

# City of Portland



1140-BPS  
Bureau of Planning & Sustainability

## 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	#	1	9	1	0	0	0	0	0		
12 Employees	%	8.33	75.00	8.33	0.00	0.00	0.00	0.00	0.00		
2 - Professionals	#	19	36	4	2	9	0	0	4		
67 Employees	%	28.36	53.73	5.97	2.99	13.43	0.00	0.00	5.97		
3 - Technicians	#	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		
6 - Administrative Support	#	8	11	1	3	1	0	0	3		
17 Employees	%	47.06	64.71	5.88	17.65	5.88	0.00	0.00	17.65		
<b>98 Employees</b>	<b>Totals #</b>	<b>28</b>	<b>56</b>	<b>6</b>	<b>5</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>7</b>		
	<b>%</b>	<b>28.57</b>	<b>57.14</b>	<b>6.12</b>	<b>5.10</b>	<b>10.20</b>	<b>0.00</b>	<b>0.00</b>	<b>7.14</b>		

**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		
1FL - Officials/Admin - Financial		#	1	1	1	0	0	0	0	0		
1 Employee	1	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	0	6	0	0	0	0	0	0		
8 Employees	1	%	0.00	75.00	0.00	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	0	1	0	0	0	0	0		
1 Employee	2	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	1	2	1	0	0	0	0	0		
4 Employees	2	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	8	18	2	0	4	0	0	2		
38 Employees	2	%	21.05	47.37	5.26	0.00	10.53	0.00	0.00	5.26		
2PM - Professionals - Program Management		#	9	16	0	2	5	0	0	2		
24 Employees	2	%	37.50	66.67	0.00	8.33	20.83	0.00	0.00	8.33		
3CI - Technicians - Code Inspections		#	0	0	0	0	0	0	0	0		
1 Employee	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	0	0	0	0	0	0	0	0		
1 Employee	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	3	3	1	0	0	0	0	2		
6 Employees	6	%	50.00	50.00	16.67	0.00	0.00	0.00	0.00	33.33		
6OS - Administrative Support - Office Support		#	1	2	0	1	0	0	0	0		
2 Employees	6	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	4	6	0	2	1	0	0	1		
9 Employees	6	%	44.44	66.67	0.00	22.22	11.11	0.00	0.00	11.11		
98 Employees	Totals	#	28	56	6	5	10	0	0	7		
		%	28.57	57.14	6.12	5.10	10.20	0.00	0.00	7.14		

# **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		
30003037 - Director 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		
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

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
1 Employee	Totals	#	1	1	1	0	0	0	0		
		%	100.00	100.00	100.00	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		
30003082 - Manager 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		
30003081 - Manager 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		
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	#	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		
30003006 - Analyst I	#	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		
8 Employees	Totals #	0	6	0	0	0	0	0	0		
	%	0.00	75.00	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	#	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		
30000063 - Accountant II	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	1	0	0	0	0		
		%	100.00	0.00	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	#	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		
30000373 - Graphics Designer 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		
30000212 - Inf Syst Tech Analyst IV-Vertical GIS	#	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	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	25.00	50.00	25.00	0.00	0.00	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	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30003090 - Planner, Supervising	#	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		
30000391 - Planner, Sr City-Economic	#	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		
30000393 - Planner, Sr City-Land Use	#	0	3	0	0	0	0	0	0		
7 Employees	%	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00		
30000397 - Planner, Sr City-Urban Design	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	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	#	3	7	1	0	1	0	0	1		
12 Employees	%	25.00	58.33	8.33	0.00	8.33	0.00	0.00	8.33		
30000381 - Planner I, City-Urban Design	#	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		
30000375 - Planner, Associate	#	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		
30000374 - Planning Assistant	#	2	3	0	0	1	0	0	1		
5 Employees	%	40.00	60.00	0.00	0.00	20.00	0.00	0.00	20.00		
38 Employees	Totals #	8	18	2	0	4	0	0	2		
	%	21.05	47.37	5.26	0.00	10.53	0.00	0.00	5.26		

# Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	2	4	0	0	2	0	0	0		
6 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30003028 - Coordinator II	#	7	12	0	2	3	0	0	2		
18 Employees	%	38.89	66.67	0.00	11.11	16.67	0.00	0.00	11.11		
24 Employees	Totals #	9	16	0	2	5	0	0	2		
	%	37.50	66.67	0.00	8.33	20.83	0.00	0.00	8.33		

# Job Group Analysis

3CI

Technicians - Code Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000184 - Code 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		
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

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000342 - GIS Technician 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	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

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	2	1	1	0	0	0	0	1		
2 Employees	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	50.00		
30003004 - Administrative Specialist III	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30003003 - Administrative 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		
30003002 - Administrative Specialist 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		
6 Employees	Totals #	3	3	1	0	0	0	0	2		
	%	50.00	50.00	16.67	0.00	0.00	0.00	0.00	33.33		

# Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support Specialist 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		
30000011 - Office Support Specialist I	#	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		
2 Employees	Totals #	1	2	0	1	0	0	0	0		
	%	50.00	100.00	0.00	50.00	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	#	4	5	0	2	1	0	0	1		
6 Employees	%	66.67	83.33	0.00	33.33	16.67	0.00	0.00	16.67		
30003235 - Coordinator I - E	#	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		
9 Employees	Totals #	4	6	0	2	1	0	0	1		
	%	44.44	66.67	0.00	22.22	11.11	0.00	0.00	11.11		

# **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								

1FL		Officials/Admin - Financial							
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 %	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
8	Employment %	0.00	75.00	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		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 %	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								

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

2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	100.00	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		0.349E		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
4	Employment %	25.00	50.00	25.00	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
	Stat Significant?								
	Shortfall								
2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
38	Employment %	21.05	47.37	5.26	0.00	10.53	0.00	0.00	5.26
	Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?		YES						
	Statistical Value		0.433						
	Stat Significant?								
	Shortfall		1						
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	37.50	66.67	0.00	8.33	20.83	0.00	0.00	8.33
	Availability %	12.73	61.46	4.44	1.11	5.17	0.73	0.16	1.10
	Emp Less Avail?			YES					
	Statistical Value			0.625E			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

3CI		Technicians - Code Inspections							
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 %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?								
	Statistical Value	1.000E	0.406E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								

  

3ER		Technicians - Engineering & Related							
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 %	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	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

  

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	50.00	50.00	16.67	0.00	0.00	0.00	0.00	33.33
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?								
	Statistical Value		0.673E		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
2	Employment %	50.00	100.00	0.00	50.00	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
	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

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	44.44	66.67	0.00	22.22	11.11	0.00	0.00	11.11
	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	
	Stat Significant?								
	Shortfall								

Total Employment: 98

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		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	1	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		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	6	0	0	0	0	0	0		
	# Available	0.8	3.3	0.4	0.1	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		
1	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.1	0.7	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.5	1.7	0.3	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
38	# Employed	8	18	2	0	4	0	0	2		
	# Available	1.3	19.3	1.3	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

## Shortfall

2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	9	16	0	2	5	0	0	2		
	# Available	3.1	14.8	1.1	0.3	1.2	0.2	0.0	0.3		
	Persons Required	0	0	1	0	0	0	0	0		
3CI		Technicians - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.6	0.1	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
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		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	3	3	1	0	0	0	0	2		
	# Available	0.9	3.9	0.3	0.1	0.3	0.0	0.0	0.2		
	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		
2	# Employed	1	2	0	1	0	0	0	0		
	# Available	0.3	1.6	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	4	6	0	2	1	0	0	1		
	# Available	1.3	6.2	0.4	0.2	0.5	0.1	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.