

City of Portland



1250-OMF-BTS
Bureau of Technology 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	#	3	8	2	0	1	0	0	0		
28 Employees	%	10.71	28.57	7.14	0.00	3.57	0.00	0.00	0.00		
2 - Professionals	#	55	54	37	6	9	0	1	2		
170 Employees	%	32.35	31.76	21.76	3.53	5.29	0.00	0.59	1.18		
3 - Technicians	#	2	2	1	1	0	0	0	0		
14 Employees	%	14.29	14.29	7.14	7.14	0.00	0.00	0.00	0.00		
6 - Administrative Support	#	1	6	0	1	0	0	0	0		
12 Employees	%	8.33	50.00	0.00	8.33	0.00	0.00	0.00	0.00		
7 - Skilled Workers	#	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		
8 - Service	#	2	1	0	0	0	2	0	0		
10 Employees	%	20.00	10.00	0.00	0.00	0.00	20.00	0.00	0.00		
235 Employees	Totals #	63	72	40	8	10	2	1	2		
	%	26.81	30.64	17.02	3.40	4.26	0.85	0.43	0.85		

**Job Group
Analysis
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	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		
1IT - Officials/Admin - Information Technology		#	3	7	2	0	1	0	0	0		
23 Employees	1	%	13.04	30.43	8.70	0.00	4.35	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	0	0	0	0	0	0	0	0		
3 Employees	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	55	54	37	6	9	0	1	2		
167 Employees	2	%	32.93	32.34	22.16	3.59	5.39	0.00	0.60	1.20		
3EL - Technicians - Electronics		#	1	1	0	1	0	0	0	0		
13 Employees	3	%	7.69	7.69	0.00	7.69	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	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		
6EO - Administrative Support - Office Equipment Operatio		#	0	2	0	0	0	0	0	0		
3 Employees	6	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	3	0	1	0	0	0	0		
5 Employees	6	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	0	1	0	0	0	0	0	0		
4 Employees	6	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
7EO - Skilled Craft - Office Equipment Operation		#	0	1	0	0	0	0	0	0		
1 Employee	7	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
8EO - Skilled Craft - General Maintenance/Trades		#	2	1	0	0	0	2	0	0		
10 Employees	8	%	20.00	10.00	0.00	0.00	0.00	20.00	0.00	0.00		
235 Employees	Totals	#	63	72	40	8	10	2	1	2		
		%	26.81	30.64	17.02	3.40	4.26	0.85	0.43	0.85		

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		
30003038 - Director 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		
1 Employee	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	Totals										

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003035 - Deputy Director 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		
30003081 - 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		
30003008 - Analyst 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		
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

