

City of Portland



1275-OMF-BRFS
Bureau of Revenue & Financial Services

Bureau

Affirmative Action Program (AAP) Plan Reports

2018
AAP Annual Plan Reports
07/01/2016 to 12/31/2017

Note: As of January 2018, the City of Portland changed its Affirmative Action Program Plan from a fiscal year plan to a calendar year plan. As a result, the 2018 AAP Annual Plan includes six quarters of applicant and personnel action data, extending 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	#	25	43	10	8	4	1	0	2		
71 Employees	%	35.21	60.56	14.08	11.27	5.63	1.41	0.00	2.82		
2 - Professionals	#	11	22	4	4	0	0	1	2		
36 Employees	%	30.56	61.11	11.11	11.11	0.00	0.00	2.78	5.56		
6 - Administrative Support	#	12	22	3	5	3	1	0	0		
36 Employees	%	33.33	61.11	8.33	13.89	8.33	2.78	0.00	0.00		
143 Employees	Totals	#	48	87	17	17	7	2	1	4	
		%	33.57	60.84	11.89	11.89	4.90	1.40	0.70	2.80	

**Job Group
Analysis
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1AC - Officials/Admin - Accounting		#	1	1	1	0	0	0	0	0		
2 Employees	1	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
1CI - Officials/Admin - Code Inspections		#	5	9	1	0	3	1	0	0		
15 Employees	1	%	33.33	60.00	6.67	0.00	20.00	6.67	0.00	0.00		
1FL - Officials/Admin - Financial		#	4	5	2	2	0	0	0	0		
12 Employees	1	%	33.33	41.67	16.67	16.67	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	2	4	1	0	0	0	0	1		
6 Employees	1	%	33.33	66.67	16.67	0.00	0.00	0.00	0.00	16.67		
1PM - Officials/Admin - Program Management		#	5	12	1	3	0	0	0	1		
16 Employees	1	%	31.25	75.00	6.25	18.75	0.00	0.00	0.00	6.25		
1SP - Officials/Admin - Store & Purchases		#	8	12	4	3	1	0	0	0		
19 Employees	1	%	42.11	63.16	21.05	15.79	5.26	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	8	13	3	3	0	0	1	1		
26 Employees	2	%	30.77	50.00	11.54	11.54	0.00	0.00	3.85	3.85		
2IT - Professionals - Information Technology		#	3	9	1	1	0	0	0	1		
10 Employees	2	%	30.00	90.00	10.00	10.00	0.00	0.00	0.00	10.00		
6AC - Administrative Support - Accounting		#	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		
6CI - Administrative Support - Code Inspections		#	6	14	3	1	2	0	0	0		
22 Employees	6	%	27.27	63.64	13.64	4.55	9.09	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	3	0	1	0	0	0	0		
4 Employees	6	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	3	2	0	2	0	1	0	0		
6 Employees	6	%	50.00	33.33	0.00	33.33	0.00	16.67	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	2	3	0	1	1	0	0	0		
3 Employees	6	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code	Min	Fem	Asi	Blk	His	Ind	Pac	Two			
143 Employees	Totals	#	48	87	17	17	7	2	1	4		
		%	33.57	60.84	11.89	11.89	4.90	1.40	0.70	2.80		

Job Group Analysis Report

Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000413 - Revenue Bureau Director	#	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

1AC

Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000563 - Controller	#	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		
30002308 - Accounting Manager	#	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

1CI

Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000190 - Regulatory Program Administrator	#	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		
30000196 - Revenue & Tax Specialist V	#	1	1	0	0	1	0	0	0		
4 Employees	%	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000194 - Revenue & Tax Specialist IV	#	4	7	1	0	2	1	0	0		
10 Employees	%	40.00	70.00	10.00	0.00	20.00	10.00	0.00	0.00		
15 Employees	Totals #	5	9	1	0	3	1	0	0		
	%	33.33	60.00	6.67	0.00	20.00	6.67	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		
30000574 - Debt 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		
30000580 - Treasurer, City	#	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		
30000856 - Investment 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		
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		
30000573 - Debt 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		
30001358 - Treasury Analyst, Principal	#	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		
30000568 - Financial 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		
30001083 - Treasury Analyst, Sr	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000567 - Financial Analyst	#	2	1	0	2	0	0	0	0		
3 Employees	%	66.67	33.33	0.00	66.67	0.00	0.00	0.00	0.00		
30000581 - Treasury 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		
12 Employees	Totals #	4	5	2	2	0	0	0	0		
	%	33.33	41.67	16.67	16.67	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		
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		
30000452 - Management Analyst, Sr	#	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		
30000450 - Management Assistant	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals #	2	4	1	0	0	0	0	1		
	%	33.33	66.67	16.67	0.00	0.00	0.00	0.00	16.67		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000588 - Tax Division 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		
30000704 - Community Technology 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		
30000466 - Program Manager, Sr	#	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		
30000703 - Community Technology Program Mgr	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	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		
30000470 - Contractor Dev Program Coordinator	#	2	2	0	2	0	0	0	0		
2 Employees	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000464 - Program Coordinator	#	1	3	0	1	0	0	0	0		
7 Employees	%	14.29	42.86	0.00	14.29	0.00	0.00	0.00	0.00		
16 Employees	Totals #	5	12	1	3	0	0	0	1		
	Totals %	31.25	75.00	6.25	18.75	0.00	0.00	0.00	6.25		

