

# City of Portland



**1150-PPB  
Portland Police Bureau**

## **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	#	9	26	4	2	2	1	0	0		
45 Employees	%	20.00	57.78	8.89	4.44	4.44	2.22	0.00	0.00		
2 - Professionals	#	6	26	2	2	2	0	0	0		
35 Employees	%	17.14	74.29	5.71	5.71	5.71	0.00	0.00	0.00		
3 - Technicians	#	6	11	3	0	0	1	0	2		
18 Employees	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		
4 - Protective Service Workers: Sworn	#	145	142	53	32	38	3	2	17		
906 Employees	%	16.00	15.67	5.85	3.53	4.19	0.33	0.22	1.88		
5 - Protective Service Workers: Non-Sworn	#	3	4	0	1	2	0	0	0		
10 Employees	%	30.00	40.00	0.00	10.00	20.00	0.00	0.00	0.00		
6 - Administrative Support	#	30	102	7	3	12	2	3	3		
152 Employees	%	19.74	67.11	4.61	1.97	7.89	1.32	1.97	1.97		
8 - Service	#	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		
<b>1172 Employees</b>	<b>Totals</b>	#	199	311	69	40	56	7	5	22	
		%	16.98	26.54	5.89	3.41	4.78	0.60	0.43	1.88	

**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		#	1	1	0	1	0	0	0	0		
1 Employee	1	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	1	2	1	0	0	0	0	0		
2 Employees	1	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	6	20	2	1	2	1	0	0		
36 Employees	1	%	16.67	55.56	5.56	2.78	5.56	2.78	0.00	0.00		
1LE - Officials/Admin - Law Enforcement		#	1	1	1	0	0	0	0	0		
4 Employees	1	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	0	2	0	0	0	0	0	0		
2 Employees	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	1	5	1	0	0	0	0	0		
7 Employees	2	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2GA - Professionals - General Administrative		#	1	1	1	0	0	0	0	0		
2 Employees	2	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	2	0	0	0	0	0	0		
2 Employees	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2LE - Professionals - Law Enforcement		#	1	3	0	1	0	0	0	0		
4 Employees	2	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00		
2OS - Professionals - Office Support		#	0	8	0	0	0	0	0	0		
9 Employees	2	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00		
2PM - Professionals - Program Management		#	3	6	0	1	2	0	0	0		
10 Employees	2	%	30.00	60.00	0.00	10.00	20.00	0.00	0.00	0.00		
3LE - Technicians - Law Enforcement		#	6	11	3	0	0	1	0	2		
18 Employees	3	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry		#	109	102	40	24	27	1	2	15		
631 Employees	4	%	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level		#	28	34	11	7	8	2	0	0		
233 Employees	4	%	12.02	14.59	4.72	3.00	3.43	0.86	0.00	0.00		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level		#	7	6	1	1	3	0	0	2		
36 Employees	4	%	19.44	16.67	2.78	2.78	8.33	0.00	0.00	5.56		
4LE-4 - Protective Service-Sworn-Law Enfr-Executive		#	1	0	1	0	0	0	0	0		
6 Employees	4	%	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00		
5LE - Protective Service - Non-Sworn - Law Enforcement		#	3	4	0	1	2	0	0	0		
10 Employees	5	%	30.00	40.00	0.00	10.00	20.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	9	25	3	1	1	1	2	1		
39 Employees	6	%	23.08	64.10	7.69	2.56	2.56	2.56	5.13	2.56		
6OS - Administrative Support - Office Support		#	12	64	2	0	6	1	1	2		
91 Employees	6	%	13.19	70.33	2.20	0.00	6.59	1.10	1.10	2.20		
6PM - Administrative Support - Program Management		#	6	7	1	2	3	0	0	0		
12 Employees	6	%	50.00	58.33	8.33	16.67	25.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	3	6	1	0	2	0	0	0		
10 Employees	6	%	30.00	60.00	10.00	0.00	20.00	0.00	0.00	0.00		
8AM - Service Maintenance - Auto Maintenance		#	0	0	0	0	0	0	0	0		
4 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8LE - Service Maintenance - Law Enforcement		#	0	0	0	0	0	0	0	0		
2 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1172 Employees	Totals	#	199	311	69	40	56	7	5	22		
		%	16.98	26.54	5.89	3.41	4.78	0.60	0.43	1.88		