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003068 - Information Security 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		
30003071 - Information Systems Manager III	#	1	3	0	0	1	0	0	0		
4 Employees	%	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00		
30003070 - Information Systems Manager II	#	1	3	1	0	0	0	0	0		
8 Employees	%	12.50	37.50	12.50	0.00	0.00	0.00	0.00	0.00		
30003108 - Technology Capital Project Manager	#	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		
30003069 - Information Systems Manager I	#	1	1	1	0	0	0	0	0		
7 Employees	%	14.29	14.29	14.29	0.00	0.00	0.00	0.00	0.00		
23 Employees	Totals #	3	7	2	0	1	0	0	0		
	%	13.04	30.43	8.70	0.00	4.35	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		
30003024 - Communications Engineer 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		
30000700 - Communications Engineer	#	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 #	0	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		
30003025 - Communications System Administrator	#	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		
30003107 - Technology Business Representative	#	1	1	1	0	0	0	0	0		
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
30002108 - Information Security Architect	#	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		
30000217 - Inf Syst Analyst, Principal-GIS Enterprs	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000218 - Inf Syst Analyst, Principal-Gen	#	7	4	6	0	1	0	0	0		
20 Employees	%	35.00	20.00	30.00	0.00	5.00	0.00	0.00	0.00		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	1	0	0	0	1	0	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00		
30003012 - Business Systems Analyst III	#	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		
30003072 - Information Systems Supervisor	#	2	4	0	1	1	0	0	0		
9 Employees	%	22.22	44.44	0.00	11.11	11.11	0.00	0.00	0.00		
30000206 - Applications Analyst IV-GIS,Enterprise	#	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		
30000207 - Applications Analyst IV-Generalist	#	4	3	4	0	0	0	0	0		
12 Employees	%	33.33	25.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000215 - Inf Syst Tech Analyst VI-Generalist	#	5	2	2	0	1	0	1	1		
14 Employees	%	35.71	14.29	14.29	0.00	7.14	0.00	7.14	7.14		
30000216 - Inf Syst Tech Analyst VI-Proj Mgmt	#	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		
30001234 - Applications Analyst IV-Web Developer	#	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		
30000204 - Applications Analyst III-Generalist	#	6	3	6	0	0	0	0	0		
12 Employees	%	50.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000213 - Inf Syst Tech Analyst V-Generalist	#	9	9	4	2	3	0	0	0		
23 Employees	%	39.13	39.13	17.39	8.70	13.04	0.00	0.00	0.00		
30000214 - Inf Syst Tech Analyst V-Vertical GIS	#	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		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001933 - Inf Syst Tech Analyst V-Proj Mgmt	#	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		
30003011 - Business Systems Analyst II	#	5	10	4	0	0	0	0	1		
14 Employees	%	35.71	71.43	28.57	0.00	0.00	0.00	0.00	7.14		
30000203 - Applications Analyst II-Generalist	#	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		
30000210 - Inf Syst Tech Analyst IV-Generalist	#	5	6	3	1	1	0	0	0		
17 Employees	%	29.41	35.29	17.65	5.88	5.88	0.00	0.00	0.00		
30000211 - Inf Syst Tech Analyst IV-Telecomm	#	1	3	0	1	0	0	0	0		
4 Employees	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000212 - Inf Syst Tech Analyst IV-Vertical GIS	#	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		
30000200 - Inf Syst Tech Analyst III-Generalist	#	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		
30000199 - Inf Syst Tech Analyst II-Generalist	#	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		
30000198 - Inf Syst Tech Analyst I-Generalist	#	3	1	3	0	0	0	0	0		
6 Employees	%	50.00	16.67	50.00	0.00	0.00	0.00	0.00	0.00		
167 Employees											
	Totals	#	55	54	37	6	9	0	1	2	
		%	32.93	32.34	22.16	3.59	5.39	0.00	0.60	1.20	

Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002610 - Electronics Technician III: Commun	#	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		
30000236 - Electronics Technician II: Commun	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000238 - Communications Switch Technician	#	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		
30000234 - Electronics Technician I: Communications	#	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		
13 Employees	Totals #	1	1	0	1	0	0	0	0		
	Totals %	7.69	7.69	0.00	7.69	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		
30000341 - GIS Technician I	#	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	Totals #	1	1	1	0	0	0	0	0		
	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6EO

Administrative Support - Office Equipment Operatio

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000044 - Printing & Distrib Custmr Svc Rep, Lead	#	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		
30000043 - Printing & Distrib Customer Svc Rep	#	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		
3 Employees											
Totals		#	0	2	0	0	0	0	0		
		%	0.00	66.67	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		
30003104 - Supervisor 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		
30003004 - Administrative Specialist III	#	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		
30003003 - Administrative Specialist II	#	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		
5 Employees	Totals #	1	3	0	1	0	0	0	0		
	%	20.00	60.00	0.00	20.00	0.00	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		
30000056 - Storekeeper/Acquisition Specialist 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		
30000054 - Storekeeper/Acquisition Specialist 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		
30000053 - Storekeeper/Acquisition 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		
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

7EO

Skilled Craft - Office Equipment Operation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000042 - Distribution Technician, Lead	#	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

8EO

Skilled Craft - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000049 - Reprographic Operator 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		
30000048 - Reprographic Operator II	#	1	1	0	0	0	1	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000041 - Distribution Technician	#	1	0	0	0	0	1	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000047 - Reprographic Operator I	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees	Totals #	2	1	0	0	0	2	0	0		
	Totals %	20.00	10.00	0.00	0.00	0.00	20.00	0.00	0.00		

Incumbency vs. Estimated Availability Report

(If Employment is less than Availability, the
Availability % becomes the Placement
Goal)

Incumbency vs. Estimated Availability

1DR		Officials/Admin - Directors							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	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								

