

City of Portland



1275-OMF-BRFS
Bureau of Revenue & Financial Services

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	#	26	42	7	6	8	1	0	4		
70 Employees	%	37.14	60.00	10.00	8.57	11.43	1.43	0.00	5.71		
2 - Professionals	#	13	21	4	6	0	0	1	2		
36 Employees	%	36.11	58.33	11.11	16.67	0.00	0.00	2.78	5.56		
3 - Technicians	#	2	4	1	1	0	0	0	0		
7 Employees	%	28.57	57.14	14.29	14.29	0.00	0.00	0.00	0.00		
6 - Administrative Support	#	14	24	4	8	2	0	0	0		
38 Employees	%	36.84	63.16	10.53	21.05	5.26	0.00	0.00	0.00		
151 Employees	Totals #	55	91	16	21	10	1	1	6		
	%	36.42	60.26	10.60	13.91	6.62	0.66	0.66	3.97		

**Job Group
Analysis
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1AC - Officials/Admin - Accounting		#	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		
1CI - Officials/Admin - Code Inspections		#	7	11	1	0	5	1	0	0		
19 Employees	1	%	36.84	57.89	5.26	0.00	26.32	5.26	0.00	0.00		
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		
1FL - Officials/Admin - Financial		#	5	8	2	2	1	0	0	0		
15 Employees	1	%	33.33	53.33	13.33	13.33	6.67	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	9	14	2	2	1	0	0	4		
25 Employees	1	%	36.00	56.00	8.00	8.00	4.00	0.00	0.00	16.00		
1RM - Officials/Admin - Risk 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		
1SP - Officials/Admin - Store & Purchases		#	5	7	2	2	1	0	0	0		
8 Employees	1	%	62.50	87.50	25.00	25.00	12.50	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	7	11	3	3	0	0	1	0		
22 Employees	2	%	31.82	50.00	13.64	13.64	0.00	0.00	4.55	0.00		
2IT - Professionals - Information Technology		#	4	6	1	1	0	0	0	2		
8 Employees	2	%	50.00	75.00	12.50	12.50	0.00	0.00	0.00	25.00		
2PM - Professionals - Program Management		#	2	4	0	2	0	0	0	0		
6 Employees	2	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
3RM - Technicians - Risk Management		#	2	4	1	1	0	0	0	0		
7 Employees	3	%	28.57	57.14	14.29	14.29	0.00	0.00	0.00	0.00		
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		#	4	9	3	1	0	0	0	0		
15 Employees	6	%	26.67	60.00	20.00	6.67	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	4	9	1	3	0	0	0	0		
12 Employees	6	%	33.33	75.00	8.33	25.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		#	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		
6RM - Administrative Support - Risk Management		#	1	2	0	0	1	0	0	0		
3 Employees	6	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	4	3	0	3	1	0	0	0		
4 Employees	6	%	100.00	75.00	0.00	75.00	25.00	0.00	0.00	0.00		
151 Employees	Totals	#	55	91	16	21	10	1	1	6		
		%	36.42	60.26	10.60	13.91	6.62	0.66	0.66	3.97		

Job Group Analysis Report

Job Group Analysis

1AC

Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003026 - 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		
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

1CI

Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000190 - Regulatory Program Administrator	#	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		
30000196 - Revenue & Tax Specialist V	#	1	1	0	0	1	0	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000194 - Revenue & Tax Specialist IV	#	5	10	1	0	3	1	0	0		
13 Employees	%	38.46	76.92	7.69	0.00	23.08	7.69	0.00	0.00		
19 Employees	#	7	11	1	0	5	1	0	0		
Totals	%	36.84	57.89	5.26	0.00	26.32	5.26	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		
30003038 - Director 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

