

# City of Portland



**1120-PBOT  
Portland Bureau of Transportation**

## **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	#	14	30	5	5	3	0	0	1		
87 Employees	%	16.09	34.48	5.75	5.75	3.45	0.00	0.00	1.15		
2 - Professionals	#	34	43	18	3	7	3	1	2		
131 Employees	%	25.95	32.82	13.74	2.29	5.34	2.29	0.76	1.53		
3 - Technicians	#	23	33	7	7	1	2	2	4		
113 Employees	%	20.35	29.20	6.19	6.19	0.88	1.77	1.77	3.54		
5 - Protective Service Workers: Non-Sworn	#	15	26	2	6	4	1	0	2		
64 Employees	%	23.44	40.63	3.13	9.38	6.25	1.56	0.00	3.13		
6 - Administrative Support	#	36	73	11	9	6	1	0	9		
123 Employees	%	29.27	59.35	8.94	7.32	4.88	0.81	0.00	7.32		
7 - Skilled Workers	#	21	16	5	3	6	6	0	1		
143 Employees	%	14.69	11.19	3.50	2.10	4.20	4.20	0.00	0.70		
8 - Service	#	54	34	11	18	16	1	2	6		
231 Employees	%	23.38	14.72	4.76	7.79	6.93	0.43	0.87	2.60		
<b>892 Employees</b>	<b>Totals #</b>	<b>197</b>	<b>255</b>	<b>59</b>	<b>51</b>	<b>43</b>	<b>14</b>	<b>5</b>	<b>25</b>		
	<b>%</b>	<b>22.09</b>	<b>28.59</b>	<b>6.61</b>	<b>5.72</b>	<b>4.82</b>	<b>1.57</b>	<b>0.56</b>	<b>2.80</b>		

**Job Group  
Analysis  
Summary Report**

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1CI - Officials/Admin - Code Inspections		#	0	1	0	0	0	0	0	0		
2 Employees	1	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
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	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		
1ER - Officials/Admin - Engineering & Related		#	3	7	2	0	1	0	0	0		
29 Employees	1	%	10.34	24.14	6.90	0.00	3.45	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	3	2	2	1	0	0	0	0		
7 Employees	1	%	42.86	28.57	28.57	14.29	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	7	19	1	4	2	0	0	0		
42 Employees	1	%	16.67	45.24	2.38	9.52	4.76	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	1	1	0	0	0	0	0	1		
5 Employees	1	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00		
2AC - Professionals - Accounting		#	1	3	1	0	0	0	0	0		
3 Employees	2	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	1	0	0	0	1	0	0	0		
1 Employee	2	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2ER - Professionals - Engineering & Related		#	22	21	14	3	2	1	1	1		
82 Employees	2	%	26.83	25.61	17.07	3.66	2.44	1.22	1.22	1.22		
2GM - Professionals - General Maintenance/Trades		#	1	1	0	0	0	1	0	0		
1 Employee	2	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
2IT - Professionals - Information Technology		#	1	2	1	0	0	0	0	0		
8 Employees	2	%	12.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	6	4	2	0	4	0	0	0		
17 Employees	2	%	35.29	23.53	11.76	0.00	23.53	0.00	0.00	0.00		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2PM - Professionals - Program Management		#	2	12	0	0	0	1	0	1		
18 Employees	2	%	11.11	66.67	0.00	0.00	0.00	5.56	0.00	5.56		
3BI - Technicians - Building Inspections		#	0	0	0	0	0	0	0	0		
4 Employees	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3EL - Technicians - Electronics		#	2	1	2	0	0	0	0	0		
3 Employees	3	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	19	31	5	7	1	2	2	2		
103 Employees	3	%	18.45	30.10	4.85	6.80	0.97	1.94	1.94	1.94		
3RM - Technicians - Risk Management		#	2	1	0	0	0	0	0	2		
3 Employees	3	%	66.67	33.33	0.00	0.00	0.00	0.00	0.00	66.67		
5CI - Protective Service - Non-Sworn - Code Inspections		#	15	26	2	6	4	1	0	2		
64 Employees	5	%	23.44	40.63	3.13	9.38	6.25	1.56	0.00	3.13		
6CI - Administrative Support - Code Inspections		#	6	7	2	1	0	0	0	3		
12 Employees	6	%	50.00	58.33	16.67	8.33	0.00	0.00	0.00	25.00		
6ER - Administrative Support - Engineering Related		#	2	4	0	1	1	0	0	0		
9 Employees	6	%	22.22	44.44	0.00	11.11	11.11	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	13	29	6	4	2	0	0	1		
46 Employees	6	%	28.26	63.04	13.04	8.70	4.35	0.00	0.00	2.17		
6OS - Administrative Support - Office Support		#	7	19	3	0	2	0	0	2		
24 Employees	6	%	29.17	79.17	12.50	0.00	8.33	0.00	0.00	8.33		
6PM - Administrative Support - Program Management		#	5	12	0	3	0	0	0	2		
23 Employees	6	%	21.74	52.17	0.00	13.04	0.00	0.00	0.00	8.70		
6SP - Administrative Support - Store & Purchases		#	3	2	0	0	1	1	0	1		
9 Employees	6	%	33.33	22.22	0.00	0.00	11.11	11.11	0.00	11.11		
7ER - Skilled Craft-Engineering Related		#	0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	21	16	5	3	6	6	0	1		
142 Employees	7	%	14.79	11.27	3.52	2.11	4.23	4.23	0.00	0.70		
8CR - Service Maintenance - Community Relations		#	6	12	3	1	1	0	0	1		
15 Employees	8	%	40.00	80.00	20.00	6.67	6.67	0.00	0.00	6.67		
8GM - Service Maintenance - General Maintenance/Trades		#	48	22	8	17	15	1	2	5		
216 Employees	8	%	22.22	10.19	3.70	7.87	6.94	0.46	0.93	2.31		

