

City of Portland



**1210-BDS
Bureau of Development 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	16	1	2	0	0	0	0		
32 Employees	%	9.38	50.00	3.13	6.25	0.00	0.00	0.00	0.00		
2 - Professionals	#	26	60	14	2	5	2	0	3		
109 Employees	%	23.85	55.05	12.84	1.83	4.59	1.83	0.00	2.75		
3 - Technicians	#	39	59	8	10	11	1	1	8		
190 Employees	%	20.53	31.05	4.21	5.26	5.79	0.53	0.53	4.21		
6 - Administrative Support	#	19	45	3	5	7	0	0	4		
64 Employees	%	29.69	70.31	4.69	7.81	10.94	0.00	0.00	6.25		
395 Employees	Totals #	87	180	26	19	23	3	1	15		
	%	22.03	45.57	6.58	4.81	5.82	0.76	0.25	3.80		

**Job Group
Analysis
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1CR - Officials/Admin - Community Relations	#		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		
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		
1ER - Officials/Admin - Engineering & Related	#		0	2	0	0	0	0	0	0		
5 Employees	1	%	0.00	40.00	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	#		1	10	0	1	0	0	0	0		
19 Employees	1	%	5.26	52.63	0.00	5.26	0.00	0.00	0.00	0.00		
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		
1PM - Officials/Admin - Program Management	#		1	2	0	1	0	0	0	0		
2 Employees	1	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting	#		3	1	2	0	1	0	0	0		
4 Employees	2	%	75.00	25.00	50.00	0.00	25.00	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related	#		6	6	6	0	0	0	0	0		
23 Employees	2	%	26.09	26.09	26.09	0.00	0.00	0.00	0.00	0.00		
2GA - Professionals - General Administrative	#		2	2	2	0	0	0	0	0		
2 Employees	2	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology	#		7	8	3	1	3	0	0	0		
13 Employees	2	%	53.85	61.54	23.08	7.69	23.08	0.00	0.00	0.00		
2PL - Professionals - Planning	#		7	37	1	0	1	2	0	3		
60 Employees	2	%	11.67	61.67	1.67	0.00	1.67	3.33	0.00	5.00		
2PM - Professionals - Program Management	#		1	6	0	1	0	0	0	0		
7 Employees	2	%	14.29	85.71	0.00	14.29	0.00	0.00	0.00	0.00		
3BI - Technicians - Building Inspections	#		25	29	3	6	9	1	1	5		
133 Employees	3	%	18.80	21.80	2.26	4.51	6.77	0.75	0.75	3.76		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3CI - Technicians - Code Inspections		#	2	1	2	0	0	0	0	0		
6 Employees	3	%	33.33	16.67	33.33	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	11	29	3	4	1	0	0	3		
50 Employees	3	%	22.00	58.00	6.00	8.00	2.00	0.00	0.00	6.00		
3RM - Technicians - Risk Management		#	1	0	0	0	1	0	0	0		
1 Employee	3	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	4	18	1	2	0	0	0	1		
29 Employees	6	%	13.79	62.07	3.45	6.90	0.00	0.00	0.00	3.45		
6OS - Administrative Support - Office Support		#	14	24	2	3	7	0	0	2		
31 Employees	6	%	45.16	77.42	6.45	9.68	22.58	0.00	0.00	6.45		
6PM - Administrative Support - Program Management		#	1	3	0	0	0	0	0	1		
4 Employees	6	%	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00		
395 Employees	Totals	#	87	180	26	19	23	3	1	15		
		%	22.03	45.57	6.58	4.81	5.82	0.76	0.25	3.80		

Job Group Analysis Report

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003096 - Public Information 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

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	#	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

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003050 - Engineering 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		
30000335 - Development Services Project Coord	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees											
	Totals										
	#	0	2	0	0	0	0	0	0		
	%	0.00	40.00	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		
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	#	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		
30003054 - Financial Analyst 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		
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		
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	#	1	1	0	1	0	0	0	0		
4 Employees	%	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00		
30003008 - Analyst 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		
30003007 - Analyst II	#	0	6	0	0	0	0	0	0		
7 Employees	%	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00		
30003006 - Analyst I	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
19 Employees	Totals #	1	10	0	1	0	0	0	0		
	%	5.26	52.63	0.00	5.26	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		
30003108 - Technology Capital Project 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