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003023 - City Treasurer	#	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		
30003031 - 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		
30003073 - 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		
30003056 - Financial Analyst III	#	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		
30003055 - Financial Analyst II	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	3	4	0	2	1	0	0	0		
6 Employees	%	50.00	66.67	0.00	33.33	16.67	0.00	0.00	0.00		
15 Employees	#	5	8	2	2	1	0	0	0		
	%	33.33	53.33	13.33	13.33	6.67	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		
30003083 - Manager 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		
30003082 - Manager II	#	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		
30003081 - Manager I	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000453 - Management 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		
30003007 - Analyst II	#	5	6	1	1	0	0	0	3		
10 Employees	%	50.00	60.00	10.00	10.00	0.00	0.00	0.00	30.00		
30003006 - Analyst I	#	3	7	1	1	1	0	0	0		
8 Employees	%	37.50	87.50	12.50	12.50	12.50	0.00	0.00	0.00		
25 Employees	#	9	14	2	2	1	0	0	4		
	%	36.00	56.00	8.00	8.00	4.00	0.00	0.00	16.00		

Job Group Analysis

1RM

Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003098 - Risk 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	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

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000059 - Procurement Specialist	#	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		
8 Employees	Totals #	5	7	2	2	1	0	0	0		
	%	62.50	87.50	25.00	25.00	12.50	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		
30000405 - Revenue Auditor, Sr	#	2	2	1	1	0	0	0	0		
3 Employees	%	66.67	66.67	33.33	33.33	0.00	0.00	0.00	0.00		
30003001 - Accounting Supervisor	#	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		
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		
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		
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		
22 Employees	#	7	11	3	3	0	0	1	0		
Totals	%	31.82	50.00	13.64	13.64	0.00	0.00	4.55	0.00		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	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		
30003011 - Business Systems Analyst II	#	2	3	0	1	0	0	0	1		
4 Employees	%	50.00	75.00	0.00	25.00	0.00	0.00	0.00	25.00		
30003010 - Business Systems Analyst I	#	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		
8 Employees	Totals #	4	6	1	1	0	0	0	2		
	%	50.00	75.00	12.50	12.50	0.00	0.00	0.00	25.00		

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	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		
30003028 - Coordinator II	#	2	3	0	2	0	0	0	0		
5 Employees	%	40.00	60.00	0.00	40.00	0.00	0.00	0.00	0.00		
6 Employees	Totals #	2	4	0	2	0	0	0	0		
	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003101 - Risk Specialist III	#	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		
30003100 - Risk Specialist 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		
30003099 - Risk Specialist I	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals #	2	4	1	1	0	0	0	0		
	%	28.57	57.14	14.29	14.29	0.00	0.00	0.00	0.00		

Job Group Analysis

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	#	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		
30000192 - Revenue & Tax Specialist II	#	3	8	3	0	0	0	0	0		
12 Employees	%	25.00	66.67	25.00	0.00	0.00	0.00	0.00	0.00		
30000191 - Revenue & Tax Specialist I	#	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		
15 Employees	Totals #	4	9	3	1	0	0	0	0		
	%	26.67	60.00	20.00	6.67	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	#	2	5	0	2	0	0	0	0		
7 Employees	%	28.57	71.43	0.00	28.57	0.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	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		
30003003 - Administrative Specialist II	#	2	4	1	1	0	0	0	0		
4 Employees	%	50.00	100.00	25.00	25.00	0.00	0.00	0.00	0.00		
12 Employees	Totals #	4	9	1	3	0	0	0	0		
	%	33.33	75.00	8.33	25.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	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 #	0	1	0	0	0	0	0	0		
	%	0.00	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		
30003027 - Coordinator I - NE	#	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

6RM

Administrative Support - Risk Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000066 - Claims Technician	#	1	2	0	0	1	0	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000065 - Claims Technician, 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		
3 Employees	Totals #	1	2	0	0	1	0	0	0		
	%	33.33	66.67	0.00	0.00	33.33	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	#	4	3	0	3	1	0	0	0		
4 Employees	%	100.00	75.00	0.00	75.00	25.00	0.00	0.00	0.00		
4 Employees	#	4	3	0	3	1	0	0	0		
Totals	%	100.00	75.00	0.00	75.00	25.00	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

1AC		Officials/Admin - Accounting							
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 %	8.68	59.30	2.28	0.85	3.49	0.83	0.18	1.09
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	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
19	Employment %	36.84	57.89	5.26	0.00	26.32	5.26	0.00	0.00
	Availability %	12.01	65.64	0.34	3.24	0.23	0.00	8.09	0.11
	Emp Less Avail?		YES					YES	
	Statistical Value		0.477E		1.000E			0.397E	1.000E
	Stat Significant?								
	Shortfall		1					1	