## Job Group Analysis Summary

Job Group & Name	EEO Code	Min	Fem	Asi	Blk	His	Ind	Pac	Two			
892 Employees	Totals	#	197	255	59	51	43	14	5	25		
		%	22.09	28.59	6.61	5.72	4.82	1.57	0.56	2.80		

# **Job Group Analysis Report**



**Job Group Analysis**

**1CI**

**Officials/Admin - Code Inspections**

**EEO Code: 1**

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000190 - Regulatory Program Administrator	#	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		
2 Employees	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

# 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	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

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003039 - Director 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		
1 Employee	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

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003048 - Engineer, Chief	#	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		
30003049 - Engineer, City Traffic	#	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		
30003050 - Engineering Manager	#	1	1	0	0	1	0	0	0		
6 Employees	%	16.67	16.67	0.00	0.00	16.67	0.00	0.00	0.00		
30003015 - Capital Project Manager IV	#	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		
30003105 - Surveying 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		
30003014 - Capital Project Manager III	#	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		
30003013 - Capital Project Manager II	#	1	2	1	0	0	0	0	0		
6 Employees	%	16.67	33.33	16.67	0.00	0.00	0.00	0.00	0.00		
30000399 - Capital Project Manager I	#	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		
29 Employees	Totals #	3	7	2	0	1	0	0	0		
	%	10.34	24.14	6.90	0.00	3.45	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	#	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		
30003055 - Financial Analyst II	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
7 Employees	Totals #	3	2	2	1	0	0	0	0		
	%	42.86	28.57	28.57	14.29	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		
30003036 - Deputy Director 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		
30003083 - Manager III	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003082 - Manager II	#	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		
30003009 - Analyst 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		
30003081 - Manager I	#	3	4	1	2	0	0	0	0		
7 Employees	%	42.86	57.14	14.29	28.57	0.00	0.00	0.00	0.00		
30003008 - Analyst III	#	2	4	0	2	0	0	0	0		
13 Employees	%	15.38	30.77	0.00	15.38	0.00	0.00	0.00	0.00		
30003007 - Analyst II	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003006 - Analyst I	#	2	3	0	0	2	0	0	0		
5 Employees	%	40.00	60.00	0.00	0.00	40.00	0.00	0.00	0.00		
42 Employees	Totals #	7	19	1	4	2	0	0	0		
	%	16.67	45.24	2.38	9.52	4.76	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	1	0	0	0	0	0	1		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00		
5 Employees	Totals	#	1	1	0	0	0	0	1		
		%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00	

# Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant II	#	1	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	3	1	0	0	0	0	0		
		%	33.33	100.00	33.33	0.00	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	#	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

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001810 - Env Policy & Hazardous Materials Coord	#	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

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	4	3	3	1	0	0	0	0		
12 Employees	%	33.33	25.00	25.00	8.33	0.00	0.00	0.00	0.00		
30003047 - Engineer III	#	2	1	1	1	0	0	0	0		
5 Employees	%	40.00	20.00	20.00	20.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	1	3	0	0	1	0	0	0		
10 Employees	%	10.00	30.00	0.00	0.00	10.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	0	5	0	0	0	0	0	0		
10 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001734 - Engineer-Bridge	#	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		
30003106 - Surveying Supervisor	#	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		
30000358 - Engineering Associate, Sr-Civil	#	2	1	2	0	0	0	0	0		
6 Employees	%	33.33	16.67	33.33	0.00	0.00	0.00	0.00	0.00		
30000363 - Engineering Associate, Sr-Traffic	#	4	2	2	0	1	0	1	0		
11 Employees	%	36.36	18.18	18.18	0.00	9.09	0.00	9.09	0.00		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00		
30000331 - CAD Analyst	#	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		
30000353 - Engineering Associate-Civil	#	4	3	3	1	0	0	0	0		
12 Employees	%	33.33	25.00	25.00	8.33	0.00	0.00	0.00	0.00		
30000356 - Engineering Associate-Structural	#	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		
30000225 - Surveyor I	#	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		
82 Employees	Totals #	22	21	14	3	2	1	1	1		
	Totals %	26.83	25.61	17.07	3.66	2.44	1.22	1.22	1.22		

# Job Group Analysis

2GM

Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000089 - Sign Maker	#	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		
1 Employee	Totals	#	1	1	0	0	1	0	0		
		%	100.00	100.00	0.00	0.00	0.00	100.00	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	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		
30000207 - Applications Analyst IV-Generalist	#	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		
30003011 - Business Systems 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		
30003010 - Business Systems Analyst I	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000372 - Graphics Designer 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		
8 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	12.50	25.00	12.50	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		
30003090 - Planner, Supervising	#	2	0	1	0	1	0	0	0		
3 Employees	%	66.67	0.00	33.33	0.00	33.33	0.00	0.00	0.00		
30000393 - Planner, Sr City-Land Use	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000395 - Planner, Sr City-Transportation Modeling	#	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		
30000396 - Planner, Sr City-Transportation	#	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		
30000385 - Planner II. City-Land Use	#	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		
30000388 - Planner II. City-Transportation	#	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		
30000375 - Planner, Associate	#	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		
17 Employees	Totals #	6	4	2	0	4	0	0	0		
	Totals %	35.29	23.53	11.76	0.00	23.53	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	#	0	6	0	0	0	0	0	0		
11 Employees	%	0.00	54.55	0.00	0.00	0.00	0.00	0.00	0.00		
30003028 - Coordinator II	#	2	6	0	0	0	1	0	1		
7 Employees	%	28.57	85.71	0.00	0.00	0.00	14.29	0.00	14.29		
18 Employees	Totals #	2	12	0	0	0	1	0	1		
	%	11.11	66.67	0.00	0.00	0.00	5.56	0.00	5.56		

# Job Group Analysis

3BI

Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000197 - Sidewalk Inspector	#	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

