

City of Portland



1290-OMF-CAO
Office of the Chief Administrative Officer

Bureau

Affirmative Action Program (AAP) Plan Reports

2019 AAP Annual Plan Reports
1/1/2018 to 12/31/2018



**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	19	2	2	2	0	0	1		
40 Employees	%	17.50	47.50	5.00	5.00	5.00	0.00	0.00	2.50		
2 - Professionals	#	7	10	4	1	1	0	1	0		
17 Employees	%	41.18	58.82	23.53	5.88	5.88	0.00	5.88	0.00		
6 - Administrative Support	#	11	12	2	2	4	1	0	2		
27 Employees	%	40.74	44.44	7.41	7.41	14.81	3.70	0.00	7.41		
7 - Skilled Workers	#	19	1	8	3	5	1	2	0		
67 Employees	%	28.36	1.49	11.94	4.48	7.46	1.49	2.99	0.00		
8 - Service	#	3	0	0	1	1	0	1	0		
5 Employees	%	60.00	0.00	0.00	20.00	20.00	0.00	20.00	0.00		
156 Employees	Totals	#	47	42	16	9	13	2	4	3	
		%	30.13	26.92	10.26	5.77	8.33	1.28	2.56	1.92	

**Job Group
Analysis
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1BT - Officials/Admin - Building Trades	#		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		
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		
1ER - Officials/Admin - Engineering & Related	#		2	4	1	1	0	0	0	0		
5 Employees	1	%	40.00	80.00	20.00	20.00	0.00	0.00	0.00	0.00		
1FL - Officials/Admin - Financial	#		2	4	1	0	1	0	0	0		
9 Employees	1	%	22.22	44.44	11.11	0.00	11.11	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative	#		3	11	0	1	1	0	0	1		
21 Employees	1	%	14.29	52.38	0.00	4.76	4.76	0.00	0.00	4.76		
1PM - Officials/Admin - Program Management	#		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		
2AC - Professionals - Accounting	#		4	4	3	0	0	0	1	0		
5 Employees	2	%	80.00	80.00	60.00	0.00	0.00	0.00	20.00	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		
2IT - Professionals - Information Technology	#		1	1	0	1	0	0	0	0		
1 Employee	2	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
2PM - Professionals - Program Management	#		1	5	0	0	1	0	0	0		
9 Employees	2	%	11.11	55.56	0.00	0.00	11.11	0.00	0.00	0.00		
6BT - Administrative Support - Building Trades	#		1	0	0	1	0	0	0	0		
2 Employees	6	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative	#		6	6	1	0	3	1	0	1		
13 Employees	6	%	46.15	46.15	7.69	0.00	23.08	7.69	0.00	7.69		
6OS - Administrative Support - Office Support	#		1	0	0	1	0	0	0	0		
1 Employee	6	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management	#		1	5	0	0	0	0	0	1		
6 Employees	6	%	16.67	83.33	0.00	0.00	0.00	0.00	0.00	16.67		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6SP - Administrative Support - Store & Purchases		#	2	1	1	0	1	0	0	0		
5 Employees	6	%	40.00	20.00	20.00	0.00	20.00	0.00	0.00	0.00		
7AM - Skilled Craft - Auto Maintenance		#	14	0	5	3	4	1	1	0		
51 Employees	7	%	27.45	0.00	9.80	5.88	7.84	1.96	1.96	0.00		
7BT - Skilled Craft - Building Trades		#	3	1	1	0	1	0	1	0		
14 Employees	7	%	21.43	7.14	7.14	0.00	7.14	0.00	7.14	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		
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		
156 Employees	Totals	#	47	42	16	9	13	2	4	3		
		%	30.13	26.92	10.26	5.77	8.33	1.28	2.56	1.92		

Job Group Analysis Report

Job Group Analysis

1BT

Officials/Admin - Building Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003053 - Facilities Project Specialist	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	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