# **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		
30003092 - Police Chief	#	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	#	1	1	0	1	0	0	0	0		
	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
Totals											



# 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	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		
30003055 - Financial Analyst II	#	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		
2 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	50.00	100.00	50.00	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	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	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	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		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003007 - Analyst II	#	3	13	1	1	1	0	0	0		
27 Employees	%	11.11	48.15	3.70	3.70	3.70	0.00	0.00	0.00		
30003006 - Analyst I	#	2	4	1	0	1	0	0	0		
5 Employees	%	40.00	80.00	20.00	0.00	20.00	0.00	0.00	0.00		
36 Employees	#	6	20	2	1	2	1	0	0		
	%	16.67	55.56	5.56	2.78	5.56	2.78	0.00	0.00		

# Job Group Analysis

1LE

Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003033 - Deputy Chief of Police	#	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			
30003093 - Police Chief, Assistant	#	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			
4 Employees	Totals		#	1	1	1	0	0	0	0		
	%	25.00	25.00	25.00	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	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	2	0	0	0	0	0	0		
		%	0.00	100.00	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		
30003001 - Accounting Supervisor	#	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		
30000063 - Accountant 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		
30000062 - Accountant I	#	1	4	1	0	0	0	0	0		
5 Employees	%	20.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	#	1	5	1	0	0	0	0	0		
	Totals	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00		

# Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003097 - Public Information 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		
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

2GA

Professionals - General Administrative

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003085 - Multimedia Specialist	#	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		
2 Employees	Totals	#	1	1	1	0	0	0	0		
		%	50.00	50.00	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	#	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		
30003010 - Business Systems 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		
2 Employees	Totals #	0	2	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

2LE

Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000310 - Police Investigative Accountant	#	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			
30000309 - Crime Prevention Program Administrator	#	1	3	0	1	0	0	0	0			
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00			
4 Employees	Totals		#	1	3	0	1	0	0	0		
	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00			

# Job Group Analysis

20S

Professionals - Office Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	0	8	0	0	0	0	0	0		
9 Employees	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals	#	8	0	0	0	0	0	0		
		%	0.00	88.89	0.00	0.00	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	#	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		
30003028 - Coordinator II	#	2	3	0	0	2	0	0	0		
6 Employees	%	33.33	50.00	0.00	0.00	33.33	0.00	0.00	0.00		
10 Employees	Totals #	3	6	0	1	2	0	0	0		
	%	30.00	60.00	0.00	10.00	20.00	0.00	0.00	0.00		

# Job Group Analysis

3LE

Technicians - Law Enforcement

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000305 - Police Identification Technician, Lead	#	2	2	2	0	0	0	0	0		
3 Employees	%	66.67	66.67	66.67	0.00	0.00	0.00	0.00	0.00		
30000304 - Police Identification Technician	#	4	9	1	0	0	1	0	2		
15 Employees	%	26.67	60.00	6.67	0.00	0.00	6.67	0.00	13.33		
18 Employees	Totals #	6	11	3	0	0	1	0	2		
	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		

# Job Group Analysis

4LE-1

Protective Service-Sworn-Law Enfr-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000297 - Police Officer	#	109	102	40	24	27	1	2	15			
631 Employees	%	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38			
631 Employees	Totals	#	109	102	40	24	27	1	2	15		
		%	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38		

