

City of Portland



1275-OMF-BRFS

Bureau of Revenue & Financial Services

Bureau Affirmative Action Program (AAP) Plan Reports

2018 Quarter 2 (Semi-Annual)

AAP Update Plan Reports

1/1/2018 to 6/30/2018



**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	#	30	49	11	10	6	1	0	2		
79 Employees	%	37.97	62.03	13.92	12.66	7.59	1.27	0.00	2.53		
2 - Professionals	#	11	16	4	4	0	0	1	2		
30 Employees	%	36.67	53.33	13.33	13.33	0.00	0.00	3.33	6.67		
3 - Technicians	#	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		
6 - Administrative Support	#	15	26	3	8	3	1	0	0		
39 Employees	%	38.46	66.67	7.69	20.51	7.69	2.56	0.00	0.00		
151 Employees	Totals #	56	93	18	22	9	2	1	4		
	%	37.09	61.59	11.92	14.57	5.96	1.32	0.66	2.65		

**Job Group
Analysis
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	1	0	0	0	0	0	0		
2 Employees	1	%	0.00	50.00	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		#	5	7	2	2	1	0	0	0		
14 Employees	1	%	35.71	50.00	14.29	14.29	7.14	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	2	4	1	0	0	0	0	1		
7 Employees	1	%	28.57	57.14	14.29	0.00	0.00	0.00	0.00	14.29		
1PM - Officials/Admin - Program Management		#	5	8	1	3	0	0	0	1		
13 Employees	1	%	38.46	61.54	7.69	23.08	0.00	0.00	0.00	7.69		
1RM - Officials/Admin - Risk Management		#	3	5	1	2	0	0	0	0		
5 Employees	1	%	60.00	100.00	20.00	40.00	0.00	0.00	0.00	0.00		
1SP - Officials/Admin - Store & Purchases		#	9	14	4	3	2	0	0	0		
21 Employees	1	%	42.86	66.67	19.05	14.29	9.52	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	8	12	3	3	0	0	1	1		
24 Employees	2	%	33.33	50.00	12.50	12.50	0.00	0.00	4.17	4.17		
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		#	3	4	1	1	0	0	0	1		
5 Employees	2	%	60.00	80.00	20.00	20.00	0.00	0.00	0.00	20.00		
3RM - Technicians - Risk Management		#	0	2	0	0	0	0	0	0		
3 Employees	3	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
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		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6CR - Administrative Support - Community Relations		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	4	0	1	0	0	0	0		
4 Employees	6	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	4	3	0	3	0	1	0	0		
6 Employees	6	%	66.67	50.00	0.00	50.00	0.00	16.67	0.00	0.00		
6RM - Administrative Support - Risk Management		#	1	1	0	0	1	0	0	0		
1 Employee	6	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	3	2	0	3	0	0	0	0		
3 Employees	6	%	100.00	66.67	0.00	100.00	0.00	0.00	0.00	0.00		
151 Employees	Totals	#	56	93	18	22	9	2	1	4		
		%	37.09	61.59	11.92	14.57	5.96	1.32	0.66	2.65		

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		
30002183 - Revenue & Financial Services Director	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
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

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		
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		
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		
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		
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		
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		
30000567 - Financial Analyst	#	3	3	0	2	1	0	0	0		
5 Employees	%	60.00	60.00	0.00	40.00	20.00	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		
14 Employees	Totals #	5	7	2	2	1	0	0	0		
	%	35.71	50.00	14.29	14.29	7.14	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	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
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		
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		
7 Employees											
	Totals	#	2	4	1	0	0	0	1		
		%	28.57	57.14	14.29	0.00	0.00	0.00	14.29		

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	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		
30000466 - Program Manager, Sr	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
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		
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		
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	#	1	2	0	1	0	0	0	0		
6 Employees	%	16.67	33.33	0.00	16.67	0.00	0.00	0.00	0.00		
13 Employees	Totals #	5	8	1	3	0	0	0	1		
	%	38.46	61.54	7.69	23.08	0.00	0.00	0.00	7.69		

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	#	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		
30000480 - Workers Comp/Disability 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		
30000478 - Claims Analyst, Sr	#	2	2	1	1	0	0	0	0		
2 Employees	%	100.00	100.00	50.00	50.00	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		
5 Employees	Totals #	3	5	1	2	0	0	0	0		
	%	60.00	100.00	20.00	40.00	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		
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		
30000473 - Purchasing 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		
30000471 - Procurement Supervisor	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000457 - Technology Svcs Contracts 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		
30000060 - Procurement Specialist, Sr	#	3	4	2	1	0	0	0	0		
5 Employees	%	60.00	80.00	40.00	20.00	0.00	0.00	0.00	0.00		
30000469 - Contracts Compliance Specialist	#	3	4	1	1	1	0	0	0		
5 Employees	%	60.00	80.00	20.00	20.00	20.00	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		
21 Employees	Totals #	9	14	4	3	2	0	0	0		
	Totals %	42.86	66.67	19.05	14.29	9.52	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	2	1	1	0	0	0	0		
2 Employees	%	100.00	100.00	50.00	50.00	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		
4 Employees	%	25.00	50.00	25.00	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		
24 Employees	#	8	12	3	3	0	0	1	1		
	%	33.33	50.00	12.50	12.50	0.00	0.00	4.17	4.17		

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	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

