

City of Portland



1210-BDS
Bureau of Development 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	#	7	16	1	3	2	0	0	1		
34 Employees	%	20.59	47.06	2.94	8.82	5.88	0.00	0.00	2.94		
2 - Professionals	#	22	56	13	0	4	2	0	3		
105 Employees	%	20.95	53.33	12.38	0.00	3.81	1.90	0.00	2.86		
3 - Technicians	#	32	63	8	8	9	0	1	6		
186 Employees	%	17.20	33.87	4.30	4.30	4.84	0.00	0.54	3.23		
6 - Administrative Support	#	18	39	4	5	7	0	0	2		
51 Employees	%	35.29	76.47	7.84	9.80	13.73	0.00	0.00	3.92		
7 - Skilled Workers	#	2	3	0	1	0	0	0	1		
6 Employees	%	33.33	50.00	0.00	16.67	0.00	0.00	0.00	16.67		
382 Employees	Totals	#	81	177	26	17	22	2	13		
		%	21.20	46.34	6.81	4.45	5.76	0.52	0.26	3.40	

**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		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1BI - Officials/Admin - Building Inspections		#	1	1	0	1	0	0	0	0		
6 Employees	1	%	16.67	16.67	0.00	16.67	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related		#	0	1	0	0	0	0	0	0		
4 Employees	1	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	1	1	1	0	0	0	0	0		
3 Employees	1	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	4	11	0	2	1	0	0	1		
17 Employees	1	%	23.53	64.71	0.00	11.76	5.88	0.00	0.00	5.88		
1IT - Officials/Admin - Information Technology		#	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		
1PL - Officials/Admin - Planning		#	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		
1PM - Officials/Admin - Program Management		#	1	1	0	0	1	0	0	0		
1 Employee	1	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	2	1	1	0	1	0	0	0		
3 Employees	2	%	66.67	33.33	33.33	0.00	33.33	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	1	0	1	0	0	0	0	0		
1 Employee	2	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	6	6	6	0	0	0	0	0		
24 Employees	2	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
2HR - Professionals - Human Resources		#	0	2	0	0	0	0	0	0		
2 Employees	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	5	6	4	0	1	0	0	0		
8 Employees	2	%	62.50	75.00	50.00	0.00	12.50	0.00	0.00	0.00		
2PL - Professionals - Planning		#	8	41	1	0	2	2	0	3		
67 Employees	2	%	11.94	61.19	1.49	0.00	2.99	2.99	0.00	4.48		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3BI - Technicians - Building Inspections		#	18	31	2	4	8	0	1	3		
129 Employees	3	%	13.95	24.03	1.55	3.10	6.20	0.00	0.78	2.33		
3CI - Technicians - Code Inspections		#	2	1	2	0	0	0	0	0		
7 Employees	3	%	28.57	14.29	28.57	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	11	30	3	4	1	0	0	3		
49 Employees	3	%	22.45	61.22	6.12	8.16	2.04	0.00	0.00	6.12		
3VI - Technicians - Video		#	1	1	1	0	0	0	0	0		
1 Employee	3	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	2	8	0	1	0	0	0	1		
11 Employees	6	%	18.18	72.73	0.00	9.09	0.00	0.00	0.00	9.09		
6OS - Administrative Support - Office Support		#	16	26	4	4	7	0	0	1		
35 Employees	6	%	45.71	74.29	11.43	11.43	20.00	0.00	0.00	2.86		
6PM - Administrative Support - Program Management		#	0	5	0	0	0	0	0	0		
5 Employees	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BI - Skilled Craft - Building Inspections		#	2	3	0	1	0	0	0	1		
6 Employees	7	%	33.33	50.00	0.00	16.67	0.00	0.00	0.00	16.67		
382 Employees	Totals	#	81	177	26	17	22	2	1	13		
		%	21.20	46.34	6.81	4.45	5.76	0.52	0.26	3.40		

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		
30000426 - Development 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		
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

1BI

Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000736 - Inspection Manager	#	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		
30000730 - Plan Review Supervisor	#	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		
6 Employees	Totals #	1	1	0	1	0	0	0	0		
	%	16.67	16.67	0.00	16.67	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		
30000681 - Engineer, Supervising	#	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		
30000335 - Development Services Project Coord	#	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		
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		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000569 - Financial Analyst, Principal	#	0	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		
30000568 - Financial Analyst, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000567 - Financial 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		
3 Employees	Totals #	1	1	1	0	0	0	0	0		
	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	0	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		
30000453 - Management Analyst, Principal	#	2	3	0	1	1	0	0	0		
4 Employees	%	50.00	75.00	0.00	25.00	25.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	1	4	0	1	0	0	0	0		
6 Employees	%	16.67	66.67	0.00	16.67	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	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		
30000450 - Management Assistant	#	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		
17 Employees	Totals #	4	11	0	2	1	0	0	1		
	%	23.53	64.71	0.00	11.76	5.88	0.00	0.00	5.88		