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000237 - Electronics Technician II:Traffic Signal	#	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		
3 Employees	Totals	#	2	1	2	0	0	0	0		
		%	66.67	33.33	66.67	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		
30000326 - Engineering Technician III	#	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		
30000330 - CAD Technician 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		
30000334 - Development Services Technician 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		
30000343 - GIS Technician III	#	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		
30000402 - Signals & Street Lighting Technician	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000978 - Mapping Data Technician 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		
30000229 - Public Works Inspector, Sr	#	1	2	0	0	0	1	0	0		
7 Employees	%	14.29	28.57	0.00	0.00	0.00	14.29	0.00	0.00		
30000228 - Public Works Inspector	#	1	0	0	0	0	0	0	1		
9 Employees	%	11.11	0.00	0.00	0.00	0.00	0.00	0.00	11.11		
30000325 - Engineering Technician II	#	8	16	2	4	1	0	1	0		
38 Employees	%	21.05	42.11	5.26	10.53	2.63	0.00	2.63	0.00		
30000327 - Mapping Data Technician 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		
30000329 - CAD 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		
30000342 - GIS Technician II	#	1	3	1	0	0	0	0	0		
7 Employees	%	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00		
30001079 - Survey Project Support Tech	#	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		
30000224 - Surveying Aide II	#	0	0	0	0	0	0	0	0		
7 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001037 - Utility Locator	#	1	2	0	1	0	0	0	0		
5 Employees	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000324 - Engineering Technician I	#	5	3	1	2	0	0	1	1		
12 Employees	%	41.67	25.00	8.33	16.67	0.00	0.00	8.33	8.33		

# Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
103 Employees	Totals	#	19	31	5	7	1	2	2	2	
		%	18.45	30.10	4.85	6.80	0.97	1.94	1.94	1.94	

# 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	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
30003099 - Risk Specialist I	#	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		
3 Employees	Totals #	2	1	0	0	0	0	0	2		
	%	66.67	33.33	0.00	0.00	0.00	0.00	0.00	66.67		

# Job Group Analysis

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002563 - Parking Code Enforcement Officer, Lead	#	1	1	1	0	0	0	0	0		
5 Employees	%	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000185 - Parking Code Enforcement Officer	#	14	25	1	6	4	1	0	2		
59 Employees	%	23.73	42.37	1.69	10.17	6.78	1.69	0.00	3.39		
64 Employees	Totals #	15	26	2	6	4	1	0	2		
	%	23.44	40.63	3.13	9.38	6.25	1.56	0.00	3.13		

# Job Group Analysis

6CI

Administrative Support - Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000189 - Regulatory Program Specialist	#	6	7	2	1	0	0	0	3		
12 Employees	%	50.00	58.33	16.67	8.33	0.00	0.00	0.00	25.00		
12 Employees	Totals #	6	7	2	1	0	0	0	3		
	%	50.00	58.33	16.67	8.33	0.00	0.00	0.00	25.00		

# Job Group Analysis

6ER

Administrative Support - Engineering Related

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent III	#	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		
30000349 - Right of Way Agent 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		
30000348 - Right of Way Agent 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		
9 Employees	Totals #	2	4	0	1	1	0	0	0		
	%	22.22	44.44	0.00	11.11	11.11	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	9	1	0	0	0	0	0		
16 Employees	%	6.25	56.25	6.25	0.00	0.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	3	6	1	1	1	0	0	0		
14 Employees	%	21.43	42.86	7.14	7.14	7.14	0.00	0.00	0.00		
30003004 - Administrative Specialist III	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
30003003 - Administrative Specialist II	#	7	11	2	3	1	0	0	1		
12 Employees	%	58.33	91.67	16.67	25.00	8.33	0.00	0.00	8.33		
30003002 - Administrative Specialist 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		
46 Employees	Totals #	13	29	6	4	2	0	0	1		
	%	28.26	63.04	13.04	8.70	4.35	0.00	0.00	2.17		



# Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	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		
30000030 - Service Dispatcher, Lead	#	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		
30001558 - Timekeeping Specialist	#	1	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
30000029 - Service Dispatcher	#	2	4	1	0	0	0	0	1		
6 Employees	%	33.33	66.67	16.67	0.00	0.00	0.00	0.00	16.67		
30000012 - Office Support Specialist II	#	4	9	1	0	2	0	0	1		
9 Employees	%	44.44	100.00	11.11	0.00	22.22	0.00	0.00	11.11		
24 Employees	Totals #	7	19	3	0	2	0	0	2		
	%	29.17	79.17	12.50	0.00	8.33	0.00	0.00	8.33		