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003030 - Coordinator 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		
2 Employees	Totals	#	1	2	0	1	0	0	0		
		%	50.00	100.00	0.00	50.00	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		
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	#	2	1	2	0	0	0	0	0		
3 Employees	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
4 Employees	#	3	1	2	0	1	0	0	0		
	%	75.00	25.00	50.00	0.00	25.00	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		
30003051 - Engineering Supervisor	#	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		
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		
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		
23 Employees	Totals #	6	6	6	0	0	0	0	0		
	%	26.09	26.09	26.09	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2GA

Professionals - General Administrative

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003085 - Multimedia Specialist	#	2	2	2	0	0	0	0	0		
2 Employees	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	2	2	2	0	0	0	0		
		%	100.00	100.00	100.00	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		
30003012 - Business Systems Analyst III	#	3	4	1	1	1	0	0	0		
5 Employees	%	60.00	80.00	20.00	20.00	20.00	0.00	0.00	0.00		
30003011 - Business Systems Analyst II	#	2	3	2	0	0	0	0	0		
6 Employees	%	33.33	50.00	33.33	0.00	0.00	0.00	0.00	0.00		
30003010 - Business Systems Analyst I	#	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		
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		
13 Employees	Totals #	7	8	3	1	3	0	0	0		
	%	53.85	61.54	23.08	7.69	23.08	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		
30003089 - 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		
30003090 - 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	#	1	6	0	0	0	1	0	0		
10 Employees	%	10.00	60.00	0.00	0.00	0.00	10.00	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		
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		
30000385 - Planner II. City-Land Use	#	2	12	0	0	0	0	0	2		
17 Employees	%	11.76	70.59	0.00	0.00	0.00	0.00	0.00	11.76		
30000389 - Planner II. City-Urban Design	#	1	5	1	0	0	0	0	0		
6 Employees	%	16.67	83.33	16.67	0.00	0.00	0.00	0.00	0.00		
30000377 - Planner I, City-Land Use	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000381 - Planner I, City-Urban Design	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
30000375 - Planner, Associate	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
60 Employees	Totals #	7	37	1	0	1	2	0	3		
	Totals %	11.67	61.67	1.67	0.00	1.67	3.33	0.00	5.00		

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	#	1	5	0	1	0	0	0	0		
6 Employees	%	16.67	83.33	0.00	16.67	0.00	0.00	0.00	0.00		
7 Employees	#	1	6	0	1	0	0	0	0		
	%	14.29	85.71	0.00	14.29	0.00	0.00	0.00	0.00		

Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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	#	2	2	0	0	1	0	0	1		
8 Employees	%	25.00	25.00	0.00	0.00	12.50	0.00	0.00	12.50		
30000174 - Building Inspector, Sr	#	1	1	0	0	0	0	0	1		
22 Employees	%	4.55	4.55	0.00	0.00	0.00	0.00	0.00	4.55		
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	#	5	0	1	0	3	0	0	1		
14 Employees	%	35.71	0.00	7.14	0.00	21.43	0.00	0.00	7.14		
30000231 - Plans Examiner, Commercial	#	0	8	0	0	0	0	0	0		
19 Employees	%	0.00	42.11	0.00	0.00	0.00	0.00	0.00	0.00		
30000172 - Housing Inspector, Sr	#	1	1	0	0	0	0	0	1		
6 Employees	%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	16.67		
30000164 - Plumbing Inspector	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000168 - Electrical Inspector	#	1	0	0	0	1	0	0	0		
6 Employees	%	16.67	0.00	0.00	0.00	16.67	0.00	0.00	0.00		
30000173 - Building Inspector II	#	2	1	0	1	0	0	1	0		
14 Employees	%	14.29	7.14	0.00	7.14	0.00	0.00	7.14	0.00		
30000179 - Site Development Inspector II	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000175 - Building Inspector I	#	2	1	0	1	1	0	0	0		
2 Employees	%	100.00	50.00	0.00	50.00	50.00	0.00	0.00	0.00		
30000177 - Site Development Inspector I	#	2	1	0	1	1	0	0	0		
4 Employees	%	50.00	25.00	0.00	25.00	25.00	0.00	0.00	0.00		
30000230 - Plans Examiner, Residential	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000171 - Housing Inspector	#	7	5	2	2	2	1	0	0		
13 Employees	%	53.85	38.46	15.38	15.38	15.38	7.69	0.00	0.00		

Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
133 Employees	Totals	#	25	29	3	6	9	1	1	5		
		%	18.80	21.80	2.26	4.51	6.77	0.75	0.75	3.76		

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		
4 Employees	%	50.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals #	2	1	2	0	0	0	0	0		
	%	33.33	16.67	33.33	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		
7 Employees	%	14.29	71.43	0.00	14.29	0.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	6	19	1	2	0	0	0	3		
34 Employees	%	17.65	55.88	2.94	5.88	0.00	0.00	0.00	8.82		
30000332 - Development Services Technician I	#	4	5	2	1	1	0	0	0		
9 Employees	%	44.44	55.56	22.22	11.11	11.11	0.00	0.00	0.00		
50 Employees	Totals #	11	29	3	4	1	0	0	3		
	%	22.00	58.00	6.00	8.00	2.00	0.00	0.00	6.00		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003100 - Risk Specialist 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		
1 Employee	Totals	#	1	0	0	1	0	0	0		
		%	100.00	0.00	0.00	0.00	100.00	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	10	0	1	0	0	0	0		
17 Employees	%	5.88	58.82	0.00	5.88	0.00	0.00	0.00	0.00		
30003005 - Administrative Specialist 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		
30003103 - Supervisor 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		
30003004 - Administrative 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		
30003003 - Administrative Specialist II	#	3	5	1	1	0	0	0	1		
8 Employees	%	37.50	62.50	12.50	12.50	0.00	0.00	0.00	12.50		
29 Employees	Totals #	4	18	1	2	0	0	0	1		
	%	13.79	62.07	3.45	6.90	0.00	0.00	0.00	3.45		

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	#	3	6	0	1	1	0	0	1		
9 Employees	%	33.33	66.67	0.00	11.11	11.11	0.00	0.00	11.11		
30000014 - Office Support Specialist, Lead	#	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		
30000012 - Office Support Specialist II	#	9	15	2	1	5	0	0	1		
19 Employees	%	47.37	78.95	10.53	5.26	26.32	0.00	0.00	5.26		
31 Employees	Totals #	14	24	2	3	7	0	0	2		
	%	45.16	77.42	6.45	9.68	22.58	0.00	0.00	6.45		

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	3	0	0	0	0	0	1		
4 Employees	%	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00		
4 Employees	#	1	3	0	0	0	0	0	1		
Totals	%	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1CR		Officials/Admin - Community Relations							
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 %	7.50	61.25	0.00	7.50	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E	0.388E		1.000E				
	Stat Significant?								
	Shortfall								

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								

1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	40.00	0.00	0.00	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	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 %	13.82	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			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
19	Employment %	5.26	52.63	0.00	5.26	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	0.714E		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
1	Employment %	0.00	0.00	0.00	0.00	0.00	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?								
	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
2	Employment %	50.00	100.00	0.00	50.00	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
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	75.00	25.00	50.00	0.00	25.00	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?		YES						
	Statistical Value		0.126E		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

2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	26.09	26.09	26.09	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
	Stat Significant?								
	Shortfall								
2GA		Professionals - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.97	44.99	8.20	1.28	6.91	0.96	0.18	1.45
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	53.85	61.54	23.08	7.69	23.08	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
	Stat Significant?								
	Shortfall								
2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
60	Employment %	11.67	61.67	1.67	0.00	1.67	3.33	0.00	5.00
	Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?			YES					
	Statistical Value			0.776					
	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