Job Group Analysis

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001031 - Technology Capital Project Manager I	#	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

1PL

Officials/Admin - Planning

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000733 - Development 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		
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

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000464 - Program Coordinator	#	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

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	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		
30000063 - Accountant II	#	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		
3 Employees											
Totals		#	2	1	1	0	1	0	0		
		%	66.67	33.33	33.33	0.00	33.33	0.00	0.00		

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000495 - Public Information Officer	#	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		
1 Employee	Totals	#	1	0	1	0	0	0	0		
		%	100.00	0.00	100.00	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		
30000680 - Engineer, Sr	#	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		
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		
30000369 - Engineer-Structural	#	3	5	3	0	0	0	0	0		
13 Employees	%	23.08	38.46	23.08	0.00	0.00	0.00	0.00	0.00		
30000367 - Engineer-Geotechnical	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
30000360 - Engineering Associate, Sr-Geotechnical	#	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		
24 Employees	Totals #	6	6	6	0	0	0	0	0		
	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2HR

Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000531 - Training & Development Analyst	#	0	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		
2 Employees	Totals	#	2	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000449 - Business Systems Analyst, Sr	#	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		
30000373 - Graphics Designer III	#	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		
30000448 - Business Systems Analyst	#	2	3	2	0	0	0	0	0		
4 Employees	%	50.00	75.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000372 - Graphics Designer II	#	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		
8 Employees	Totals #	5	6	4	0	1	0	0	0		
	%	62.50	75.00	50.00	0.00	12.50	0.00	0.00	0.00		

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000725 - Planner, 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		
30000724 - Planner, Supervising	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000392 - Planner, Sr City-Environmental	#	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		
30000393 - Planner, Sr City-Land Use	#	0	6	0	0	0	0	0	0		
10 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000397 - Planner, Sr City-Urban Design	#	1	2	0	0	0	1	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00		
30000385 - Planner II. City-Land Use	#	3	12	0	0	0	1	0	2		
18 Employees	%	16.67	66.67	0.00	0.00	0.00	5.56	0.00	11.11		
30000389 - Planner II. City-Urban Design	#	1	5	1	0	0	0	0	0		
7 Employees	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		
30000384 - Planner II. City-Environmental	#	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		
30000377 - Planner I, City-Land Use	#	0	2	0	0	0	0	0	0		
9 Employees	%	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00		
30000381 - Planner I, City-Urban Design	#	1	4	0	0	1	0	0	0		
4 Employees	%	25.00	100.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000375 - Planner, Associate	#	2	2	0	0	1	0	0	1		
4 Employees	%	50.00	50.00	0.00	0.00	25.00	0.00	0.00	25.00		
30000374 - Planning Assistant	#	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		
67 Employees	#	8	41	1	0	2	2	0	3		
Totals	%	11.94	61.19	1.49	0.00	2.99	2.99	0.00	4.48		

Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000836 - Development Supervisor II	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000734 - Housing Inspection 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		
30000232 - Plans Examiner, Sr	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000165 - Plumbing Inspector, Sr	#	1	0	0	1	0	0	0	0		
4 Employees	%	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	1	0	0	0	0	0	0	1		
5 Employees	%	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00		
30000174 - Building Inspector, Sr	#	1	1	0	0	0	0	0	1		
21 Employees	%	4.76	4.76	0.00	0.00	0.00	0.00	0.00	4.76		
30000178 - Site Development Inspector, 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		
30000170 - Combination Inspector	#	2	0	0	0	1	0	0	1		
11 Employees	%	18.18	0.00	0.00	0.00	9.09	0.00	0.00	9.09		
30000231 - Plans Examiner, Commercial	#	0	8	0	0	0	0	0	0		
18 Employees	%	0.00	44.44	0.00	0.00	0.00	0.00	0.00	0.00		
30000172 - Housing Inspector, Sr	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000168 - Electrical Inspector	#	3	3	1	0	2	0	0	0		
11 Employees	%	27.27	27.27	9.09	0.00	18.18	0.00	0.00	0.00		
30000164 - Plumbing Inspector	#	2	1	0	0	2	0	0	0		
9 Employees	%	22.22	11.11	0.00	0.00	22.22	0.00	0.00	0.00		
30000173 - Building Inspector II	#	1	1	0	1	0	0	0	0		
13 Employees	%	7.69	7.69	0.00	7.69	0.00	0.00	0.00	0.00		
30000177 - Site Development Inspector I	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000230 - Plans Examiner, Residential	#	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		
30000171 - Housing Inspector	#	6	4	1	2	2	0	1	0		
12 Employees	%	50.00	33.33	8.33	16.67	16.67	0.00	8.33	0.00		

Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
129 Employees	Totals	#	18	31	2	4	8	0	1	3		
		%	13.95	24.03	1.55	3.10	6.20	0.00	0.78	2.33		

Job Group Analysis

3CI

Technicians - Code Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000186 - Code Specialist III	#	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			
30000184 - Code Specialist II	#	2	1	2	0	0	0	0	0			
5 Employees	%	40.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00			
7 Employees	Totals		#	2	1	2	0	0	0	0		
	%	28.57	14.29	28.57	0.00	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		
30000334 - Development Services Technician III	#	1	5	0	1	0	0	0	0		
8 Employees	%	12.50	62.50	0.00	12.50	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	5	20	1	2	0	0	0	2		
32 Employees	%	15.63	62.50	3.13	6.25	0.00	0.00	0.00	6.25		
30000332 - Development Services Technician I	#	5	5	2	1	1	0	0	1		
9 Employees	%	55.56	55.56	22.22	11.11	11.11	0.00	0.00	11.11		
49 Employees	Totals #	11	30	3	4	1	0	0	3		
	%	22.45	61.22	6.12	8.16	2.04	0.00	0.00	6.12		

Job Group Analysis

3VI

Technicians - Video

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000518 - Video Production Specialist	#	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		
1 Employee	#	1	1	1	0	0	0	0	0		
Totals	%	100.00	100.00	100.00	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		
30000437 - Administrative 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		
30000435 - Executive Assistant, Director's	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000436 - Administrative Supervisor I	#	0	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	#	2	6	0	1	0	0	0	1		
8 Employees	%	25.00	75.00	0.00	12.50	0.00	0.00	0.00	12.50		
11 Employees	Totals #	2	8	0	1	0	0	0	1		
	%	18.18	72.73	0.00	9.09	0.00	0.00	0.00	9.09		

Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000028 - Hearings Clerk	#	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		
30000013 - Office Support Specialist III	#	5	8	2	1	1	0	0	1		
11 Employees	%	45.45	72.73	18.18	9.09	9.09	0.00	0.00	9.09		
30000014 - Office Support Specialist, Lead	#	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		
30000012 - Office Support Specialist II	#	10	15	2	2	6	0	0	0		
20 Employees	%	50.00	75.00	10.00	10.00	30.00	0.00	0.00	0.00		
30000011 - Office Support Specialist I	#	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		
35 Employees											
	Totals	#	16	26	4	4	7	0	1		
		%	45.71	74.29	11.43	11.43	20.00	0.00	2.86		

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	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	#	0	5	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

7BI

Skilled Craft - Building Inspections

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000735 - Inspection Supervisor	#	2	3	0	1	0	0	0	1		
6 Employees	%	33.33	50.00	0.00	16.67	0.00	0.00	0.00	16.67		
6 Employees	Totals #	2	3	0	1	0	0	0	1		
	%	33.33	50.00	0.00	16.67	0.00	0.00	0.00	16.67		

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	100.00	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								

1BI		Officials/Admin - Building Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	16.67	0.00	16.67	0.00	0.00	0.00	0.00
	Availability %	7.85	20.98	1.15	0.61	5.36	0.13	0.09	0.51
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

1ER		Officials/Admin - Engineering & Related							
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 %	17.91	13.61	7.94	1.37	6.32	0.51	0.11	1.64
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	33.33	33.33	0.00	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		1.000E		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

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	23.53	64.71	0.00	11.76	5.88	0.00	0.00	5.88
	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	
	Stat Significant?								
	Shortfall								
1IT		Officials/Admin - Information Technology							
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 %	19.17	31.28	11.09	2.03	4.09	0.35	0.09	1.54
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
1PL		Officials/Admin - Planning							
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 %	13.50	7.44	2.33	1.07	7.73	0.60	0.18	1.57
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	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
1	Employment %	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00
	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	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	33.33	33.33	0.00	33.33	0.00	0.00	0.00
	Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
	Emp Less Avail?								
	Statistical Value		0.281E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	15.45	54.05	6.01	1.79	6.54	0.48	0.00	0.61
	Emp Less Avail?								
	Statistical Value		0.460E		1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								

2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.25	13.76	6.76	0.44	1.86	0.69	0.00	2.51
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								

2HR		Professionals - Human Resources							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
	Emp Less Avail?								
	Statistical Value	1.000E		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