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003016 - Chief Administrative Officer	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003014 - Capital Project Manager III	#	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		
30003013 - Capital Project Manager II	#	1	4	0	1	0	0	0	0		
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
5 Employees											
	Totals										
	#	2	4	1	1	0	0	0	0		
	%	40.00	80.00	20.00	20.00	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		
30003056 - Financial Analyst 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		
30003055 - Financial Analyst II	#	2	3	1	0	1	0	0	0		
7 Employees	%	28.57	42.86	14.29	0.00	14.29	0.00	0.00	0.00		
30003054 - Financial Analyst 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		
9 Employees											
	Totals	#	2	4	1	0	1	0	0		
		%	22.22	44.44	11.11	0.00	11.11	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		
30003032 - Deputy Chief Administrative Officer	#	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		
30003082 - Manager II	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30003009 - Analyst IV	#	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		
30003081 - Manager I	#	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		
30003008 - Analyst III	#	0	6	0	0	0	0	0	0		
9 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30003007 - Analyst 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		
30003006 - Analyst I	#	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		
21 Employees	Totals #	3	11	0	1	1	0	0	1		
	Totals %	14.29	52.38	0.00	4.76	4.76	0.00	0.00	4.76		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator IV	#	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

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant II	#	4	4	3	0	0	0	1	0		
5 Employees	%	80.00	80.00	60.00	0.00	0.00	0.00	20.00	0.00		
5 Employees	Totals #	4	4	3	0	0	0	1	0		
	%	80.00	80.00	60.00	0.00	0.00	0.00	20.00	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

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003011 - Business Systems Analyst II	#	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		
1 Employee	Totals	#	1	1	0	1	0	0	0		
		%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	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		
30003028 - Coordinator II	#	1	2	0	0	1	0	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00		
9 Employees	Totals #	1	5	0	0	1	0	0	0		
	%	11.11	55.56	0.00	0.00	11.11	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	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	0	0	1	0	0	0		
		%	50.00	0.00	0.00	50.00	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		
30003104 - Supervisor II	#	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		
30003103 - Supervisor I - E	#	3	0	1	0	1	1	0	0		
6 Employees	%	50.00	0.00	16.67	0.00	16.67	16.67	0.00	0.00		
30003004 - Administrative Specialist III	#	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		
30003003 - Administrative Specialist II	#	2	4	0	0	2	0	0	0		
4 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
13 Employees	Totals #	6	6	1	0	3	1	0	1		
	%	46.15	46.15	7.69	0.00	23.08	7.69	0.00	7.69		

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support Specialist II	#	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	Totals	#	1	0	0	1	0	0	0		
		%	100.00	0.00	0.00	100.00	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		
30003027 - Coordinator I - NE	#	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		
30003235 - Coordinator I - E	#	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		
6 Employees	Totals #	1	5	0	0	0	0	0	1		
	%	16.67	83.33	0.00	0.00	0.00	0.00	0.00	16.67		

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	#	2	1	1	0	1	0	0	0		
5 Employees	%	40.00	20.00	20.00	0.00	20.00	0.00	0.00	0.00		
5 Employees	Totals	#	2	1	1	0	1	0	0		
		%	40.00	20.00	20.00	0.00	20.00	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			
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	#	13	0	5	3	3	1	1	0			
49 Employees	%	26.53	0.00	10.20	6.12	6.12	2.04	2.04	0.00			
51 Employees	Totals		#	14	0	5	3	4	1	1	0	
	%	27.45	0.00	9.80	5.88	7.84	1.96	1.96	0.00			

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000071 - Facilities Maintenance Technician	#	2	1	1	0	1	0	0	0		
13 Employees	%	15.38	7.69	7.69	0.00	7.69	0.00	0.00	0.00		
30000070 - Facilities Maintenance Tech Apprentice	#	1	0	0	0	0	0	1	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00		
14 Employees	Totals #	3	1	1	0	1	0	1	0		
	%	21.43	7.14	7.14	0.00	7.14	0.00	7.14	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

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		
30002489 - Utility Worker I-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

1BT		Officials/Admin - Building Trades							
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 %	6.09	17.77	0.00	0.00	6.09	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E			1.000E			
	Stat Significant?								
	Shortfall								

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 %	18.43	29.76	4.17	6.06	6.34	0.49	0.09	1.30
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	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
5	Employment %	40.00	80.00	20.00	20.00	0.00	0.00	0.00	0.00
	Availability %	16.66	9.96	6.51	1.14	6.73	0.49	0.13	1.65
	Emp Less Avail?								
	Statistical Value					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
9	Employment %	22.22	44.44	11.11	0.00	11.11	0.00	0.00	0.00
	Availability %	13.82	45.76	4.33	4.29	3.44	0.00	0.00	1.76
	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
21	Employment %	14.29	52.38	0.00	4.76	4.76	0.00	0.00	4.76
	Availability %	10.27	41.32	4.48	1.17	2.72	0.37	0.09	1.50
	Emp Less Avail?								
	Statistical Value			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 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.30	41.78	5.27	3.80	3.41	0.46	0.14	3.21
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	80.00	80.00	60.00	0.00	0.00	0.00	20.00	0.00
	Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
	Emp Less Avail?								
	Statistical Value				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
2	Employment %	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.52	13.86	7.24	0.42	1.88	0.62	0.00	2.35
	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