# 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	8	0	2	0	0	0	2		
18 Employees	%	22.22	44.44	0.00	11.11	0.00	0.00	0.00	11.11		
30003235 - Coordinator I - E	#	1	4	0	1	0	0	0	0		
5 Employees	%	20.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00		
23 Employees	Totals #	5	12	0	3	0	0	0	2		
	%	21.74	52.17	0.00	13.04	0.00	0.00	0.00	8.70		

# Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002485 - Storekeepr/Acquisition Specialist III-CL	#	1	1	0	0	0	1	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	2	1	0	0	1	0	0	1		
5 Employees	%	40.00	20.00	0.00	0.00	20.00	0.00	0.00	20.00		
30002483 - Storekeeper/Acquisition Specialist I-CL	#	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		
9 Employees											
	Totals	#	3	2	0	0	1	1	0	1	
		%	33.33	22.22	0.00	0.00	11.11	11.11	0.00	11.11	

# Job Group Analysis

7ER

Skilled Craft-Engineering Related

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000347 - Materials Quality Compliance Specialist	#	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

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003080 - Maintenance Supervisor 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		
30000117 - Electrician, Lead	#	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		
30003079 - Maintenance Supervisor I - E	#	1	1	0	0	1	0	0	0		
4 Employees	%	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00		
30003234 - Maintenance Supervisor I - NE	#	3	5	2	1	0	0	0	0		
22 Employees	%	13.64	22.73	9.09	4.55	0.00	0.00	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000116 - Electrician	#	4	3	0	1	3	0	0	0		
16 Employees	%	25.00	18.75	0.00	6.25	18.75	0.00	0.00	0.00		
30000100 - Parking Pay Station Technician, Lead	#	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		
30000112 - Painter	#	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		
30002499 - Carpenter-CL	#	1	1	0	0	0	1	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00		
30000091 - Street Maintenance Crew Leader	#	2	0	1	0	0	1	0	0		
5 Employees	%	40.00	0.00	20.00	0.00	0.00	20.00	0.00	0.00		
30000092 - Sign and Marking Technician	#	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		
30000095 - Environmental Systems Crew Leader	#	0	0	0	0	0	0	0	0		
11 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30002133 - Site Operations Crew Leader	#	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		
30002497 - Concrete Finisher-CL	#	1	0	0	0	0	1	0	0		
15 Employees	%	6.67	0.00	0.00	0.00	0.00	6.67	0.00	0.00		
30000127 - General Mechanic	#	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		
30000094 - Environmental Systems Maintenance Tech	#	1	1	0	0	1	0	0	0		
12 Employees	%	8.33	8.33	0.00	0.00	8.33	0.00	0.00	0.00		

# Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000099 - Parking Pay Station Technician	#	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		
30002495 - Construction Equipment Operator-CL	#	3	1	0	1	0	2	0	0		
17 Employees	%	17.65	5.88	0.00	5.88	0.00	11.76	0.00	0.00		
30000090 - Asphalt Raker	#	3	0	1	0	0	1	0	1		
9 Employees	%	33.33	0.00	11.11	0.00	0.00	11.11	0.00	11.11		
142 Employees	Totals #	21	16	5	3	6	6	0	1		
	%	14.79	11.27	3.52	2.11	4.23	4.23	0.00	0.70		

# Job Group Analysis

8CR

Service Maintenance - Community Relations

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000352 - Transportation Demand Mgmt Spec II	#	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		
30000351 - Transportation Demand Mgmt Spec I	#	4	7	1	1	1	0	0	1		
9 Employees	%	44.44	77.78	11.11	11.11	11.11	0.00	0.00	11.11		
30001183 - Transportation Demand Mgmt Assistant	#	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		
15 Employees	Totals #	6	12	3	1	1	0	0	1		
	%	40.00	80.00	20.00	6.67	6.67	0.00	0.00	6.67		

# Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	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		
30000103 - Automotive Equip Oper II: Street Sweeper	#	1	1	0	1	0	0	0	0		
10 Employees	%	10.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00		
30002494 - Auto Equip Oper II: Tractr-Trailr-CL	#	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		
30002583 - Automotive Equip Oper II:Sewer Vacuum-CL	#	1	0	1	0	0	0	0	0		
9 Employees	%	11.11	0.00	11.11	0.00	0.00	0.00	0.00	0.00		
30002490 - Utility Worker II-CL	#	34	12	6	10	11	1	2	4		
132 Employees	%	25.76	9.09	4.55	7.58	8.33	0.76	1.52	3.03		
30002493 - Automotive Equipment Oper I-CL	#	8	4	1	4	2	0	0	1		
50 Employees	%	16.00	8.00	2.00	8.00	4.00	0.00	0.00	2.00		
30002489 - Utility Worker I-CL	#	4	4	0	2	2	0	0	0		
12 Employees	%	33.33	33.33	0.00	16.67	16.67	0.00	0.00	0.00		
216 Employees	Totals #	48	22	8	17	15	1	2	5		
	Totals %	22.22	10.19	3.70	7.87	6.94	0.46	0.93	2.31		



# **Incumbency vs. Estimated Availability Report**

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

### Incumbency vs. Estimated Availability

1CI		Officials/Admin - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.01	65.64	0.34	3.24	0.23	0.00	8.09	0.11
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
	Shortfall								

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	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								

1ER		Officials/Admin - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
29	Employment %	10.34	24.14	6.90	0.00	3.45	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?	YES							
	Statistical Value	0.462E			1.000E	0.720E	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

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	42.86	28.57	28.57	14.29	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?		YES						
	Statistical Value		0.465E			1.000E			1.000E
	Stat Significant?								
	Shortfall		1						
1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
42	Employment %	16.67	45.24	2.38	9.52	4.76	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			0.658			0.395	0.195	0.800
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00
	Availability %	16.30	41.78	5.27	3.80	3.41	0.46	0.14	3.21
	Emp Less Avail?		YES						
	Statistical Value		0.408E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall		1						
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	100.00	33.33	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
	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

2CR		Professionals - Community Relations							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
	Emp Less Avail?	12.65	48.09	4.50	0.09	3.31	2.07	0.00	2.66
	Statistical Value		1.000E	1.000E	1.000E		1.000E		1.000E
	Stat Significant?								
	Shortfall								
2EN		Professionals - Environmental							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	7.56	26.90	0.23	0.00	4.42	0.00	2.90	0.00
	Statistical Value	1.000E	1.000E	1.000E		1.000E		1.000E	
	Stat Significant?								
	Shortfall								
2ER		Professionals - Engineering & Related							
Total Emp 82	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	26.83	25.61	17.07	3.66	2.44	1.22	1.22	1.22
	Emp Less Avail?	12.52	13.86	7.24	0.42	1.88	0.62	0.00	2.35
	Statistical Value								0.676
	Stat Significant?								
	Shortfall								
2GM		Professionals - General Maintenance/Trades							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00
	Emp Less Avail?	13.05	48.72	6.40	0.80	3.36	0.32	0.00	2.18
	Statistical Value			1.000E	1.000E	1.000E			1.000E
	Stat Significant?								
	Shortfall								

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## Incumbency vs. Estimated Availability

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	25.00	12.50	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?		YES						
	Statistical Value	1.000E	0.481E		1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall		1						
2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	35.29	23.53	11.76	0.00	23.53	0.00	0.00	0.00
	Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?		YES						
	Statistical Value		0.028E						
	Stat Significant?		YES						
	Shortfall		4						
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	11.11	66.67	0.00	0.00	0.00	5.56	0.00	5.56
	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
4	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?		YES						
	Statistical Value	1.000E	0.027E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?		YES						
	Shortfall		2						

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## Incumbency vs. Estimated Availability