2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	85.71	0.00	14.29	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								
3BI		Technicians - Building Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
133	Employment %	18.80	21.80	2.26	4.51	6.77	0.75	0.75	3.76
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?		YES	YES			YES		YES
	Statistical Value	0.010	8.832	1.913			0.826		1.648
	Stat Significant?		YES						
	Shortfall		50	5			1		5
3CI		Technicians - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	33.33	16.67	33.33	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		0.044E		1.000E	1.000E	1.000E		1.000E
	Stat Significant?		YES						
	Shortfall		2						
3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
50	Employment %	22.00	58.00	6.00	8.00	2.00	0.00	0.00	6.00
	Availability %	17.70	32.78	7.48	1.62	3.77	1.16	0.08	3.58
	Emp Less Avail?								
	Statistical Value			0.398		0.657	0.766	0.200	
	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

3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	0.00	100.00	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					1.000E
	Stat Significant?								
	Shortfall								

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
29	Employment %	13.79	62.07	3.45	6.90	0.00	0.00	0.00	3.45
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?					YES			
	Statistical Value	1.000E	0.847E	1.000E		0.409E	1.000E	1.000E	
	Stat Significant?								
	Shortfall					1			

6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
31	Employment %	45.16	77.42	6.45	9.68	22.58	0.00	0.00	6.45
	Availability %	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	Emp Less Avail?								
	Statistical Value		0.042	0.029			0.522	0.348	
	Stat Significant?								
	Shortfall								

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00
	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								

Total Employment: 395

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

1CR		Officials/Admin - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.6	0.0	0.1	0.0	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	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		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	2	0	0	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		
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		
19	# Employed	1	10	0	1	0	0	0	0		
	# Available	2.0	7.9	0.9	0.2	0.5	0.1	0.0	0.3		
	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		

1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	1	0	0	0	0		
	# Available	0.3	0.8	0.1	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	3	1	2	0	1	0	0	0		
	# Available	0.6	2.6	0.4	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	6	6	6	0	0	0	0	0		
	# Available	2.9	3.2	1.7	0.1	0.4	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		
2GA		Professionals - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	2	2	2	0	0	0	0	0		
	# Available	0.4	0.9	0.2	0.0	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		
13	# Employed	7	8	3	1	3	0	0	0		
	# Available	1.7	5.5	1.0	0.2	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
60	# Employed	7	37	1	0	1	2	0	3		
	# Available	2.1	30.5	2.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	1	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	6	0	1	0	0	0	0		
	# Available	0.9	4.3	0.3	0.1	0.4	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3BI		Technicians - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
133	# Employed	25	29	3	6	9	1	1	5		
	# Available	25.0	79.0	8.4	2.2	2.2	2.2	0.0	10.0		
	Persons Required	0	50	5	0	0	1	0	5		
3CI		Technicians - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	2	1	2	0	0	0	0	0		
	# Available	1.1	3.6	0.4	0.1	0.1	0.1	0.0	0.5		
	Persons Required	0	2	0	0	0	0	0	0		

Shortfall

3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
50	# Employed	11	29	3	4	1	0	0	3		
	# Available	8.9	16.4	3.7	0.8	1.9	0.6	0.0	1.8		
	Persons Required	0	0	0	0	0	0	0	0		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	0	1	0	0	0		
	# Available	0.2	0.3	0.0	0.0	0.1	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		
29	# Employed	4	18	1	2	0	0	0	1		
	# Available	4.3	18.6	1.2	0.4	1.6	0.2	0.1	0.8		
	Persons Required	0	0	0	0	1	0	0	0		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
31	# Employed	14	24	2	3	7	0	0	2		
	# Available	5.3	24.1	2.0	0.7	1.5	0.3	0.1	0.7		
	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		
4	# Employed	1	3	0	0	0	0	0	1		
	# Available	0.6	2.7	0.2	0.1	0.2	0.0	0.0	0.0		
	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.