

# City of Portland



**1020-PF&R  
Portland Fire & Rescue**

## **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	#	7	4	3	2	2	0	0	0		
20 Employees	%	35.00	20.00	15.00	10.00	10.00	0.00	0.00	0.00		
2 - Professionals	#	2	8	1	0	0	0	0	1		
15 Employees	%	13.33	53.33	6.67	0.00	0.00	0.00	0.00	6.67		
3 - Technicians	#	2	3	0	1	1	0	0	0		
3 Employees	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		
4 - Protective Service Workers: Sworn	#	133	47	39	24	38	20	1	11		
671 Employees	%	19.82	7.00	5.81	3.58	5.66	2.98	0.15	1.64		
6 - Administrative Support	#	2	11	0	0	0	0	1	1		
15 Employees	%	13.33	73.33	0.00	0.00	0.00	0.00	6.67	6.67		
7 - Skilled Workers	#	2	0	1	0	1	0	0	0		
15 Employees	%	13.33	0.00	6.67	0.00	6.67	0.00	0.00	0.00		
8 - Service	#	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		
<b>741 Employees</b>	<b>Totals #</b>	<b>149</b>	<b>73</b>	<b>44</b>	<b>27</b>	<b>42</b>	<b>20</b>	<b>2</b>	<b>14</b>		
	<b>%</b>	<b>20.11</b>	<b>9.85</b>	<b>5.94</b>	<b>3.64</b>	<b>5.67</b>	<b>2.70</b>	<b>0.27</b>	<b>1.89</b>		

**Job Group  
Analysis  
Summary Report**

**Job Group Analysis Summary**

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1CR - Officials/Admin - Community Relations		#	1	0	0	1	0	0	0	0		
1 Employee	1	%	100.00	0.00	0.00	100.00	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		
1FI - Officials/Admin - Fire		#	3	2	1	1	1	0	0	0		
11 Employees	1	%	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	3	2	2	0	1	0	0	0		
7 Employees	1	%	42.86	28.57	28.57	0.00	14.29	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	2	2	1	0	0	0	0	1		
3 Employees	2	%	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33		
2ER - Professionals - Engineering & Related		#	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		
2FI - Professionals - Fire		#	0	1	0	0	0	0	0	0		
3 Employees	2	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
2GA - Professionals - General Administrative		#	0	0	0	0	0	0	0	0		
2 Employees	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	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		
2PM - Professionals - Program Management		#	0	5	0	0	0	0	0	0		
5 Employees	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	2	3	0	1	1	0	0	0		
3 Employees	3	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		
4FI-1 - Protective Service-Sworn-Fire-Entry		#	84	27	22	12	27	14	1	8		
442 Employees	4	%	19.00	6.11	4.98	2.71	6.11	3.17	0.23	1.81		
4FI-2 - Protective Service-Sworn-Fire-Mid Level		#	40	14	12	12	7	6	0	3		
171 Employees	4	%	23.39	8.19	7.02	7.02	4.09	3.51	0.00	1.75		
4FI-3 - Protective Service-Sworn-Fire-Senior Level		#	6	5	3	0	3	0	0	0		
43 Employees	4	%	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4FI-4 - Portective Service-Sworn-Fire-Executive		#	3	1	2	0	1	0	0	0		
15 Employees	4	%	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00		
6AC - Administrative Support - Accounting		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	8	0	0	0	0	1	0		
11 Employees	6	%	9.09	72.73	0.00	0.00	0.00	0.00	9.09	0.00		
6OS - Administrative Support - Office Support		#	1	2	0	0	0	0	0	1		
3 Employees	6	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
7AM - Skilled Craft - Auto Maintenance		#	0	0	0	0	0	0	0	0		
8 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	2	0	1	0	1	0	0	0		
3 Employees	7	%	66.67	0.00	33.33	0.00	33.33	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	0	0	0	0	0	0	0	0		
4 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	1	0	0	0	0	0	0	1		
2 Employees	8	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
741 Employees	Totals	#	149	73	44	27	42	20	2	14		
		%	20.11	9.85	5.94	3.64	5.67	2.70	0.27	1.89		