# Job Group Analysis

4LE-2

Protective Service-Sworn-Law Enfr-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000298 - Police Sergeant	#	13	10	3	4	4	2	0	0		
126 Employees	%	10.32	7.94	2.38	3.17	3.17	1.59	0.00	0.00		
30000302 - Police Detective	#	12	21	5	3	4	0	0	0		
91 Employees	%	13.19	23.08	5.49	3.30	4.40	0.00	0.00	0.00		
30000307 - Police Criminalist	#	3	3	3	0	0	0	0	0		
16 Employees	%	18.75	18.75	18.75	0.00	0.00	0.00	0.00	0.00		
233 Employees	Totals #	28	34	11	7	8	2	0	0		
	%	12.02	14.59	4.72	3.00	3.43	0.86	0.00	0.00		

# Job Group Analysis

4LE-3

Protective Service-Sworn-Law Enfr-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000299 - Police Lieutenant	#	4	2	0	1	1	0	0	2		
25 Employees	%	16.00	8.00	0.00	4.00	4.00	0.00	0.00	8.00		
30003091 - Police Captain	#	3	4	1	0	2	0	0	0		
11 Employees	%	27.27	36.36	9.09	0.00	18.18	0.00	0.00	0.00		
36 Employees	Totals #	7	6	1	1	3	0	0	2		
	%	19.44	16.67	2.78	2.78	8.33	0.00	0.00	5.56		

# Job Group Analysis

4LE-4

Protective Service-Sworn-Law Enfr-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003094 - Police Commander	#	1	0	1	0	0	0	0	0		
6 Employees	%	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals #	1	0	1	0	0	0	0	0		
	%	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00		



# Job Group Analysis

5LE

Protective Service - Non-Sworn - Law Enforcement

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003095 - Police Internal Affairs Investigator	#	3	4	0	1	2	0	0	0		
9 Employees	%	33.33	44.44	0.00	11.11	22.22	0.00	0.00	0.00		
30000296 - Public Safety Aide	#	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		
10 Employees	Totals #	3	4	0	1	2	0	0	0		
	%	30.00	40.00	0.00	10.00	20.00	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	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	1	12	1	0	0	0	0	0		
13 Employees	%	7.69	92.31	7.69	0.00	0.00	0.00	0.00	0.00		
30003004 - Administrative Specialist III	#	6	7	1	1	1	1	2	0		
16 Employees	%	37.50	43.75	6.25	6.25	6.25	6.25	12.50	0.00		
30003003 - Administrative Specialist II	#	1	5	1	0	0	0	0	0		
5 Employees	%	20.00	100.00	20.00	0.00	0.00	0.00	0.00	0.00		
30003002 - Administrative Specialist 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		
39 Employees											
	Totals	#	9	25	3	1	1	1	2	1	
		%	23.08	64.10	7.69	2.56	2.56	2.56	5.13	2.56	

# Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000025 - Police Administrative Support Spec, Sr	#	2	12	0	0	2	0	0	0		
14 Employees	%	14.29	85.71	0.00	0.00	14.29	0.00	0.00	0.00		
30000020 - Police Records Specialist	#	4	28	1	0	1	1	0	1		
41 Employees	%	9.76	68.29	2.44	0.00	2.44	2.44	0.00	2.44		
30000024 - Police Administrative Support Specialist	#	4	19	1	0	2	0	0	1		
25 Employees	%	16.00	76.00	4.00	0.00	8.00	0.00	0.00	4.00		
30000022 - Police Desk Clerk	#	1	4	0	0	1	0	0	0		
7 Employees	%	14.29	57.14	0.00	0.00	14.29	0.00	0.00	0.00		
30000019 - Police Records Specialist, Trainee	#	1	1	0	0	0	0	1	0		
4 Employees	%	25.00	25.00	0.00	0.00	0.00	0.00	25.00	0.00		
91 Employees											
	Totals	#	12	64	2	0	6	1	1	2	
		%	13.19	70.33	2.20	0.00	6.59	1.10	1.10	2.20	

# 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	#	6	7	1	2	3	0	0	0			
12 Employees	%	50.00	58.33	8.33	16.67	25.00	0.00	0.00	0.00			
12 Employees	Totals	#	6	7	1	2	3	0	0	0		
		%	50.00	58.33	8.33	16.67	25.00	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		
30000051 - Evidence Control Specialist, Lead	#	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		
30000050 - Evidence Control Specialist	#	2	6	0	0	2	0	0	0		
8 Employees	%	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00		
10 Employees	Totals #	3	6	1	0	2	0	0	0		
	%	30.00	60.00	10.00	0.00	20.00	0.00	0.00	0.00		