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000449 - Business Systems Analyst, Sr	#	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		
30000448 - Business Systems Analyst	#	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		
30000447 - Business Systems 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		
5 Employees	Totals #	3	4	1	1	0	0	0	1		
	%	60.00	80.00	20.00	20.00	0.00	0.00	0.00	20.00		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000483 - Risk Supervisor	#	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		
30000482 - Risk Specialist, 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		
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

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

6CR

Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000590 - Community Service Aide 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		
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

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	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 #	1	4	0	1	0	0	0	0		
	%	25.00	100.00	0.00	25.00	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		
30000013 - Office Support Specialist III	#	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

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000587 - Tax Supervisor	#	2	3	0	2	0	0	0	0		
3 Employees	%	66.67	100.00	0.00	66.67	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 #	4	3	0	3	0	1	0	0		
	%	66.67	50.00	0.00	50.00	0.00	16.67	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	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		
1 Employee	Totals	#	1	1	0	0	1	0	0		
		%	100.00	100.00	0.00	0.00	100.00	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		
30000058 - Procurement Specialist, Assistant	#	3	2	0	3	0	0	0	0		
3 Employees	%	100.00	66.67	0.00	100.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	3	2	0	3	0	0	0		
		%	100.00	66.67	0.00	100.00	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
2	Employment %	0.00	50.00	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	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	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				1.000E	1.000E	1.000E	1.000E	1.000E
	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		0.787E		1.000E			0.626E	1.000E
	Stat Significant?								
	Shortfall							1	

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	35.71	50.00	14.29	14.29	7.14	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						1.000E	1.000E	1.000E
	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
7	Employment %	28.57	57.14	14.29	0.00	0.00	0.00	0.00	14.29
	Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	38.46	61.54	7.69	23.08	0.00	0.00	0.00	7.69
	Availability %	18.99	48.81	5.89	5.06	3.65	0.56	0.15	3.71
	Emp Less Avail?								
	Statistical Value					1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall								
1RM		Officials/Admin - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	60.00	100.00	20.00	40.00	0.00	0.00	0.00	0.00
	Availability %	11.67	58.07	3.66	2.95	2.08	0.04	0.03	2.92
	Emp Less Avail?								
	Statistical Value					1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
1SP		Officials/Admin - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
21	Employment %	42.86	66.67	19.05	14.29	9.52	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						1.000E		1.000E
	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

2AC		Professionals - Accounting							
Total Emp 24	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	33.33	50.00	12.50	12.50	0.00	0.00	4.17	4.17
	Emp Less Avail?	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
	Statistical Value		YES						
	Stat Significant?		0.136E			1.000E	1.000E		
	Shortfall		3						
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?	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
	Statistical Value	1.000E	0.275E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp 5	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	60.00	80.00	20.00	20.00	0.00	0.00	0.00	20.00
	Emp Less Avail?	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
	Statistical Value					1.000E	1.000E		
	Stat Significant?								
	Shortfall								
3RM		Technicians - Risk Management							
Total Emp 3	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Statistical Value	1.000E		1.000E		1.000E			1.000E
	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

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	1.000E	0.095E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	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		0.650E				1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall		1						

6CR		Administrative Support - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.29	72.05	4.99	2.03	7.05	0.79	0.31	1.11
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	100.00	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			1.000E		1.000E	1.000E	1.000E	1.000E
	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

6OS		Administrative Support - Office Support							
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 %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	66.67	50.00	0.00	50.00	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		0.164E	1.000E		1.000E		1.000E	1.000E
	Stat Significant?								
	Shortfall		1						

6RM		Administrative Support - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00
	Availability %	19.84	85.27	4.52	2.55	7.66	1.18	0.39	3.54
	Emp Less Avail?								
	Statistical Value			1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	100.00	66.67	0.00	100.00	0.00	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			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

Total Employment: 151

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		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	0.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

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		
14	# Employed	5	7	2	2	1	0	0	0		
	# Available	1.9	6.3	0.6	0.6	0.5	0.0	0.0	0.3		
	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		
7	# Employed	2	4	1	0	0	0	0	1		
	# Available	0.8	2.9	0.3	0.1	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		
13	# Employed	5	8	1	3	0	0	0	1		
	# Available	2.5	6.3	0.8	0.7	0.5	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1RM		Officials/Admin - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	3	5	1	2	0	0	0	0		
	# Available	0.6	2.9	0.2	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1SP		Officials/Admin - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
21	# Employed	9	14	4	3	2	0	0	0		
	# Available	2.0	11.3	0.8	0.1	0.7	0.0	0.0	0.4		
	Persons Required	0	0	0	0	0	0	0	0		
2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	8	12	3	3	0	0	1	1		
	# Available	3.5	15.6	2.1	0.1	0.6	0.1	0.0	0.5		
	Persons Required	0	3	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	0.2	0.7	0.0	0.0	0.0	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		
5	# Employed	3	4	1	1	0	0	0	1		
	# Available	0.4	2.4	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.5	0.9	0.1	0.0	0.3	0.0	0.0	0.2		
	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		
6CR		Administrative Support - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.7	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	4	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		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.8	0.1	0.0	0.0	0.0	0.0	0.0		
	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	4	3	0	3	0	1	0	0		
	# Available	1.0	4.5	0.3	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		
6RM		Administrative Support - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	1	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		
6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	3	2	0	3	0	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.