3EL		Technicians - Electronics							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	33.33	66.67	0.00	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?								
	Statistical Value				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
103	Employment %	18.45	30.10	4.85	6.80	0.97	1.94	1.94	1.94
	Availability %	17.70	32.78	7.48	1.62	3.77	1.16	0.08	3.58
	Emp Less Avail?		YES	YES		YES			YES
	Statistical Value		0.580	1.013		1.491			0.895
	Stat Significant?								
	Shortfall		2	2		2			1
3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	33.33	0.00	0.00	0.00	0.00	0.00	66.67
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value			1.000E		1.000E			
	Stat Significant?								
	Shortfall								
5CI		Protective Service - Non-Sworn - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
64	Employment %	23.44	40.63	3.13	9.38	6.25	1.56	0.00	3.13
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?		YES						
	Statistical Value		3.648						0.400
	Stat Significant?		YES						
	Shortfall		14						

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## Incumbency vs. Estimated Availability

6CI		Administrative Support - Code Inspections							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	50.00	58.33	16.67	8.33	0.00	0.00	0.00	25.00
	Availability %	17.92	69.89	5.22	3.27	7.00	0.64	0.49	1.28
	Emp Less Avail?		YES						
	Statistical Value		0.363E			1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall		1						

  

6ER		Administrative Support - Engineering Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	22.22	44.44	0.00	11.11	11.11	0.00	0.00	0.00
	Availability %	11.34	78.83	2.01	3.80	2.64	0.45	0.00	2.46
	Emp Less Avail?		YES						
	Statistical Value		0.025E	1.000E			1.000E		1.000E
	Stat Significant?		YES						
	Shortfall		3						

  

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
46	Employment %	28.26	63.04	13.04	8.70	4.35	0.00	0.00	2.17
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?								
	Statistical Value		0.174			0.380	0.553	0.359	0.224
	Stat Significant?								
	Shortfall								

  

6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	29.17	79.17	12.50	0.00	8.33	0.00	0.00	8.33
	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	
	Stat Significant?								
	Shortfall								

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## Incumbency vs. Estimated Availability

6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	21.74	52.17	0.00	13.04	0.00	0.00	0.00	8.70
	Availability %	14.74	68.60	4.72	2.06	6.07	0.74	0.38	0.78
	Emp Less Avail?		YES	YES		YES			
	Statistical Value		0.114E	0.625E		0.398E	1.000E	1.000E	
	Stat Significant?								
	Shortfall		3	1			1		
6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	33.33	22.22	0.00	0.00	11.11	11.11	0.00	11.11
	Availability %	22.38	47.88	6.62	3.33	8.74	0.74	0.94	2.00
	Emp Less Avail?		YES						
	Statistical Value		0.183E	1.000E	1.000E			1.000E	
	Stat Significant?								
	Shortfall		2						
7ER		Skilled Craft-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 %	21.13	2.82	2.82	0.00	5.63	2.82	0.00	9.86
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
142	Employment %	14.79	11.27	3.52	2.11	4.23	4.23	0.00	0.70
	Availability %	18.03	3.24	2.06	1.20	10.69	0.80	0.61	2.67
	Emp Less Avail?	YES				YES			YES
	Statistical Value	1.005				2.493		0.934	1.453
	Stat Significant?					YES			
	Shortfall		4				9		

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## Incumbency vs. Estimated Availability

8CR		Service Maintenance - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	40.00	80.00	20.00	6.67	6.67	0.00	0.00	6.67
	Availability %	23.53	17.65	0.00	23.53	0.00	0.00	0.00	0.00
	Emp Less Avail?				YES				
	Statistical Value				0.218E				
	Stat Significant?								
	Shortfall				2				

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
216	Employment %	22.22	10.19	3.70	7.87	6.94	0.46	0.93	2.31
	Availability %	37.17	4.28	1.25	3.86	28.76	0.45	0.58	2.26
	Emp Less Avail?	YES				YES			
	Statistical Value	4.546				7.083			
	Stat Significant?	YES				YES			
	Shortfall	32				47			

Total Employment: 892

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**

1CI		Officials/Admin - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	1.3	0.0	0.1	0.0	0.0	0.2	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

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	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		