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	13.19	41.95	7.77	1.18	2.41	0.16	0.00	1.66
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	11.11	55.56	0.00	0.00	11.11	0.00	0.00	0.00
	Availability %	12.73	61.46	4.44	1.11	5.17	0.73	0.16	1.10
	Emp Less Avail?								
	Statistical Value	1.000E	0.741E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
6BT		Administrative Support - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00
	Availability %	10.40	59.57	1.65	3.55	2.84	0.95	0.00	1.42
	Emp Less Avail?		YES						
	Statistical Value		0.163E	1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall		1						
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	46.15	46.15	7.69	0.00	23.08	7.69	0.00	7.69
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?		YES						
	Statistical Value		0.245E		1.000E			1.000E	
	Stat Significant?								
	Shortfall		2						

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 %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	Emp Less Avail?								
	Statistical Value		0.223E	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 %	16.67	83.33	0.00	0.00	0.00	0.00	0.00	16.67
	Availability %	14.74	68.60	4.72	2.06	6.07	0.74	0.38	0.78
	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
5	Employment %	40.00	20.00	20.00	0.00	20.00	0.00	0.00	0.00
	Availability %	22.38	47.88	6.62	3.33	8.74	0.74	0.94	2.00
	Emp Less Avail?		YES						
	Statistical Value		0.377E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall			1					
7AM		Skilled Craft - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
51	Employment %	27.45	0.00	9.80	5.88	7.84	1.96	1.96	0.00
	Availability %	23.05	2.44	6.40	1.32	11.57	0.81	0.51	2.44
	Emp Less Avail?		YES			YES			YES
	Statistical Value		1.129			0.832			1.129
	Stat Significant?								
	Shortfall			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

7BT		Skilled Craft - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
14	Employment %	21.43	7.14	7.14	0.00	7.14	0.00	7.14	0.00
	Availability %	23.44	5.43	6.09	0.66	12.98	2.12	0.00	1.59
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E	1.000E	1.000E		1.000E
	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 %	18.03	3.24	2.06	1.20	10.69	0.80	0.61	2.67
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

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 %	37.17	4.28	1.25	3.86	28.76	0.45	0.58	2.26
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								

Total Employment: 156

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

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

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	0.1	0.1	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		
5	# Employed	2	4	1	1	0	0	0	0		
	# Available	0.8	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		
9	# Employed	2	4	1	0	1	0	0	0		
	# Available	1.2	4.1	0.4	0.4	0.3	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		
21	# Employed	3	11	0	1	1	0	0	1		
	# Available	2.2	8.7	0.9	0.2	0.6	0.1	0.0	0.3		
	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.4	0.1	0.0	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		
5	# Employed	4	4	3	0	0	0	1	0		
	# Available	0.7	3.3	0.4	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

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	0.3	0.3	0.1	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		
1	# Employed	1	1	0	1	0	0	0	0		
	# Available	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	1	5	0	0	1	0	0	0		
	# Available	1.1	5.5	0.4	0.1	0.5	0.1	0.0	0.1		
	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	1	0	0	1	0	0	0	0		
	# Available	0.2	1.2	0.0	0.1	0.1	0.0	0.0	0.0		
	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		
13	# Employed	6	6	1	0	3	1	0	1		
	# Available	1.9	8.4	0.5	0.2	0.7	0.1	0.0	0.4		
	Persons Required	0	2	0	0	0	0	0	0		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	1	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	1	5	0	0	0	0	0	1		
	# Available	0.9	4.1	0.3	0.1	0.4	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		
5	# Employed	2	1	1	0	1	0	0	0		
	# Available	1.1	2.4	0.3	0.2	0.4	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

Shortfall

7AM		Skilled Craft - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
51	# Employed	14	0	5	3	4	1	1	0		
	# Available	11.8	1.2	3.3	0.7	5.9	0.4	0.3	1.2		
	Persons Required	0	1	0	0	1	0	0	1		
7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	3	1	1	0	1	0	1	0		
	# Available	3.3	0.8	0.9	0.1	1.8	0.3	0.0	0.2		
	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	0.4	0.1	0.0	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	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	1.9	0.2	0.1	0.2	1.4	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.