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	62.50	75.00	50.00	0.00	12.50	0.00	0.00	0.00
	Availability %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
	Emp Less Avail?								
	Statistical Value				1.000E		1.000E		1.000E
	Stat Significant?								
	Shortfall								
2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
67	Employment %	11.94	61.19	1.49	0.00	2.99	2.99	0.00	4.48
	Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?			YES					
	Statistical Value			0.897					
	Stat Significant?								
	Shortfall			1					
3BI		Technicians - Building Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
129	Employment %	13.95	24.03	1.55	3.10	6.20	0.00	0.78	2.33
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?	YES	YES	YES			YES		YES
	Statistical Value	1.417	8.183	2.214			1.480		2.240
	Stat Significant?		YES	YES					YES
	Shortfall	6	45	6			2		6
3CI		Technicians - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	28.57	14.29	28.57	0.00	0.00	0.00	0.00	0.00
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?		YES						
	Statistical Value		0.020E		1.000E	1.000E	1.000E		1.000E
	Stat Significant?		YES						
	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

3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
49	Employment %	22.45	61.22	6.12	8.16	2.04	0.00	0.00	6.12
	Availability %	17.00	32.32	7.15	1.55	3.56	1.13	0.09	3.52
	Emp Less Avail?								
	Statistical Value			0.279		0.574	0.748	0.210	
	Stat Significant?								
	Shortfall								
3VI		Technicians - Video							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	6.31	4.50	4.50	0.00	1.80	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value					1.000E			
	Stat Significant?								
	Shortfall								
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	18.18	72.73	0.00	9.09	0.00	0.00	0.00	9.09
	Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
	Emp Less Avail?		YES						
	Statistical Value		0.114E	1.000E		1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall		1						
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
35	Employment %	45.71	74.29	11.43	11.43	20.00	0.00	0.00	2.86
	Availability %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
	Emp Less Avail?		YES						
	Statistical Value		0.449				0.554	0.370	
	Stat Significant?								
	Shortfall		1						

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

Incumbency vs. Estimated Availability

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
	Emp Less Avail?								
	Statistical Value	0.598E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

7BI		Skilled Craft - Building Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	33.33	50.00	0.00	16.67	0.00	0.00	0.00	16.67
	Availability %	10.05	2.97	0.74	0.20	6.75	0.34	0.54	1.47
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall								

Total Employment: 382

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	1	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		

1BI		Officials/Admin - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	1	0	1	0	0	0	0		
	# Available	0.5	1.3	0.1	0.0	0.3	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		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.7	0.5	0.3	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.4	1.4	0.1	0.1	0.1	0.0	0.0	0.1		
	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		
17	# Employed	4	11	0	2	1	0	0	1		
	# Available	1.8	7.1	0.8	0.3	0.4	0.1	0.0	0.2		
	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1PL		Officials/Admin - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.2	0.5	0.1	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	1	1	0	1	0	0	0		
	# Available	0.4	2.0	0.3	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.2	0.5	0.1	0.0	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		
24	# Employed	6	6	6	0	0	0	0	0		
	# Available	2.9	3.3	1.6	0.1	0.4	0.2	0.0	0.6		
	Persons Required	0	0	0	0	0	0	0	0		
2HR		Professionals - Human Resources									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.3	1.5	0.1	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		
8	# Employed	5	6	4	0	1	0	0	0		
	# Available	0.7	3.8	0.4	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
67	# Employed	8	41	1	0	2	2	0	3		
	# Available	2.4	34.1	2.4	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	1	0	0	0	0	0		
3BI		Technicians - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
129	# Employed	18	31	2	4	8	0	1	3		
	# Available	24.3	76.6	8.1	2.2	2.2	2.2	0.0	9.7		
	Persons Required	6	45	6	0	0	2	0	6		

Shortfall

3CI		Technicians - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	2	1	2	0	0	0	0	0		
	# Available	1.3	4.2	0.4	0.1	0.1	0.1	0.0	0.5		
	Persons Required	0	3	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
49	# Employed	11	30	3	4	1	0	0	3		
	# Available	8.3	15.8	3.5	0.8	1.7	0.6	0.0	1.7		
	Persons Required	0	0	0	0	0	0	0	0		
3VI		Technicians - Video									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.1	0.0	0.0	0.0	0.0	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		
11	# Employed	2	8	0	1	0	0	0	1		
	# Available	1.5	9.8	0.4	0.2	0.6	0.1	0.0	0.3		
	Persons Required	0	1	0	0	0	0	0	0		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
35	# Employed	16	26	4	4	7	0	0	1		
	# Available	6.0	27.1	2.3	0.7	1.6	0.3	0.1	0.8		
	Persons Required	0	1	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	5	0	0	0	0	0	0		
	# Available	0.8	3.8	0.3	0.1	0.4	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
7BI		Skilled Craft - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	3	0	1	0	0	0	1		
	# Available	0.6	0.2	0.0	0.0	0.4	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.