# **Job Group Analysis Report**

**Job Group Analysis**

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003096 - Public Information Manager	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	#	1	0	0	1	0	0	0	0		
Totals	%	100.00	0.00	0.00	100.00	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		
30003057 - Fire 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		
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

1FI

Officials/Admin - Fire

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003059 - Fire Division Chief	#	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		
30003060 - Fire Marshal	#	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		
30003058 - Fire Chief, Deputy	#	2	2	0	1	1	0	0	0		
8 Employees	%	25.00	25.00	0.00	12.50	12.50	0.00	0.00	0.00		
11 Employees	Totals #	3	2	1	1	1	0	0	0		
	%	27.27	18.18	9.09	9.09	9.09	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	#	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		
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	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		
30003007 - Analyst II	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30003006 - Analyst I	#	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		
7 Employees											
	Totals	#	3	2	2	0	1	0	0		
		%	42.86	28.57	28.57	0.00	14.29	0.00	0.00		

# Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
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	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	2	2	1	0	0	0	0	1		
	%	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33		

# Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003047 - Engineer 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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

2FI

Professionals - Fire

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training Officer	#	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		
3 Employees	Totals	#	1	0	0	0	0	0	0		
		%	0.00	33.33	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	#	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	

# 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		
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

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003045 - Emergency Medical Services Coordinator	#	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		
30003029 - Coordinator III	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003028 - Coordinator II	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals #	0	5	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

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000336 - Fire Land Use Review Technician	#	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		
30000333 - Development Services Technician II	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	2	3	0	1	1	0	0	0		
	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		

# Job Group Analysis

4FI-1

Protective Service-Sworn-Fire-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000793 - Fire Fighter	#	84	26	22	12	27	14	1	8		
440 Employees	%	19.09	5.91	5.00	2.73	6.14	3.18	0.23	1.82		
30000795 - Fire Fighter Specialist	#	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		
442 Employees	Totals #	84	27	22	12	27	14	1	8		
	%	19.00	6.11	4.98	2.71	6.11	3.17	0.23	1.81		

# Job Group Analysis

4FI-2

Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist	#	1	2	0	0	0	0	0	1		
4 Employees	%	25.00	50.00	0.00	0.00	0.00	0.00	0.00	25.00		
30000801 - Fire Lieutenant, Staff	#	5	0	3	0	0	1	0	1		
11 Employees	%	45.45	0.00	27.27	0.00	0.00	9.09	0.00	9.09		
30000812 - Fire Inspector/Specialist	#	6	4	0	2	2	2	0	0		
17 Employees	%	35.29	23.53	0.00	11.76	11.76	11.76	0.00	0.00		
30000815 - Fire Investigator	#	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		
30000798 - Fire Lieutenant	#	19	3	7	6	4	1	0	1		
102 Employees	%	18.63	2.94	6.86	5.88	3.92	0.98	0.00	0.98		
30000808 - Fire Inspector	#	6	3	0	4	1	1	0	0		
22 Employees	%	27.27	13.64	0.00	18.18	4.55	4.55	0.00	0.00		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
10 Employees	%	30.00	0.00	20.00	0.00	0.00	10.00	0.00	0.00		
171 Employees	Totals #	40	14	12	12	7	6	0	3		
	Totals %	23.39	8.19	7.02	7.02	4.09	3.51	0.00	1.75		

# Job Group Analysis

4FI-3

Protective Service-Sworn-Fire-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	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		
30000816 - Fire Inspector, Sr - Specialist	#	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		
30000803 - Fire Captain	#	4	2	3	0	1	0	0	0		
31 Employees	%	12.90	6.45	9.68	0.00	3.23	0.00	0.00	0.00		
30000811 - Fire Inspector, Sr	#	1	2	0	0	1	0	0	0		
6 Employees	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		
43 Employees	Totals #	6	5	3	0	3	0	0	0		
	%	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00		

# Job Group Analysis

4FI-4

Portective Service-Sworn-Fire-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000807 - Fire Battalion Chief, Staff	#	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		
30000806 - Fire Battalion Chief	#	3	1	2	0	1	0	0	0		
13 Employees	%	23.08	7.69	15.38	0.00	7.69	0.00	0.00	0.00		
15 Employees	Totals #	3	1	2	0	1	0	0	0		
	%	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00		