Job Group Analysis

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001208 - Chief Procurement 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		
30000471 - Procurement Supervisor	#	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		
30000060 - Procurement Specialist, Sr	#	3	3	2	1	0	0	0	0		
4 Employees	%	75.00	75.00	50.00	25.00	0.00	0.00	0.00	0.00		
30000469 - Contracts Compliance Specialist	#	2	3	1	1	0	0	0	0		
5 Employees	%	40.00	60.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000059 - Procurement Specialist	#	3	4	1	1	1	0	0	0		
4 Employees	%	75.00	100.00	25.00	25.00	25.00	0.00	0.00	0.00		
19 Employees	Totals #	8	12	4	3	1	0	0	0		
	%	42.11	63.16	21.05	15.79	5.26	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		
30000562 - Accounting Supervisor, Sr	#	2	1	0	1	0	0	0	1		
2 Employees	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	50.00		
30000405 - Revenue Auditor, 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		
30002283 - Accountant IV	#	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		
30000560 - Accountant, Systems	#	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		
30000404 - Revenue Auditor	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000064 - Accountant III	#	2	3	1	0	0	0	1	0		
10 Employees	%	20.00	30.00	10.00	0.00	0.00	0.00	10.00	0.00		
30000559 - Accountant, Assistant Systems	#	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		
30000063 - Accountant II	#	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		
26 Employees	#	8	13	3	3	0	0	1	1		
	%	30.77	50.00	11.54	11.54	0.00	0.00	3.85	3.85		

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	#	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		
30000448 - Business Systems Analyst	#	1	4	0	0	0	0	0	1		
4 Employees	%	25.00	100.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000447 - Business Systems Analyst, Assistant	#	1	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
10 Employees	Totals #	3	9	1	1	0	0	0	1		
	%	30.00	90.00	10.00	10.00	0.00	0.00	0.00	10.00		

Job Group Analysis

6AC

Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting Technician	#	0	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

6CI

Administrative Support - Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000193 - Revenue & Tax Specialist III	#	3	3	0	1	2	0	0	0		
6 Employees	%	50.00	50.00	0.00	16.67	33.33	0.00	0.00	0.00		
30000192 - Revenue & Tax Specialist II	#	3	10	3	0	0	0	0	0		
13 Employees	%	23.08	76.92	23.08	0.00	0.00	0.00	0.00	0.00		
30000191 - Revenue & Tax Specialist I	#	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		
22 Employees	Totals #	6	14	3	1	2	0	0	0		
	%	27.27	63.64	13.64	4.55	9.09	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			
30000434 - Administrative Assistant	#	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			
30000433 - Administrative Specialist, 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			
4 Employees	Totals		#	1	3	0	1	0	0	0		
	%	25.00	75.00	0.00	25.00	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		
30000587 - Tax 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		
30000463 - Program Specialist	#	2	0	0	1	0	1	0	0		
2 Employees	%	100.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00		
30000462 - Program Specialist, 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		
6 Employees	Totals #	3	2	0	2	0	1	0	0		
	%	50.00	33.33	0.00	33.33	0.00	16.67	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		
30000058 - Procurement Specialist, Assistant	#	2	3	0	1	1	0	0	0		
3 Employees	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		
3 Employees	Totals #	2	3	0	1	1	0	0	0		
	%	66.67	100.00	0.00	33.33	33.33	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 %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
	Emp Less Avail?								
	Statistical Value	0.841E	0.733E	0.951E	0.959E	0.946E	0.996E	0.999E	0.990E
	Stat Significant?								
	Shortfall								
1AC		Officials/Admin - Accounting							
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 %	9.19	43.67	2.09	0.95	3.39	1.40	0.12	1.29
	Emp Less Avail?								
	Statistical Value				0.981E	0.933E	0.972E	0.998E	0.974E
	Stat Significant?								
	Shortfall								
1CI		Officials/Admin - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	33.33	60.00	6.67	0.00	20.00	6.67	0.00	0.00
	Availability %	12.06	65.49	0.45	3.19	0.30	0.00	7.97	0.15
	Emp Less Avail?							YES	
	Statistical Value		0.420E		0.615E			0.288E	0.978E
	Stat Significant?								
	Shortfall							1	
1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	33.33	41.67	16.67	16.67	0.00	0.00	0.00	0.00
	Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
	Emp Less Avail?								
	Statistical Value		0.520E			0.662E	0.998E	0.999E	0.797E
	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 %	33.33	66.67	16.67	0.00	0.00	0.00	0.00	16.67
	Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
	Emp Less Avail?								
	Statistical Value				0.907E	0.860E	0.968E	0.996E	
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
16	Employment %	31.25	75.00	6.25	18.75	0.00	0.00	0.00	6.25
	Availability %	18.99	48.81	5.89	5.06	3.65	0.56	0.15	3.71
	Emp Less Avail?								
	Statistical Value					0.552E	0.914E	0.976E	
	Stat Significant?								
	Shortfall								
1SP		Officials/Admin - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	42.11	63.16	21.05	15.79	5.26	0.00	0.00	0.00
	Availability %	9.64	53.70	3.81	0.32	3.47	0.17	0.00	1.86
	Emp Less Avail?								
	Statistical Value						0.968E		0.700E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	30.77	50.00	11.54	11.54	0.00	0.00	3.85	3.85
	Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
	Emp Less Avail?		YES						
	Statistical Value		0.082E			0.492E	0.932E		
	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

