21.58	53.27	3.77	8.29	7.84	0.45	0.12	1.09
	Emp Less Avail?								
	Statistical Value	0.784E	0.467E	0.962E	0.917E	0.922E	0.996E	0.999E	0.989E
	Stat Significant?								
	Shortfall								

2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	50.00	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		0.753E		0.914E	0.893E	0.994E	0.998E	0.973E
	Stat Significant?								
	Shortfall								

3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	28.57	57.14	14.29	14.29	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					0.549E	0.945E	0.995E	0.893E
	Stat Significant?								
	Shortfall								

6AM		Administrative Support - Auto Maintenance							
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 %	31.88	74.99	4.02	13.90	11.35	0.70	0.23	1.67
	Emp Less Avail?								
	Statistical Value	0.681E	0.250E	0.960E	0.861E	0.886E	0.993E	0.998E	0.983E
	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

6BT		Administrative Support - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	100.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00
	Availability %	28.34	56.44	1.49	12.26	12.10	0.76	0.16	1.56
	Emp Less Avail?								
	Statistical Value		0.681E	0.970E	0.770E		0.985E	0.997E	
	Stat Significant?								
	Shortfall								

6EO		Administrative Support - Office Equipment Operatio							
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 %	38.43	67.94	3.73	17.08	15.05	0.49	0.20	1.87
	Emp Less Avail?	YES							
	Statistical Value	0.233E	0.686E	0.892E	0.570E	0.613E	0.985E	0.994E	0.945E
	Stat Significant?								
	Shortfall	1							

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	100.00	0.00	0.00	33.33	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	0.742E		0.984E	0.996E	0.960E
	Stat Significant?								
	Shortfall								

6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	60.00	80.00	0.00	20.00	40.00	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			0.804E			0.965E	0.989E	0.922E
	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

6PM		Administrative Support - Program Management							
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 %	31.78	74.81	4.03	13.78	11.39	0.69	0.24	1.66
	Emp Less Avail?								
	Statistical Value	0.317E	0.581E	0.884E	0.641E	0.696E	0.979E	0.993E	0.951E
	Stat Significant?								
	Shortfall								
6RM		Administrative Support - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00
	Availability %	31.90	83.85	2.60	16.09	11.33	0.30	0.14	1.44
	Emp Less Avail?								
	Statistical Value			0.949E	0.704E		0.994E	0.997E	0.971E
	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							
7AM		Skilled Craft - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
57	Employment %	26.32	0.00	10.53	3.51	7.02	3.51	1.75	0.00
	Availability %	30.71	2.18	3.24	7.45	17.90	0.58	0.16	1.38
	Emp Less Avail?	YES	YES		YES	YES			
	Statistical Value	0.719	1.127		1.133	2.143			0.893
	Stat Significant?					YES			
	Shortfall	2	1		2	6			

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

7BT		Skilled Craft - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	23.53	17.65	5.88	0.00	5.88	0.00	5.88	5.88
	Availability %	27.96	4.02	2.46	9.04	14.32	0.77	0.23	1.15
	Emp Less Avail?				YES	YES			
	Statistical Value	0.462E			0.200E	0.278E	0.877E		
	Stat Significant?								
	Shortfall				1	1			

7EO		Skilled Craft - Office Equipment Operation							
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 %	30.41	51.08	4.51	11.45	12.61	0.29	0.15	1.40
	Emp Less Avail?								
	Statistical Value	0.696E		0.955E	0.886E	0.874E	0.997E	0.998E	0.986E
	Stat Significant?								
	Shortfall								

7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	100.00	0.00	100.00	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		0.932E		0.858E	0.676E	0.984E	0.996E	0.974E
	Stat Significant?								
	Shortfall								

8EO		Service Maintenance - Office Equipment Operation							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	18.18	9.09	0.00	0.00	0.00	18.18	0.00	0.00
	Availability %	31.39	38.58	3.73	11.96	13.82	0.37	0.16	1.35
	Emp Less Avail?	YES	YES		YES	YES			
	Statistical Value	0.278E	0.074E	0.658E	0.246E	0.195E		0.983E	0.861E
	Stat Significant?								
	Shortfall	1	3		1	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

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	60.00	0.00	0.00	20.00	20.00	0.00	20.00	0.00
	Availability %	49.33	5.10	1.40	11.21	34.44	0.75	0.20	1.34
	Emp Less Avail?								
	Statistical Value		0.770E	0.932E		0.439E	0.963E		0.935E
	Stat Significant?								
	Shortfall								

Total Employment: 160

W - Whole Person Rule

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

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



# **Shortfall Report (Persons Required)**

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

**Shortfall**

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

1AM		Officials/Admin - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	1.4	0.1	0.2	0.2	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

1BT		Officials/Admin - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	5	1	1	0	0	0	1		
	# Available	1.8	1.0	0.2	0.5	0.9	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1EO		Officials/Admin - Office Equipment Operation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.6	0.1	0.2	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.1	0.1	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		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.9	1.6	0.3	0.3	0.2	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		
5	# Employed	1	2	0	1	0	0	0	0		
	# Available	1.3	2.3	0.3	0.5	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

1RM		Officials/Admin - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	2	8	1	1	0	0	0	0		
	# Available	2.3	4.7	0.3	1.1	0.7	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1SP		Officials/Admin - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.5	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.4	0.3	0.2	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	4	1	1	0	0	0	0		
	# Available	1.7	2.9	0.2	0.7	0.6	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6AM		Administrative Support - Auto Maintenance									
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		
6BT		Administrative Support - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	2	1	0	0	1	0	0	1		
	# Available	0.6	1.1	0.0	0.2	0.2	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6EO		Administrative Support - Office Equipment Operatio									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.2	2.0	0.1	0.5	0.5	0.0	0.0	0.1		
	Persons Required	1	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	0	1	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		

## Shortfall

6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	3	4	0	1	2	0	0	0		
	# Available	1.8	4.0	0.2	0.7	0.7	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.0	2.2	0.1	0.4	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6RM		Administrative Support - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.6	1.7	0.1	0.3	0.2	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		
7AM		Skilled Craft - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
57	# Employed	15	0	6	2	4	2	1	0		
	# Available	17.5	1.2	1.8	4.2	10.2	0.3	0.1	0.8		
	Persons Required	2	1	0	2	6	0	0	0		
7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	4	3	1	0	1	0	1	1		
	# Available	4.8	0.7	0.4	1.5	2.4	0.1	0.0	0.2		
	Persons Required	0	0	0	1	1	0	0	0		
7EO		Skilled Craft - Office Equipment Operation									
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	0.0	0.1	0.1	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		
2	# Employed	2	0	2	0	0	0	0	0		
	# Available	0.6	0.1	0.0	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

8EO		Service Maintenance - Office Equipment Operation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	2	1	0	0	0	2	0	0		
	# Available	3.5	4.2	0.4	1.3	1.5	0.0	0.0	0.1		
	Persons Required	1	3	0	1	1	0	0	0		

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	3	0	0	1	1	0	1	0		
	# Available	2.5	0.3	0.1	0.6	1.7	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.