# Job Group Analysis

6AC

Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting Technician	#	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

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	1	1	0	0	0	0	1	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00		
30003004 - Administrative Specialist III	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003003 - Administrative Specialist II	#	0	5	0	0	0	0	0	0		
6 Employees	%	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees	Totals #	1	8	0	0	0	0	1	0		
	%	9.09	72.73	0.00	0.00	0.00	0.00	9.09	0.00		



# Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support 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		
30001558 - Timekeeping Specialist	#	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		
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		
3 Employees	Totals #	1	2	0	0	0	0	0	1		
	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		

# Job Group Analysis

7AM

Skilled Craft - Auto Maintenance

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000132 - Vehicle & Equipment Mechanic, 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		
30000131 - Vehicle & Equipment Mechanic	#	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		
8 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000072 - Facilities Maintenance Technician, 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			
30000071 - Facilities Maintenance Technician	#	2	0	1	0	1	0	0	0			
2 Employees	%	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00			
3 Employees	Totals		#	2	0	1	0	1	0	0		
		%	66.67	0.00	33.33	0.00	33.33	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		
30003079 - Maintenance Supervisor I - E	#	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	#	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		
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	#	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		
4 Employees	Totals #	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002490 - Utility Worker II-CL	#	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		
2 Employees	Totals	#	1	0	0	0	0	0	1		
		%	50.00	0.00	0.00	0.00	0.00	0.00	50.00		

# **Incumbency vs. Estimated Availability Report**

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

### Incumbency vs. Estimated Availability

1CR		Officials/Admin - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	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		0.388E						
	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								

1FI		Officials/Admin - Fire							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00
	Availability %	0.00	2.11	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value								
	Stat Significant?								
	Shortfall								

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	42.86	28.57	28.57	0.00	14.29	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		0.707E		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
3	Employment %	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33
	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	
	Stat Significant?								
	Shortfall								

2ER		Professionals - 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 %	12.52	13.86	7.24	0.42	1.88	0.62	0.00	2.35
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								

2FI		Professionals - Fire							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	33.33	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	1.000E	0.121E	1.000E	1.000E	1.000E			
	Stat Significant?								
	Shortfall		1						

2GA		Professionals - General Administrative							
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 %	18.97	44.99	8.20	1.28	6.91	0.96	0.18	1.45
	Emp Less Avail?								
	Statistical Value	1.000E	0.505E	1.000E	1.000E	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
1	Employment %	0.00	0.00	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		1.000E
	Stat Significant?								
	Shortfall								
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.73	61.46	4.44	1.11	5.17	0.73	0.16	1.10
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	100.00	0.00	33.33	33.33	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
	Stat Significant?								
	Shortfall								
4FI-1		Protective Service-Sworn-Fire-Entry							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
442	Employment %	19.00	6.11	4.98	2.71	6.11	3.17	0.23	1.81
	Availability %	20.81	7.01	1.26	8.14	8.37	1.30	0.14	1.60
	Emp Less Avail?	YES	YES		YES	YES			
	Statistical Value	0.935	0.742		4.171	1.717			
	Stat Significant?				YES				
	Shortfall	7	3		23	9			

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## Incumbency vs. Estimated Availability

4FI-2		Protective Service-Sworn-Fire-Mid Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
171	Employment %	23.39	8.19	7.02	7.02	4.09	3.51	0.00	1.75
	Availability %	19.00	6.11	4.98	2.71	6.11	3.17	0.23	1.81
	Emp Less Avail?					YES			
	Statistical Value					1.101		0.628	0.055
	Stat Significant?								
	Shortfall					3			
4FI-3		Protective Service-Sworn-Fire-Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
43	Employment %	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00
	Availability %	23.35	7.19	7.19	7.19	4.19	3.59	0.00	1.20
	Emp Less Avail?	YES			YES		YES		
	Statistical Value	1.456		0.054	1.825		1.265		0.723
	Stat Significant?								
	Shortfall	4			3		1		
4FI-4		Protective Service-Sworn-Fire-Executive							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00
	Availability %	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value		1.000E			1.000E			
	Stat Significant?								
	Shortfall								
6AC		Administrative Support - Accounting							
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 %	12.44	90.50	5.55	0.53	3.21	0.41	0.14	2.60
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