1GA		Officials/Admin - General Administrative							
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 %	10.27	41.32	4.48	1.17	2.72	0.37	0.09	1.50
	Emp Less Avail?								
	Statistical Value	1.000E	0.647E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

1IT		Officials/Admin - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	13.04	30.43	8.70	0.00	4.35	0.00	0.00	0.00
	Availability %	19.31	31.28	11.56	2.01	3.88	0.32	0.09	1.47
	Emp Less Avail?	YES							
	Statistical Value	0.601E	1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall	1							

2ER		Professionals - Engineering & Related							
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 %	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	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
167	Employment %	32.93	32.34	22.16	3.59	5.39	0.00	0.60	1.20
	Availability %	13.19	41.95	7.77	1.18	2.41	0.16	0.00	1.66
	Emp Less Avail?		YES						
	Statistical Value		2.518				0.517		0.468
	Stat Significant?		YES						
	Shortfall			16					
3EL		Technicians - Electronics							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	7.69	7.69	0.00	7.69	0.00	0.00	0.00	0.00
	Availability %	24.76	21.15	11.74	2.38	7.49	1.29	0.00	1.85
	Emp Less Avail?	YES	YES	YES					
	Statistical Value	0.208E	0.324E	0.387E		0.617E	1.000E		1.000E
	Stat Significant?								
	Shortfall		2	1	1				
3ER		Technicians - Engineering & Related							
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 %	17.70	32.78	7.48	1.62	3.77	1.16	0.08	3.58
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
6EO		Administrative Support - Office Equipment Operatio							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.86	65.35	4.73	4.03	6.93	0.53	0.58	2.06
	Emp Less Avail?								
	Statistical Value	1.000E		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

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	60.00	0.00	20.00	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	1.000E	1.000E
	Stat Significant?								
	Shortfall								

6SP		Administrative Support - Store & Purchases							
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 %	22.38	47.88	6.62	3.33	8.74	0.74	0.94	2.00
	Emp Less Avail?								
	Statistical Value	0.581E	0.626E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

7EO		Skilled Craft - Office Equipment Operation							
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 %	9.26	40.74	9.26	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E					
	Stat Significant?								
	Shortfall								

8EO		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	20.00	10.00	0.00	0.00	0.00	20.00	0.00	0.00
	Availability %	10.76	33.91	7.73	0.78	1.56	0.16	0.05	0.47
	Emp Less Avail?		YES						
	Statistical Value		0.180E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
	Shortfall		2						

Total Employment: 235

W - Whole Person Rule

A group is considered underutilized when employment is less than the plan availability by at least one whole person.

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

Shortfall Report (Persons Required)

(This is a supplemental report to the
*“Incumbency vs. Estimated Availability
Report”*)

Shortfall

1DR		Officials/Admin - Directors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.3	0.0	0.1	0.1	0.0	0.0	0.0		
	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		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	1.7	0.2	0.0	0.1	0.0	0.0	0.1		
	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		
23	# Employed	3	7	2	0	1	0	0	0		
	# Available	4.4	7.2	2.7	0.5	0.9	0.1	0.0	0.3		
	Persons Required	1	0	0	0	0	0	0	0		

2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.4	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
167	# Employed	55	54	37	6	9	0	1	2		
	# Available	22.0	70.1	13.0	2.0	4.0	0.3	0.0	2.8		
	Persons Required	0	16	0	0	0	0	0	0		

3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	1	1	0	1	0	0	0	0		
	# Available	3.2	2.7	1.5	0.3	1.0	0.2	0.0	0.2		
	Persons Required	2	1	1	0	0	0	0	0		

3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	1	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		

Shortfall

6EO		Administrative Support - Office Equipment Operatio									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	2.0	0.1	0.1	0.2	0.0	0.0	0.1		
	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		
5	# Employed	1	3	0	1	0	0	0	0		
	# Available	0.7	3.2	0.2	0.1	0.3	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	0	1	0	0	0	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		
7EO		Skilled Craft - Office Equipment Operation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	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		
8EO		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	2	1	0	0	0	2	0	0		
	# Available	1.1	3.4	0.8	0.1	0.2	0.0	0.0	0.0		
	Persons Required	0	2	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.