1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
29	# Employed	3	7	2	0	1	0	0	0		
	# Available	4.8	2.9	1.9	0.3	2.0	0.1	0.0	0.5		
	Persons Required	1	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	3	2	2	1	0	0	0	0		
	# Available	1.0	3.2	0.3	0.3	0.2	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
42	# Employed	7	19	1	4	2	0	0	0		
	# Available	4.3	17.4	1.9	0.5	1.1	0.2	0.0	0.6		
	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		
5	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.8	2.1	0.3	0.2	0.2	0.0	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		

## Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	1	0	0	0	0	0		
	# Available	0.4	2.0	0.3	0.0	0.1	0.0	0.0	0.1		
	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	1	0	0	0	1	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		
2EN		Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
82	# Employed	22	21	14	3	2	1	1	1		
	# Available	10.3	11.4	5.9	0.3	1.5	0.5	0.0	1.9		
	Persons Required	0	0	0	0	0	0	0	0		
2GM		Professionals - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	0	1	0	0		
	# Available	0.1	0.5	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		
8	# Employed	1	2	1	0	0	0	0	0		
	# Available	1.1	3.4	0.6	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	6	4	2	0	4	0	0	0		
	# Available	0.6	8.6	0.6	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	4	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	2	12	0	0	0	1	0	1		
	# Available	2.3	11.1	0.8	0.2	0.9	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

3BI		Technicians - Building Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.8	2.4	0.3	0.1	0.1	0.1	0.0	0.3		
	Persons Required	0	2	0	0	0	0	0	0		
3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	1	2	0	0	0	0	0		
	# Available	0.7	0.6	0.4	0.1	0.2	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		
103	# Employed	19	31	5	7	1	2	2	2		
	# Available	18.2	33.8	7.7	1.7	3.9	1.2	0.1	3.7		
	Persons Required	0	2	2	0	2	0	0	1		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	1	0	0	0	0	0	2		
	# Available	0.5	0.9	0.1	0.0	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
5CI		Protective Service - Non-Sworn - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
64	# Employed	15	26	2	6	4	1	0	2		
	# Available	4.7	40.1	1.5	0.6	0.0	0.0	0.0	2.6		
	Persons Required	0	14	0	0	0	0	0	0		
6CI		Administrative Support - Code Inspections									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	6	7	2	1	0	0	0	3		
	# Available	2.2	8.4	0.6	0.4	0.8	0.1	0.1	0.2		
	Persons Required	0	1	0	0	0	0	0	0		
6ER		Administrative Support - Engineering Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	2	4	0	1	1	0	0	0		
	# Available	1.0	7.1	0.2	0.3	0.2	0.0	0.0	0.2		
	Persons Required	0	3	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
46	# Employed	13	29	6	4	2	0	0	1		
	# Available	6.8	29.6	1.9	0.6	2.6	0.3	0.1	1.2		
	Persons Required	0	0	0	0	0	0	0	0		

## Shortfall

6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
24	# Employed	7	19	3	0	2	0	0	2		
	# Available	4.1	18.7	1.6	0.5	1.1	0.2	0.1	0.6		
	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		
23	# Employed	5	12	0	3	0	0	0	2		
	# Available	3.4	15.8	1.1	0.5	1.4	0.2	0.1	0.2		
	Persons Required	0	3	1	0	1	0	0	0		
6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	2	0	0	1	1	0	1		
	# Available	2.0	4.3	0.6	0.3	0.8	0.1	0.1	0.2		
	Persons Required	0	2	0	0	0	0	0	0		
7ER		Skilled Craft-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	0.0	0.0	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
142	# Employed	21	16	5	3	6	6	0	1		
	# Available	25.6	4.6	2.9	1.7	15.2	1.1	0.9	3.8		
	Persons Required	4	0	0	0	9	0	0	2		
8CR		Service Maintenance - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	6	12	3	1	1	0	0	1		
	# Available	3.5	2.6	0.0	3.5	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	2	0	0	0	0		
8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
216	# Employed	48	22	8	17	15	1	2	5		
	# Available	80.3	9.2	2.7	8.3	62.1	1.0	1.3	4.9		
	Persons Required	32	0	0	0	47	0	0	0		

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.