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 %	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
	Stat Significant?								
	Shortfall								

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	33.33	53.33	13.33	13.33	6.67	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
	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
25	Employment %	36.00	56.00	8.00	8.00	4.00	0.00	0.00	16.00
	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	
	Stat Significant?								
	Shortfall								
1RM		Officials/Admin - Risk 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 %	11.80	35.60	4.37	1.47	3.33	0.32	0.21	2.11
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	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
8	Employment %	62.50	87.50	25.00	25.00	12.50	0.00	0.00	0.00
	Availability %	9.46	53.98	3.89	0.00	3.46	0.17	0.00	1.94
	Emp Less Avail?								
	Statistical Value						1.000E		1.000E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	31.82	50.00	13.64	13.64	0.00	0.00	4.55	0.00
	Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
	Emp Less Avail?		YES						
	Statistical Value		0.178E			1.000E	1.000E		1.000E
	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
8	Employment %	50.00	75.00	12.50	12.50	0.00	0.00	0.00	25.00
	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		
	Stat Significant?								
	Shortfall								
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	33.33	66.67	0.00	33.33	0.00	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		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	28.57	57.14	14.29	14.29	0.00	0.00	0.00	0.00
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value					1.000E			1.000E
	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	1.000E	0.095E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

6CI		Administrative Support - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	26.67	60.00	20.00	6.67	0.00	0.00	0.00	0.00
	Availability %	17.92	69.89	5.22	3.27	7.00	0.64	0.49	1.28
	Emp Less Avail?		YES			YES			
	Statistical Value		0.407E			0.620E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall		1			1			
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	33.33	75.00	8.33	25.00	0.00	0.00	0.00	0.00
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?								
	Statistical Value					1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
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 %	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	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
2	Employment %	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00
	Availability %	14.74	68.60	4.72	2.06	6.07	0.74	0.38	0.78
	Emp Less Avail?		YES						
	Statistical Value		0.099E	1.000E		1.000E	1.000E	1.000E	1.000E
	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

6RM		Administrative Support - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	0.00	0.00	33.33	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		0.380E	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
4	Employment %	100.00	75.00	0.00	75.00	25.00	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?								
	Statistical Value			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

1AC		Officials/Admin - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.6	0.0	0.0	0.0	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		
19	# Employed	7	11	1	0	5	1	0	0		
	# Available	2.3	12.5	0.1	0.6	0.0	0.0	1.5	0.0		
	Persons Required	0	1	0	0	0	0	1	0		

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	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	5	8	2	2	1	0	0	0		
	# Available	2.1	6.9	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		
25	# Employed	9	14	2	2	1	0	0	4		
	# Available	2.6	10.3	1.1	0.3	0.7	0.1	0.0	0.4		
	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0		
	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		
8	# Employed	5	7	2	2	1	0	0	0		
	# Available	0.8	4.3	0.3	0.0	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	7	11	3	3	0	0	1	0		
	# Available	3.3	14.3	2.0	0.1	0.6	0.1	0.0	0.5		
	Persons Required	0	3	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	4	6	1	1	0	0	0	2		
	# Available	1.1	3.4	0.6	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	4	0	2	0	0	0	0		
	# Available	0.8	3.7	0.3	0.1	0.3	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		
7	# Employed	2	4	1	1	0	0	0	0		
	# Available	1.3	2.2	0.3	0.0	0.6	0.0	0.0	0.4		
	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		
15	# Employed	4	9	3	1	0	0	0	0		
	# Available	2.7	10.5	0.8	0.5	1.1	0.1	0.1	0.2		
	Persons Required	0	1	0	0	1	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	4	9	1	3	0	0	0	0		
	# Available	1.8	7.7	0.5	0.2	0.7	0.1	0.0	0.3		
	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		

Shortfall

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.3	1.4	0.1	0.0	0.1	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		
3	# Employed	1	2	0	0	1	0	0	0		
	# Available	0.6	2.6	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	4	3	0	3	1	0	0	0		
	# Available	0.9	1.9	0.3	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.