# Job Group Analysis

8AM

Service Maintenance - Auto Maintenance

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000096 - Auto Servicer	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 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

8LE

Service Maintenance - Law Enforcement

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec	#	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		
2 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	

# **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 %	100.00	100.00	0.00	100.00	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
	Stat Significant?								
	Shortfall								
1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	50.00	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
	Stat Significant?								
	Shortfall								
1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
36	Employment %	16.67	55.56	5.56	2.78	5.56	2.78	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							0.180	0.740
	Stat Significant?								
	Shortfall								
1LE		Officials/Admin - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.82	22.22	4.27	0.00	5.98	0.00	0.00	2.56
	Emp Less Avail?								
	Statistical Value					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

1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	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
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	71.43	14.29	0.00	0.00	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?								
	Statistical Value	1.000E			1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.65	48.09	4.50	0.09	3.31	2.07	0.00	2.66
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	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 %	50.00	50.00	50.00	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								

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
2	Employment %	0.00	100.00	0.00	0.00	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	1.000E		1.000E
	Stat Significant?								
	Shortfall								
2LE		Professionals - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00
	Availability %	16.64	56.32	6.75	2.28	7.44	0.02	0.01	0.15
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
2OS		Professionals - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
	Emp Less Avail?	YES							
	Statistical Value	0.375E		1.000E	1.000E	1.000E			
	Stat Significant?								
	Shortfall	1							
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	30.00	60.00	0.00	10.00	20.00	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								

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

3LE		Technicians - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E			
	Stat Significant?								
	Shortfall								
4LE-1		Protective Service-Sworn-Law Enfr-Entry							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
631	Employment %	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38
	Availability %	29.19	15.73	2.07	12.29	12.34	0.67	0.22	1.61
	Emp Less Avail?	YES			YES	YES	YES		
	Statistical Value	6.584			6.493	6.157	1.575		
	Stat Significant?	YES			YES	YES			
	Shortfall	75			53	50	3		
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
233	Employment %	12.02	14.59	4.72	3.00	3.43	0.86	0.00	0.00
	Availability %	17.27	16.16	6.34	3.80	4.28	0.16	0.32	2.38
	Emp Less Avail?	YES	YES	YES	YES	YES			YES
	Statistical Value	2.121	0.650	1.014	0.635	0.638		0.865	2.383
	Stat Significant?	YES							YES
	Shortfall	12	3	3	1	1			5
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
36	Employment %	19.44	16.67	2.78	2.78	8.33	0.00	0.00	5.56
	Availability %	12.02	14.59	4.72	3.00	3.43	0.86	0.00	0.00
	Emp Less Avail?								
	Statistical Value			0.550	0.078		0.559		
	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

4LE-4		Protective Service-Sworn-Law Enfr-Executive							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00
	Availability %	27.27	36.36	9.09	0.00	18.18	0.00	0.00	0.00
	Emp Less Avail?		YES			YES			
	Statistical Value	1.000E	0.093E			0.600E			
	Stat Significant?								
	Shortfall		2			1			
5LE		Protective Service - Non-Sworn - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	30.00	40.00	0.00	10.00	20.00	0.00	0.00	0.00
	Availability %	6.64	36.76	3.18	0.09	2.95	0.00	0.00	0.41
	Emp Less Avail?								
	Statistical Value			1.000E					1.000E
	Stat Significant?								
	Shortfall								
6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
39	Employment %	23.08	64.10	7.69	2.56	2.56	2.56	5.13	2.56
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?					YES			
	Statistical Value		0.022			0.833			0.056
	Stat Significant?								
	Shortfall					1			
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
91	Employment %	13.19	70.33	2.20	0.00	6.59	1.10	1.10	2.20
	Availability %	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	Emp Less Avail?	YES	YES	YES	YES				
	Statistical Value	0.982	1.697	1.686	1.411				0.126
	Stat Significant?								
	Shortfall		3	6	3	1			