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	30.00	90.00	10.00	10.00	0.00	0.00	0.00	10.00
	Availability %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
	Emp Less Avail?								
	Statistical Value					0.790E	0.997E		
	Stat Significant?								
	Shortfall								

6AC		Administrative Support - Accounting							
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 %	12.44	90.50	5.55	0.53	3.21	0.41	0.14	2.60
	Emp Less Avail?								
	Statistical Value	0.876E	0.095E	0.944E	0.995E	0.968E	0.996E	0.999E	0.974E
	Stat Significant?								
	Shortfall								

6CI		Administrative Support - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	27.27	63.64	13.64	4.55	9.09	0.00	0.00	0.00
	Availability %	18.24	68.32	5.05	3.54	6.98	0.61	0.52	1.54
	Emp Less Avail?		YES						
	Statistical Value		0.394E				0.874E	0.892E	0.711E
	Stat Significant?								
	Shortfall			1					

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00
	Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
	Emp Less Avail?								
	Statistical Value		0.375E	0.864E		0.808E	0.978E	0.984E	0.904E
	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
6	Employment %	50.00	33.33	0.00	33.33	0.00	16.67	0.00	0.00
	Availability %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
	Emp Less Avail?		YES						
	Statistical Value		0.072E	0.699E		0.644E		0.978E	0.970E
	Stat Significant?								
	Shortfall		2						

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00
	Availability %	22.76	47.46	6.58	3.43	8.95	0.75	0.97	2.08
	Emp Less Avail?								
	Statistical Value			0.815E			0.978E	0.971E	0.939E
	Stat Significant?								
	Shortfall								

Total Employment: 143

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		
1AC		Officials/Admin - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.2	0.9	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1CI		Officials/Admin - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	5	9	1	0	3	1	0	0		
	# Available	1.8	9.8	0.1	0.5	0.0	0.0	1.2	0.0		
	Persons Required	0	0	0	0	0	0	1	0		
1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	4	5	2	2	0	0	0	0		
	# Available	1.7	5.4	0.5	0.5	0.4	0.0	0.0	0.2		
	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	2	4	1	0	0	0	0	1		
	# Available	0.6	2.5	0.3	0.1	0.1	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		
16	# Employed	5	12	1	3	0	0	0	1		
	# Available	3.0	7.8	0.9	0.8	0.6	0.1	0.0	0.6		
	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		
19	# Employed	8	12	4	3	1	0	0	0		
	# Available	1.8	10.2	0.7	0.1	0.7	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
26	# Employed	8	13	3	3	0	0	1	1		
	# Available	3.8	16.9	2.3	0.1	0.7	0.1	0.0	0.6		
	Persons Required	0	3	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	9	1	1	0	0	0	1		
	# Available	0.9	4.7	0.5	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6AC		Administrative Support - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.9	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6CI		Administrative Support - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	6	14	3	1	2	0	0	0		
	# Available	4.0	15.0	1.1	0.8	1.5	0.1	0.1	0.3		
	Persons Required	0	1	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	3	0	1	0	0	0	0		
	# Available	0.5	3.6	0.1	0.1	0.2	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		
6	# Employed	3	2	0	2	0	1	0	0		
	# Available	1.0	4.5	0.3	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	2	0	0	0	0	0	0		
6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	0	1	1	0	0	0		
	# Available	0.7	1.4	0.2	0.1	0.3	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.