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

## Incumbency vs. Estimated Availability

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	9.09	72.73	0.00	0.00	0.00	0.00	9.09	0.00
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33
	Availability %	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	Emp Less Avail?								
	Statistical Value		0.530E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall								
7AM		Skilled Craft - Auto Maintenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.05	2.44	6.40	1.32	11.57	0.81	0.51	2.44
	Emp Less Avail?	YES							
	Statistical Value	0.212E	1.000E	1.000E	1.000E	0.609E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall	1							
7BT		Skilled Craft - Building Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	66.67	0.00	33.33	0.00	33.33	0.00	0.00	0.00
	Availability %	23.44	5.43	6.09	0.66	12.98	2.12	0.00	1.59
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E		1.000E		1.000E
	Stat Significant?								
	Shortfall								

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

## Incumbency vs. Estimated Availability

7GM		Skilled Craft - General Maintenance/Trades							
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 %	18.03	3.24	2.06	1.20	10.69	0.80	0.61	2.67
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
	Availability %	37.17	4.28	1.25	3.86	28.76	0.45	0.58	2.26
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall								

Total Employment: 741

W - Whole Person Rule

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

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

# **Shortfall Report (Persons Required)**

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

**Shortfall**

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

1FI		Officials/Admin - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	2	1	1	1	0	0	0		
	# Available	0.0	0.2	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		
7	# Employed	3	2	2	0	1	0	0	0		
	# Available	0.7	2.9	0.3	0.1	0.2	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		
3	# Employed	2	2	1	0	0	0	0	1		
	# 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		

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

2FI		Professionals - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	2.3	0.1	0.1	0.3	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

# Shortfall

2GA		Professionals - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	5	0	0	0	0	0	0		
	# Available	0.6	3.1	0.2	0.1	0.3	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		
3	# Employed	2	3	0	1	1	0	0	0		
	# Available	0.5	1.0	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
4FI-1		Protective Service-Sworn-Fire-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
442	# Employed	84	27	22	12	27	14	1	8		
	# Available	92.0	31.0	5.6	36.0	37.0	5.7	0.6	7.1		
	Persons Required	7	3	0	23	9	0	0	0		
4FI-2		Protective Service-Sworn-Fire-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
171	# Employed	40	14	12	12	7	6	0	3		
	# Available	32.5	10.4	8.5	4.6	10.4	5.4	0.4	3.1		
	Persons Required	0	0	0	0	3	0	0	0		
4FI-3		Protective Service-Sworn-Fire-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
43	# Employed	6	5	3	0	3	0	0	0		
	# Available	10.0	3.1	3.1	3.1	1.8	1.5	0.0	0.5		
	Persons Required	4	0	0	3	0	1	0	0		
4FI-4		Protective Service-Sworn-Fire-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	1	2	0	1	0	0	0		
	# Available	2.1	1.7	1.0	0.0	1.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

6AC		Administrative Support - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.9	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		
11	# Employed	1	8	0	0	0	0	1	0		
	# Available	1.6	7.1	0.5	0.1	0.6	0.1	0.0	0.3		
	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		
3	# Employed	1	2	0	0	0	0	0	1		
	# Available	0.5	2.3	0.2	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

7AM		Skilled Craft - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	0	0	0	0	0	0	0		
	# Available	1.8	0.2	0.5	0.1	0.9	0.1	0.0	0.2		
	Persons Required	1	0	0	0	0	0	0	0		

7BT		Skilled Craft - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	0	1	0	1	0	0	0		
	# Available	0.7	0.2	0.2	0.0	0.4	0.1	0.0	0.0		
	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		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.7	0.1	0.1	0.0	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	0	0	0	0	1		
	# Available	0.7	0.1	0.0	0.1	0.6	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

W - Whole Person Rule

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