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

## Incumbency vs. Estimated Availability

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	50.00	58.33	8.33	16.67	25.00	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		0.535E				1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall		1						

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	30.00	60.00	10.00	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?								
	Statistical Value				1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

8AM		Service Maintenance - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.51	13.53	4.18	6.47	8.52	0.00	1.88	1.46
	Emp Less Avail?								
	Statistical Value	0.581E	1.000E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
	Shortfall								

8LE		Service Maintenance - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	31.09	67.23	5.88	3.36	7.56	0.00	10.08	4.20
	Emp Less Avail?		YES						
	Statistical Value	1.000E	0.107E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
	Shortfall		1						

Total Employment: 1172

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	1	1	0	1	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		
2	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.3	0.9	0.1	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		
36	# Employed	6	20	2	1	2	1	0	0		
	# Available	3.7	14.9	1.6	0.4	1.0	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1LE		Officials/Admin - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.5	0.9	0.2	0.0	0.2	0.0	0.0	0.1		
	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	0	2	0	0	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		

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	5	1	0	0	0	0	0		
	# Available	1.0	4.6	0.6	0.0	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		



# Shortfall

2GA		Professionals - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	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		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.3	0.8	0.2	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2LE		Professionals - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	3	0	1	0	0	0	0		
	# Available	0.7	2.3	0.3	0.1	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2OS		Professionals - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	0	8	0	0	0	0	0	0		
	# Available	1.3	7.0	0.3	0.2	0.8	0.0	0.0	0.0		
	Persons Required	1	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	6	0	1	2	0	0	0		
	# Available	1.3	6.1	0.4	0.1	0.5	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3LE		Technicians - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	6	11	3	0	0	1	0	2		
	# Available	3.4	10.7	1.1	0.3	0.3	0.3	0.0	1.4		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-1		Protective Service-Sworn-Law Enfr-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
631	# Employed	109	102	40	24	27	1	2	15		
	# Available	184.2	99.3	13.1	77.5	77.9	4.2	1.4	10.2		
	Persons Required	75	0	0	53	50	3	0	0		
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
233	# Employed	28	34	11	7	8	2	0	0		
	# Available	40.2	37.7	14.8	8.9	10.0	0.4	0.7	5.5		
	Persons Required	12	3	3	1	1	0	0	5		

## Shortfall

4LE-3		Protective Service-Sworn-Law Enfr-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
36	# Employed	7	6	1	1	3	0	0	2		
	# Available	4.3	5.3	1.7	1.1	1.2	0.3	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-4		Protective Service-Sworn-Law Enfr-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	0	1	0	0	0	0	0		
	# Available	1.6	2.2	0.5	0.0	1.1	0.0	0.0	0.0		
	Persons Required	0	2	0	0	1	0	0	0		
5LE		Protective Service - Non-Sworn - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	4	0	1	2	0	0	0		
	# Available	0.7	3.7	0.3	0.0	0.3	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
39	# Employed	9	25	3	1	1	1	2	1		
	# Available	5.8	25.1	1.6	0.5	2.2	0.3	0.1	1.1		
	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		
91	# Employed	12	64	2	0	6	1	1	2		
	# Available	15.5	70.7	6.0	1.9	4.3	0.8	0.4	2.2		
	Persons Required	3	6	3	1	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	6	7	1	2	3	0	0	0		
	# Available	1.8	8.2	0.6	0.2	0.7	0.1	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		
6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	6	1	0	2	0	0	0		
	# Available	2.2	4.8	0.7	0.3	0.9	0.1	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
8AM		Service Maintenance - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.9	0.5	0.2	0.3	0.3	0.0	0.1	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

8LE		Service Maintenance - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	1.3	0.1	0.1	0.2	0.0	0.2	0.1		
	Persons Required	0	1	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.